

# J-POWER GROUP INTEGRATED REPORT 2022



## J-POWER Group Integrated Report 2022 Supplementary Material

**Society**

## Society Index

- |  |        |
|--|--------|
| 1. CDP (Career Development Program)                                  | P.2    |
| 2. Supports for training junior employees/CDPs for Female Employees  | P.3    |
| 3. Improving Environments to Create Dynamic Workplaces               | P.4    |
| 4. Training System and Attendance Results                            | P.5~6  |
| 5. Initiatives Based on the Group Operational Health and Safety Plan | P.7    |
| 6. Data  | P.8~10 |

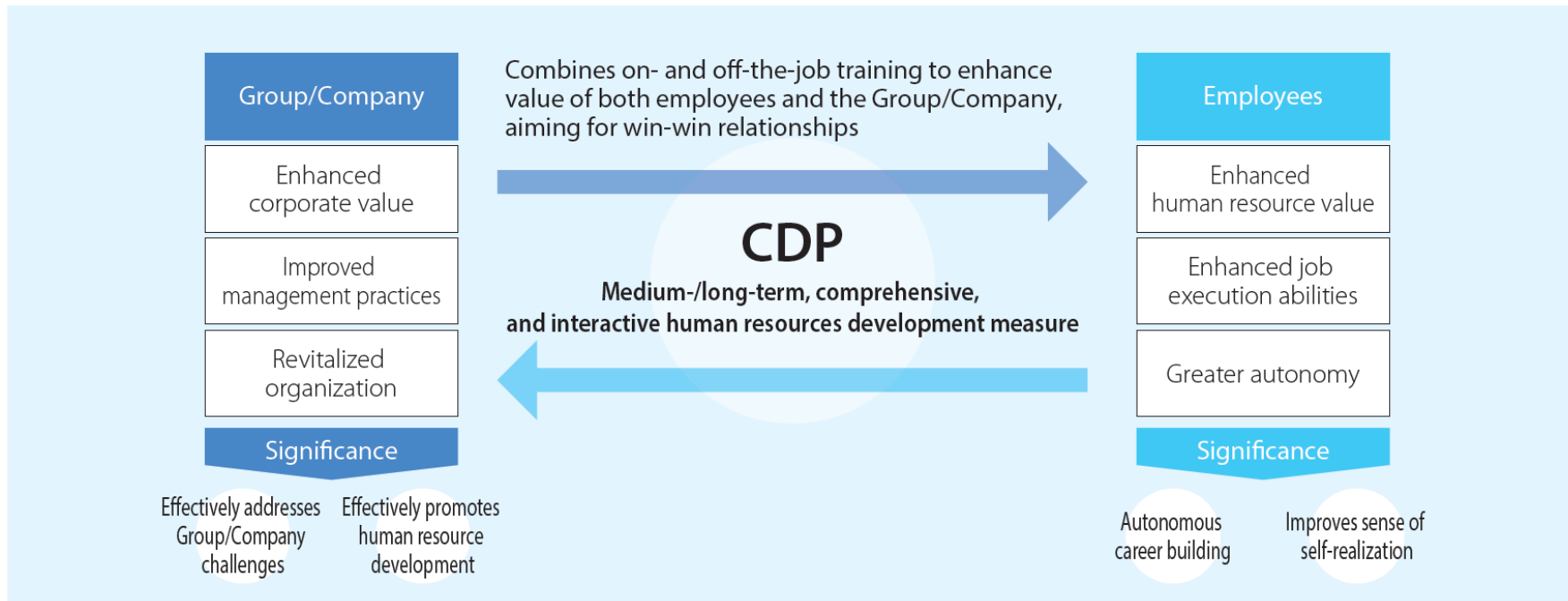
# 1. CDP (Career Development Program)

Integrated Report reference page : p.60

## CDP Overview

Our aim in the J-POWER Group is to develop all our employees into independent, talented, professional human resources who contribute to the organization with knowledge in multiple specialized areas and a broad perspective. We have adopted the Career Development Program (CDP) as a measure to achieve that aim.

### ■ CDP Conceptual Diagram



## 2. Supports for training junior employees/CDPs for Female Employees

Integrated Report reference page : p.60

### Supports for training junior employees

On-the-job trainers and mentors are assigned to junior employees to support them in establishing themselves in the workplace and advancing their careers. Through these human resource development measures, in addition to the knowledge and skills necessary to do business, we are working to develop next-generation leaders, promote diversity (the active participation of diverse human resources), and promote more active participation for our older employees.

### CDPs for Female Employees

We have set up CDPs for women by job type with the aim of enabling women to continue working and build careers even when life events, such as giving birth, temporarily restrict the work they can do. These CDPs serve as useful references for female employees and their supervisors when thinking about career development.

#### ■ CDPs for Female Employees (J-POWER)

Junior period	A stage to learn the basics of career Efficiently acquire core work* skills through diverse work experience
Childbirth/ childcare period	A stage to engage in high value-added work that is comfortable in terms of life and physical condition, using the experience gained up to that point With career blanks and work restrictions, assigned to core work and encouraged to play an active part
Veteran period	A stage to broaden career and deepen expertise in addition to core work Encouraged further success through broadening work scope and deepening expertise

\* Core work : Work that is friendly for the employee's characteristics such as physical condition and physical fitness while taking into account of her wishes and suitability

### 3. Improving Environments to Create Dynamic Workplaces

Integrated Report reference page : p.63

#### Improving Environments to Create Dynamic Workplaces

J-POWER group is actively developing working environments and cultures that enable every employee to autonomously enhance their work and personal life and focus on highly creative work,

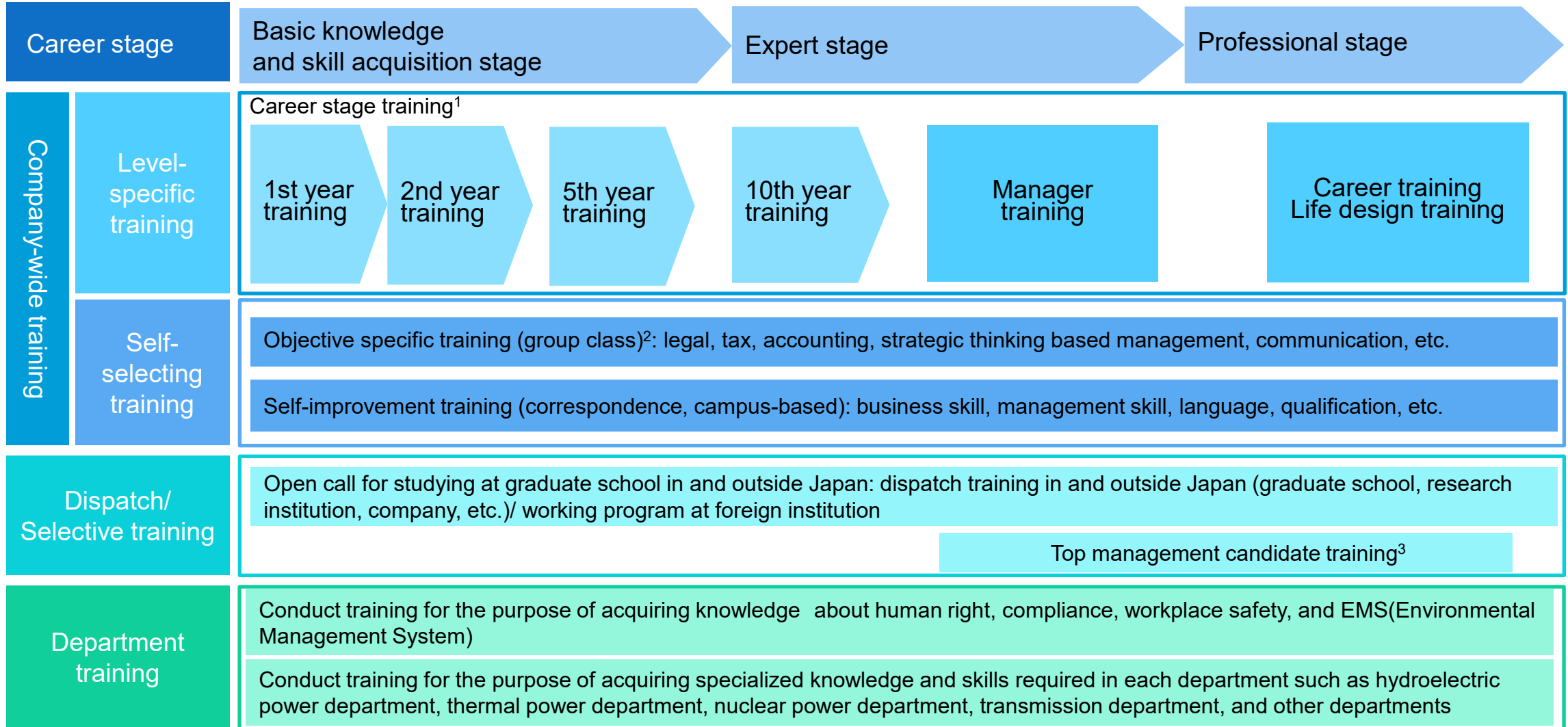
##### ■ Initiatives so far

Swing time work system	J-POWER allows employees to start working earlier or later.
Reduced working hours system	J-POWER allows employees to reduce working hours due to pregnancy, childcare, family member care.
Flextime work system	Applies to those who wish out of reduced working hours system users.
Utilization of telework work system and satellite office	
System for using paid leave in hourly increments	
Life support leave	Apart from the annual paid leave, it is a leave that can be used for injury, family nursing, school events, etc.
System that allows employees to take leave to accompany their spouse if transferred for work	Due to transfer or other unavoidable reasons, those who wish to live with their spouse staying overseas and are willing to continue working after returning to work are allowed to take leave for a period of more than 3 months to 3 years.

# 4. Training System and Attendance Results

Integrated Report reference page : p.60

## ■ Training System and Attendance Results (J-POWER)



1 Available for all employees at each career stage

2 Available for all employees including agency temp

3 Continuously train at manager-level, deputy department director-level and department director-level

## 4. Training System and Attendance Results

Integrated Report reference page : p.60

### ■ Attendance results

Training	Content	Attendance in FY2021
Company-wide training (level-specific)	Acquisition of skills required at each career stage	794 in total
Company-wide training (self-selecting)	Objective specific training tailored to the needs of employees, supporting correspondence education and other self-improvement	639 in total
Dispatch/ selective training	Dispatching employees to educational and other institutions in and outside Japan, fostering top management candidates	122 in total
Department training	Acquisition of skills required at each career stage	-

## 5. Initiatives Based on the Group Operational Health and Safety Plan

Integrated Report reference page : p.64-65

To efficiently and effectively advance initiatives across the J-POWER Group, the Group Operational Health and Safety Plan designates major targets for the entire J-POWER Group. Specific safety activities to achieve said targets are designated in each Group company's operational health and safety plan in line with their respective conditions and needs.

At the Group level, we check, evaluate, and take steps to improve each company's plan and its implementation, aiming to ensure the steady implementation of said plans.

The results from the implementation of operational health and safety plans are reported to the Executive Committee and the Board of Directors. They are also disseminated at Health and Safety conventions attended by officers of J-POWER and Group companies as well as superintendents.





## 6. Data (1)

### ■ Human resources (J-POWER) (As of March 31, 2022)

Number of employees <sup>1</sup>			Number of temporary employees
Male	Female	Total	
1,676	109	1,785	46

#### Average length of continuous service (years)

Male	Female	Total
20.4	9.8	19.7

Average age	Turnover rate 3 years after joining J-POWER <sup>2</sup> (%)	Number of turnovers <sup>3</sup> (Person)			Average annual salary <sup>4</sup> (Thousand yen)
		Retirement for personal reasons	Retirement for company reasons	Other	
42.0	4.4	38	0	9	7,939

### ■ Breakdown of employees by age groups<sup>1 2</sup>

Age groups	Male	Female	Total
Under 30 years old	254	42	296
30-39 years old	376	22	398
40-49 years old	467	28	495
50-59 years old	454	17	471
60 years old and over	125	0	125

#### Ratio of women's to men's wages<sup>5</sup>

Age groups	Ratio
Under 30	0.963
30s	0.957
40 and over	1.036

1 Temporary employees are not included in the number of employees. 1,241 seconded staffs are also not included in the number of employees.

2 Temporary employees are not included

3 Number of turnovers in FY2021. Retirements and temporary employee retirements are not included. "Other" means appointment as officers, etc.

4 Average annual salary includes non-standard wages and bonuses. Management and other employees are not included.

5 Comparison of base salaries of global employees. Ratio of female to male wages.

\*(Reference) Ratio of female to male wages in the average annual salary to be disclosed in the annual securities report: 0.690 for all employees, 0.690 for regular employees, and 0.680 for non-regular employees.

## 6.Data (2)

### ■ J-POWER managers

	FY	2019	2020	2021
Managers	Male (person)	980	953	<b>985</b>
	Female (person)	14	13	<b>13</b>
	Total	994	966	<b>998</b>
Percentage of women (%)		1.4	1.3	<b>1.3</b>

### ■ J-POWER's people with disabilities employed

\*As of June 1 2020,2021,2022

	FY	2019	2020
Number of people with disabilities employed (person)	51	50	<b>50</b>
Percentage of people with disabilities employed (%)	2.39	2.45	<b>2.42</b>

### ■ Total actual working hours per person and days of paid vacation taken per person (J-POWER)

	FY	2019	2020
Total actual working hours per person (hours)	1,979	1,943	<b>1,976</b>
Days of paid vacation taken per person (days)	16.7	14.9	<b>15.4</b>

## 6. Data (3)

### ■ Human resource development

	FY	2019	2020	2021
Average training time per employee (hours)		40.2	24.7	<b>34.2</b>
Average training expenses per employee (yen/person)		291	204	<b>232</b>

### ■ Number of occupational accidents<sup>1</sup>

FY	2019			2020			2021		
	J-POWER	Major five companies <sup>2</sup> + cooperating companies	Total	J-POWER	Major five companies <sup>2</sup> + cooperating companies	Total	J-POWER	Major five companies <sup>2</sup> + cooperating companies	Total
Fatal accident	0	3	3	0	1	1	0	0	0
Serious injury	2	12	14	0	7	7	0	11	11
Minor injury	2	10	12	1	5	6	0	11	11

<sup>1</sup> Accidents causing death or lost working days involving J-POWER employees or contractors (principal contractors and subcontractors) engaging in construction and other work ordered by J-POWER.

<sup>2</sup> Major consolidated subsidiaries to which J-POWER outsources facilities maintenance. J-POWER Business Service Corporation, J-POWER HYTEC Co., Ltd., J-POWER Generation Service Co., Ltd., J-POWER telecommunication Service Co., Ltd., J-POWER Design Co., Ltd.,

### ■ Frequency<sup>3</sup> and Severity<sup>4</sup>

	FY	2019	2020	2021
Frequency	J-POWER	1.55	0.85	<b>1.27</b>
	Industry-wide	1.80	1.95	<b>2.09</b>
Severity	J-POWER	1.41	0.49	<b>0.06</b>
	Industry-wide	0.09	0.09	<b>0.09</b>

<sup>3</sup> Frequency: Number of casualties in occupational accidents per one million working hours. Covers accidents causing loss of one day or more of work. Does not include accidents of employees on loan.

<sup>4</sup> Severity: Number of days of work lost per 1,000 working hours. Does not include accidents of employees on loan

