

# 2 Enhancing Communication

The J-POWER Group is supported by a wide range of stakeholders. In order to continue earning the trust of stakeholders, we will continue conducting business activities rooted in sincerity and striving to enhance communication.

## Close-up Harmony between the J-POWER Group and Society

### J-POWER Group Approach to Social Contribution Activities

"We build community trust by harmonizing our operations with the environment. Profits are a growth source, and we share the benefits with society." Under this corporate philosophy, the J-POWER Group has long engaged in social contribution activities as a member of society to help society develop soundly and sustainably.

Our activities largely fall into two categories: community involvement and harmonizing energy supply with the environment. We place high value on open communication with local community members and people working to harmonize energy supply with the environment and on sharing knowledge and learning from one another. We will steadily engage in activities on this basis as well as support the volunteer activities of our employees.

web

[http://www.jpowers.co.jp/company\\_info/kouken/index.html](http://www.jpowers.co.jp/company_info/kouken/index.html) (Japanese only)

April 2009

ACTION

### Community Involvement

Our corporate activities are supported by the communities where our power stations and other facilities are located.

Every employee is committed to being a good resident in these local communities. And, our business sites and offices strive to be good corporate citizens that benefit communities and society as a whole. We will strive to exist harmoniously with local communities and grow together with society through activities that are accepted and trusted by local residents.

#### Community and Social Contribution Activities

Because individual communities and regions have individual characteristics, our business sites and offices are involved in a variety of initiatives that reflect local needs and views in an effort to further our contribution to society.

For example, the Okukiyotsu Power Station, located in an area of Niigata Prefecture prone to heavy snowfall, conducts snow plowing and removal on a volunteer basis, the Matsushima Thermal Power Station, located on a remote island in Nagasaki Prefecture, participates in the local government's program for dispatching doctors by helicopter, the Shimogo Power Administration Office in Fukushima Prefecture, a region with an aging population, participates in a variety of local events, JP Business Service Corporation in Tokyo utilizes fair trade products in its business activities, and the JPec Wakamatsu Environmental Research Center in Kitakyushu provides innovative waste processing technology in order to help resolve waste-related problems faced by South-east Asia.

#### J-POWER Community Concerts

J-POWER community concerts were initially held in celebration of our 40th anniversary, and since 1992 performances have been held at 123 locations around the country (as of March 2009). The concerts

are a token of our appreciation for the daily understanding and cooperation of community members in regions where we operate. They also reflect our commitment to furthering trust and friendship as a member of local communities and society at large.

Until 2004 full-fledged classical music concerts were held for the general public at large concert halls and other similar venues, but since full privatization we have actively conducted smaller community concerts at local community facilities. We travel to schools, special nursing homes, occupational training centers for people with disabilities and other such sites. The concerts last about 45 minutes and primarily feature classical music. The performers include musicians who are active on the world stage and who have won domestic and international competitions or received prestigious awards. We try to make the concerts accessible to people who are not readily familiar with classical music by including talk sessions and other elements to put people at ease and enhance their enjoyment.

Community concerts were held at six locations in fiscal 2008 and received warm praise from people who attended. One person commented, "I was very impressed by the wonderful, topflight performance."

We will continue to highly value these opportunities to interact with the community.

web

<http://www.jpowers.co.jp/concert/index.html> (Japanese only)



A community concert held by the Chigasaki Research Institute in Kanagawa Prefecture



Experiential Learning Project for Ecology and Energy (Fukushima and Niigata Prefectures)

## **ACTION** → Harmonizing Energy Supply with the Environment

In order for people to lead enriching lives, both energy, which supports enriching lives, and a better environment are needed.

Leveraging environmental knowledge acquired through our business activities to date, we partner with people seeking to harmonize energy supply with the environment and conduct activities to raise awareness and develop technologies for energy and the environment in an effort to facilitate the sustainable development of Japan and the rest of the world.

### **Initiatives for Harmonizing Energy Supply with the Environment**

The J-POWER Group started the Experiential Learning Project for Ecology and Energy in fiscal 2008. The project provides support for experiential energy and environmental education in partnership with Keep, Inc., an environmental nonprofit organization. Programs are provided with an emphasis on direct experience, collaboration and group learning.

**web** → [www.jpowers.co.jp/ecoene/index.html](http://www.jpowers.co.jp/ecoene/index.html) (Japanese only)

Our organizations around the country are also involved in other activities, including forest preservation, nature observation events and science education.

### **Initiatives of Ishikawa Thermal Power Station (Okinawa Prefecture)**

A nature observation event is held for local residents at the power station. It involves surveying plant and animal life on the premises of the facility. Animal life at the site was first surveyed in 2005 and it was found that the station is home to a wide variety of plants and animals. This prompted the launch of the event, which is held to experience nature's diversity and increase interest in the natural environment. The event has been held eight times to date, and a total of 238 people have participated.

Thirty-two local children participated in the

nature observation held in December 2008 and got to directly experience the importance of nature. For example, they saw kingfishers and Scaly-breasted Munias, small birds that protect themselves using thorns from screw pine leaves. Other activities conveyed Okinawan culture, such as preparing traditional Okinawan food using plants observed by the children.



Nature observation event at Ishikawa Thermal Power Station

### **Initiatives of Kitayamagawa Power Administration Office (Owase Region, Mie Prefecture)**

The office has conducted environmental education with the Choshi River Fishing Cooperative since 2007.

J-POWER's Kuchisubo Dam and Owase No. 1 Power Station are located on the upper part of the Choshi River, a river well known to local children. The goal of the education program is to teach children about the importance of electricity, river environments and aquatic resources through tours of the dam and power station and release of juvenile ayu fish.

The program for fifth-grade elementary students begins with an explanation of how dams and power stations work. Students then tour the actual facilities and learn about the importance of electricity. Next, they learn about the ecology of ayu and the importance of aquatic resources with the help of the fishing cooperative director.

Finally, everyone releases juvenile ayu into the river, giving the students an invaluable learning experience not available through their normal curriculum.



Releasing juvenile ayu fish (Owase Region)

# Promoting Business Activities

The J-POWER Group works to earn the trust of shareholders, investors, and business partners by promoting its business activities, which are rooted in sincerity. We are also working to deepen trust by facilitating understanding of our activities and seeking views and opinions on them through enhanced communication.

## Communicating with Shareholders and Investors

The J-POWER Group conducts timely disclosure of corporate information as well as a range of activities to deepen understanding of our business operations, reflecting the importance we place on communicating with shareholders and investors.

For institutional investors, we hold briefings on management plans and financial results, actively hold meetings as the need arises, and work to provide opportunities for direct dialogue with management and other company members. In addition, we provide a range of investor relations tools, including an annual report and fact book, and make information available on our website in order to convey messages from management and other detailed information.<sup>\*1</sup>

For individual investors, we hold corporate presentations, publish a corporate newsletter aimed at individual investors, provide information via our website and make efforts to enhance disclosure. In April 2008 we established a new section on our website expressly for individual investors to provide easy access to the type of information they demand.

For individual shareholders, we issue a biannual shareholder newsletter to further understanding of our business activities, conduct regular questionnaires as an interactive communication initiative, and constantly work to improve the information we provide and the ways it is provided based on feedback we receive.

In addition, we conduct tours of power stations around the country several times a year to help institutional investors and shareholders become more familiar with the J-POWER Group and deepen their understanding.

We intend to continue enhancing communication with shareholders and investors.

### ● IR Tools

We provide information to shareholders and investors using our website and a variety of other investor relations tools.



Briefing for individual investors



Tour of Okukiyotsu Power Station in Niigata Prefecture



Annual Report

Fact Book

### key word

\*1 "Investor Relations" section of J-POWER's website

web <http://www.jpowers.co.jp/english/ir/index.html>

## Committed to Business Partners

The business activities of the J-POWER Group are supported by a large number of business partners. Rooted in good relations with business partners, we will contribute to the sustainable development of Japan and the rest of the world.

### ●Producing Tomatoes by Utilizing Landfill and Energy Conservation Technologies: Hibikinada Greenfarm Co., Ltd.

The history of KAGOME Co., Ltd. and its tomatoes dates back one century. Returning to its roots, ten years ago Kagome began once again cultivating and selling fresh tomatoes as a part of its business activities. The company got involved in Hibikinada Greenfarm with J-POWER in 2005 based on the view that with domestically produced agricultural products on the decline, future agricultural activities would be larger in scale and more efficient.

Hibikinada Greenfarm is located on a section of landfill owned by J-POWER in the Hibikinada area of Wakamatsu Ward, Kitakyushu City in Fukuoka Prefecture. It features a greenhouse with 85,000 m<sup>2</sup> of cultivation space and some 200,000 tomato plants. It is a high-tech farm that produces approximately 2,500 tons annually. Temperature, humidity, irrigation, and other factors are controlled automatically, and a special highly transparent fluorine-based film is used to cover the greenhouse, which raises greenhouse effectiveness by promoting tomato photosynthesis. These technologies facilitate stable tomato production.

The facility is also environmentally sensitive thanks to utilization of energy saving technologies.



Fresh tomatoes at Hibikinada Greenfarm and a view from inside the greenhouse (Kitakyushu)

### ●Participation in Callide Oxyfuel Project: IHI Corporation

IHI is participating in the Callide Oxyfuel Project, which is being conducted at the Callide A Power Station in Queensland, Australia with J-POWER and Mitsui & Co., Ltd. The project is the world's first demonstration trial involving installing the oxyfuel combustion method at an existing coal-fired thermal power station and validating an integrated system for carbon dioxide capture and storage.

The oxyfuel combustion method was first conceived in Japan in 1974 and developed by J-POWER and IHI. Nitrogen is removed from the air and coal is burned with the resulting high-concentration oxygen, which makes it relatively easy to capture and recover carbon dioxide from the exhaust gas.

The project is using an existing coal-fired thermal power station to verify whether the method is applicable on a larger scale. It seeks to achieve an extremely high CO<sub>2</sub> reduction effect by cutting its emissions by at least 90 percent.



Callide Coal-fired Thermal Power Station (Australia)

#### PERSON

#### Synergies between Tomatoes and Electricity

We farm and sell tomatoes. The business itself appears extremely simple, but because it deals directly with nature and living plants, it is actually quite deep and difficult to master.

We conduct operations together with J-POWER at its Wakamatsu Operations & General Management Office, and I have been extremely impressed with the company's level of awareness and initiatives in connection with conducting each and every task safely and assuredly.

Tomatoes and electricity may be completely different products, but we are working to deliver synergies for both companies through this project.

**Takayuki Nasuno**  
President & Representative Director  
Hibikinada Greenfarm Co., Ltd.



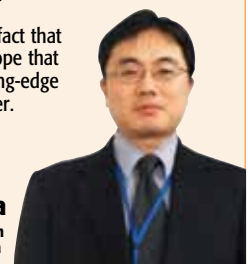
#### PERSON

#### Toward Zero Emissions at Existing Thermal Power Stations

We are participating in the Callide Oxyfuel Project in Australia together with J-POWER and Mitsui & Co., Ltd. The project also receives assistance from the Japanese and Australian governments, and it has been a true joy to implement and operate a project with all three companies working closely together.

J-POWER has impressed me with the fact that it is sincere in everything that it does. I hope that we continue to make progress on cutting-edge developmental research into thermal power.

**Toshihiko Yamada**  
Development Department, Power Plant Division  
IHI Corporation



# Developing Human Resources and Creating a Dynamic Workplace

The J-POWER Group strives to ensure safe, comfortable working environments while endeavoring to create a corporate culture that respects the character and individuality of employees and inspires them to constantly meet new challenges with a high level of motivation.

## TOPIC J-POWER Group's Basic Philosophy on Human Resources

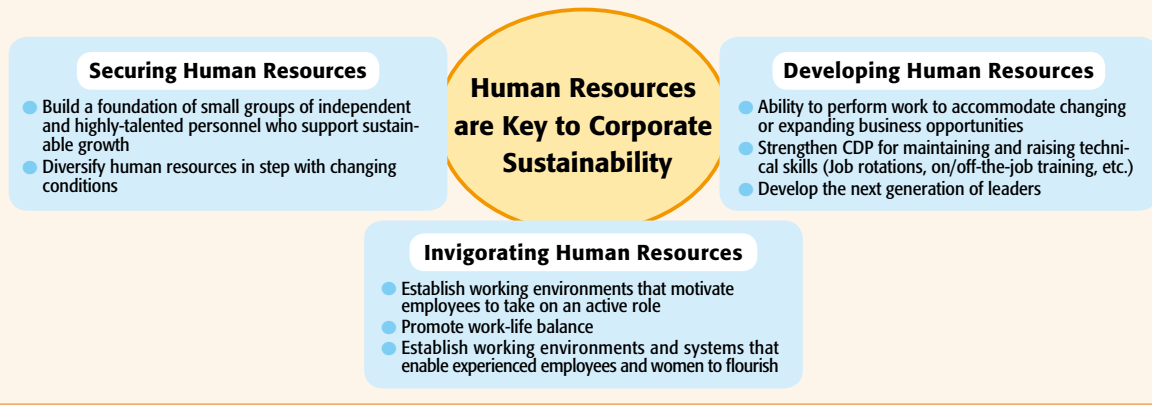
### Building a Human Resources Foundation for Sustainable Group Growth

Human resources are the key to a company's sustainability. For the sustainable growth of business, all employees must cultivate their skills and abilities in order to continually create added value with new ideas.

Under our new medium-term management plan that started in fiscal 2008, we have placed the highest priority on securing and developing human resources in order to strengthen the foundation

of the company for the purpose of ensuring sustainable growth. We intend to reinforce the foundation for career development, centering on CDP<sup>1</sup> programs, establish working environments and systems that harness diversity in values and in the workforce, which includes experienced employees and women, and improve both individual skills and workforce productivity by promoting work-life balance.

### Developing Group Human Resources and Creating Dynamic Workplaces



## Securing Human Resources

In order to grow continuously while harmonizing energy supply with the environment, the J-POWER Group aims at stably recruiting new employees from various fields and age groups and creating opportunities that enable them to thrive.

With regard to personnel hiring and utilization, J-POWER's Compliance Code (see p. 73) has provisions stipulating respect for individuality and human rights and prohibiting discrimination. Aware-raising on these matters is conducted at level-specific training and at human rights training conducted by each unit.

We are currently creating systems and working environments that enable our diverse personnel to fully demonstrate their capabilities, without regard for gender, age or other such distinctions.

### Employment of New Graduates (J-POWER)

	FY 2007	FY 2008	FY 2009
Men	36	40	60
Women	5	8	5
Total	41	48	65

## Harnessing the Abilities of Experienced Employees

In order to make further use of the abilities of experienced employees, the J-POWER Group has a continuing employment system, which allows employees who have reached retirement age to continue working until they turn 63, a personnel registration system that introduces job opportunities in the Group for employees between the ages of 60 and 65, as well as other related programs. These programs seek to utilize the experience, technical skills, and will to work of older Group employees in our ongoing business development. As of March 31, 2009, 228 employees had taken advantage of the continuing employment system and related programs.

## Employing People with Disabilities

Our employment ratio for people with disabilities as of June 1, 2009 was 1.72 percent. As this does not meet the legal requirement, we plan to continue proactive hiring. A consultation desk has been established that helps employees with disabilities and provides information on working environments. We will continue to enhance working environments, through such initiatives as making office buildings barrier-free, and promote greater understanding among all employees.

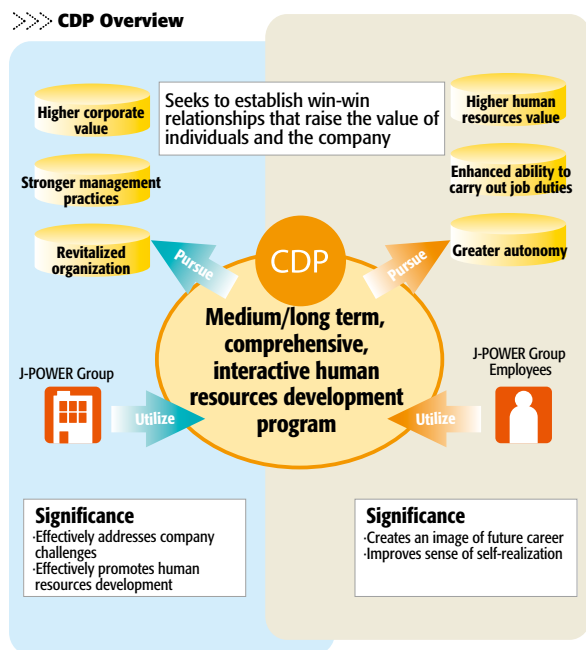
### key word

<sup>1</sup> CDP: Career Development Program

CDP refers to programs for developing human resources and specific skills through career development. CDP programs seek to effectively promote human resources development by combining skill development based on knowledge and experience accumulated in performing daily work activities (on-the-job training) and skill development based on training (including self-study) that takes place away from daily activities (off-the-job training).

## Human Resources Development

The J-POWER Group has introduced a CDP program based on the vision for our business. The program conveys to employees what is expected of them and serves as an effective system for education and training. The program provides management with specific guidelines for fostering personnel. It provides employees with an interactive development tool that helps them think about their own career trajectories and take the initiative in developing their abilities and raising their value to the company. We encourage employees to make active use of the program.



### Human Resources Development Programs

The J-POWER Group believes in the importance of using work itself, particularly on-the-job training, to enable employees to improve their job performance and facilitate their growth. At the same time, as the scope of our business activities has expanded, we have established programs to systematically train personnel through a well-designed plan so that their abilities are fully utilized.

### Evaluation and Assessment System

The J-POWER Group established an evaluation system in 2004 that is rooted in goal management. Through initiatives aimed at achievement of specific goals, the system encourages employees to perform work autonomously, motivates them to achieve the goals and improves work performance. We also seek to realize our organizational strategies through unit- and goal-based collaborative action.

### Various Training Programs

We run level-specific training courses designed to provide employees with business knowledge and management skills that match their qualifications and age. Career training is also provided for employees to review their careers to date and consider their next steps. We also conduct divisional training, objective-specific training, and other off-the-job training courses to enhance employee knowledge, skills, and specialization in order to meet divisional requirements and ensure we are capable of quickly accommodating changes in business conditions.

We have established technical training facilities in Chigasaki, Kanagawa Prefecture for civil and architectural engineering divisions; Kawagoe, Saitama Prefecture for hydropower, transmission, and telecommunications divisions; and Kitakyushu, Fukuoka Prefecture for thermal power divisions. We systematically conduct training for engineers in technical divisions at these facilities. Level-specific training is held at the Human Resources Development Center in Tokyo's Chuo Ward. These initiatives are aimed at fostering personnel in line with our career development programs.

#### Participation in Level-Specific Training and Career Training (J-POWER)

	FY 2006	FY 2007	FY 2008
New assistant managers	69	65	64
New managers	83	120	129
Career plan training	57	55	80
CLDS <sup>2)</sup>	79	91	82
Total	288	331	355



Dam simulator training



An objective-specific training course in session

### Helping Employees Voluntarily Develop Their Careers and Abilities

J-POWER introduced a self-assessment system for employees to convey their career intentions to the company once a year and discuss them with their immediate superiors. The system was introduced to facilitate career-related discussions between employees and management. We also have a voluntary training incentive program and an academic training program that provide financial assistance to employees who attend foreign language classes or business school or take a correspondence course after work or on weekends. These programs are aimed at helping employees develop their abilities on their own initiative.

#### Participation in the Voluntary Training Incentive Program (J-POWER)

	FY 2006	FY 2007	FY 2008
School attendance	47	74	76
Correspondence	116	101	78

<sup>2)</sup> CLDS: Career & Life Design Seminar

A training course on life design and financial planning to help employees develop post-retirement career and life plans.

## Invigorating Human Resources

The J-POWER Group believes that a better work-life balance can help ensure sound labor force reproduction and lead to improved efficiency. We are committed to helping employees generate new ideas and added value by creating workplaces that enrich both work and private life and enable diverse employees to fully demonstrate their abilities.

To realize work-life balance, we are actively developing working environments and cultures that enable every employee to autonomously enhance their work and personal life and focus on highly creative work.

We are putting priority on two initiatives, based on the results of the Employee Attitude Survey conducted at the start of 2008.

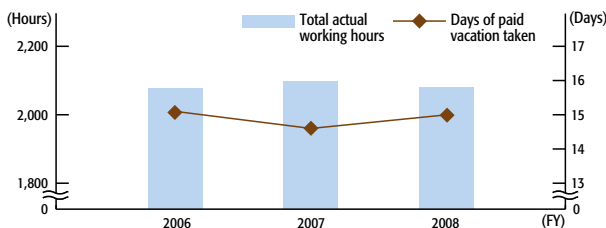
- 1) Create time by strengthening management of working hours
- 2) Create working environments that enable diverse employees to perform despite restrictions on working hours

### ● Creating Time

Appropriate working hours has been established as a common goal for all units in order to properly manage hours and improve employee productivity. And, since fiscal 2008, how well the goal is achieved has been included in bonus calculations as a means to encourage employees not only to rethink how they work but also to improve their motivation and energy levels.

We are also promoting a number of other initiatives, including strengthening the practice of making employees leave by a fixed time at business sites and offices, highlighting units that actively promote work-life balance as model organizations, and conducting training in various regions.

#### >>> Change in Total Actual Working Hours and Paid Vacation Taken (J-POWER)



### ● Working Environments in Support of the Next Generation

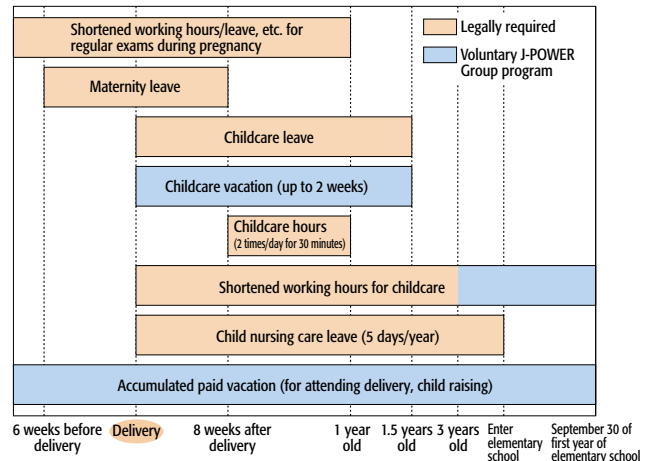
J-POWER has established multiple options in its working

and leave programs in order to enable employees facing differing life circumstances to fully demonstrate their abilities. For employees involved in raising a child or caring for an elderly family member, we offer leave programs and shortened working hours. In particular, in order to provide further support for employee participation in raising children, we have established an action plan based on the Act for Measures to Support the Development of the Next Generation. Guided by the plan we are currently enhancing programs and working conditions to facilitate balance between work and family life.

#### >>> System Utilization

	FY 2006	FY 2007	FY 2008
Childcare leave	13	20	19
Childcare vacation <sup>1)</sup>	—	19	26
Shortened working hours for childcare	8	10	19

#### >>> Overview of Childcare Programs



### ● Moral Harassment Consultation Desk

A consultation desk has been established for employees to discuss working hours and conditions as well as sexual harassment, moral harassment, and other issues. We also work to solve problems before they can arise by raising awareness of these issues as a part of level-specific training. Our goal is for a working environment where human rights and individuality are respected and where diverse personnel are completely at ease in going about their work.

#### COLUMN "Go-Home-Early Day" at the J-POWER Head Office

At the head office, where working hours tend to be long, efforts to have employees leave by a certain time have been strengthened since fiscal 2008 by establishing "Go-Home-Early Day" on the second and fourth Fridays of every month. We display posters, make announcements, send out e-mail alerts, turn off lights, and place restrictions on elevator operation. In addition, employees who remain at the office and those who come to work on that weekend are reported for each department and results are reported at meetings of unit managers.

As a result of this initiative, work outside of regular hours by head office employees declined by approximately 2 percent compared to the previous fiscal year. This had the added effect of reducing power consumption by around 4 percent, so not only did we save costs but also energy. We intend to continue the initiative while incorporating new ideas.



#### key word

<sup>1)</sup> Childcare Vacation Time

Employees can take up to two weeks of paid vacation until their children are 1.5 years old. (Established in fiscal 2007)

## Enhancing Working Environments

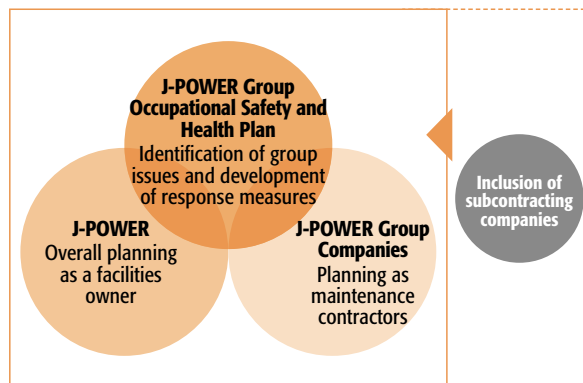
The J-POWER Group is committed to creating safe, healthy, and invigorating workplaces as the foundation of our business activities. Through the establishment and operation of occupational safety and health management systems within the Group, each group company fulfills its roles and responsibilities, and overall safety management is promoted. This serves to prevent workplace accidents and maintain or improve employee health.

### ● Planning Based on Mutual Cooperation

At the J-POWER Group, common issues pertaining to the Group as a whole and how to address them are compiled into a J-POWER Group plan for occupational safety and health following discussions with group companies on these issues. Based on this overall plan, the companies formulate their own plans for occupational safety and health, while taking into account their positions and responsibilities, to promote J-POWER Group activities for occupational safety and health.

In drawing up the Group plan, J-POWER comprehensively checks to ensure that safety management is being conducted appropriately from the perspective of a facilities owner and outsourcer. At the same time, J-POWER's group companies formulate their plans based on the perspective of an organization with direct responsibility for maintenance work or other operations.

#### >>> Operational Safety and Health Planning through Mutual Collaboration



### ● J-POWER Group Safety and Health Initiatives

The J-POWER Group has established the following priorities as common themes in safety and health activities.

#### 1. Safety Priorities

- 1) Enhance communication
- 2) Prevent recurring workplace accidents
- 3) Prevent traffic accidents resulting in injury or death and other commuting-related accidents

#### 2. Health Issues

- 1) Promote mental and physical health

#### >>> Incidence of Workplace Accidents<sup>2</sup>

	Deaths	Serious Injury	Minor Injury
FY 2006	0	2	10
FY 2007	2	5	8
FY 2008	0	8	9

#### >>> Accident Frequency and Severity

	Frequency <sup>3</sup>	Severity <sup>4</sup>
FY 2006	0.48	0.01
FY 2007	0.63	0.82
FY 2008	0.66	0.05

The majority of accidents in recent fiscal years have been workplace accidents involving contractors connected with construction and other work. In order to prevent occupational accidents, it is essential that our activities are unified and collaboration takes place with partner companies on the front lines. We therefore work to enhance communication at the workplace and among all relevant parties through safety promotion committees, safety patrols, safety training, traffic safety classes, and other safety activities at each worksite. We continue to work in collaboration with all parties involved to prevent recurring workplace accidents and traffic accidents.

### ● Maintaining the Health of Employees and Their Families

The J-POWER Group conducts initiatives designed to help employees and their families maintain or improve their health. We encourage employees and their families to undergo health checkups, provide guidance in the area of health maintenance, and promote prevention of communicable diseases. We also place emphasis on measures to prevent mental health disorders and metabolic syndrome that can lead to lifestyle diseases, which have both become major social issues. Since fiscal 2008, we have conducted special institutionalized exams and health-related guidance as well as THP activities<sup>5</sup> to promote physical and mental health.

#### >>> Participation in Health Exams

	Percentage of employees receiving regular spring health exams
FY 2006	99%
FY 2007	99%
FY 2008	99%

THP activities put priority on physical health, mental health, and communication with group employees and others. They involve improving lifestyles by offering health-related guidance (health maintenance, nutrition, exercise, and mental healthcare) based on the results of health exams and other data, strengthening prevention, awareness, and training related to lifestyle diseases, and further enhancing mental healthcare through counseling.

We also hold activities and events to promote communication and development of good exercise habits, including walking events.

<sup>2</sup> Incidence of Workplace Accidents  
Accident incidence includes accidents involving contractors (principal contractors and subcontractors) engaged in construction and other work contracted by J-POWER.

<sup>3</sup> Frequency  
Number of deaths or injuries caused by occupational accidents per one million working hours

<sup>4</sup> Severity  
Number of days of work lost per 1,000 working hours

<sup>5</sup> THP Activities  
Activities aimed at total health, both physical and mental, based on Ministry of Health, Labour and Welfare guidelines on Total Health Promotion Plans.

## Communicating with Employees

The J-POWER Group communicates through an intranet in order to reliably convey management information to each and every employee. It also issues a monthly periodical for the Group, called *J-POWERS*, that provides detailed information to employees, for example, by explaining particularly important information in straightforward feature articles. Moreover, the magazine's content is reviewed as necessary, based in part on questionnaire feedback, to ensure that it continues serving as a helpful source of information for employees.

An event was held in fiscal 2008 in the Ginza area of Tokyo to communicate information on THP activities (see

p 40). Called "Family Welcome Day 2008," this social event also featured a tour of J-POWER's head office. It was designed to encourage employees and their families to reconsider what it means to work and to serve as an opportunity for families to rethink the meaning of family and company and rediscover their relationship. Various activities were held to facilitate communication, including commemorative photos in the president's office and eating in the employee cafeteria.



Commemorative photos were taken in the president's office

### PERSON Representing Employees

### Yasushi Oono The J-POWER Group Worker's UNION Chairman

Our union was initially established as the J-POWER Group Worker's Union (JPGU) in 1956 and has worked over the years to improve wages and other working conditions. It took on the role of representing group employees in 2004 in order to represent labor in this age of group management.

Specifically, we strive to be a democratic organization that represents the collective will of our members, and we seek to maintain or improve employment stability and working conditions through negotiations with the Group Labor Committee.

In addition, through administrative meetings, labor related

discussions and other avenues, we fulfill a monitoring function that helps maintain the soundness of J-POWER Group management, and thereby contribute to the Group's development. In terms of day-to-day activities, we have a number of consultation desks\* to support union members in need of help and resolve everyday problems. The consultation desks are managed with appropriate cooperation from the corporate organization.



\* Consultation Desks

Consultation is offered on general issues, including legal issues, labor matters, sexual and moral harassment, financial planning, and compliance.

## Communication Tools

The J-POWER Group publicizes its environmental activities and other initiatives and communicates a range of information through its public relations activities in order to earn local trust and understanding and maintain harmony with local communities. We convey information on harmonizing energy and the environment in an easy-to-understand manner through pamphlets, informational videos, television commercials, newspaper advertisements and other channels.

### ● J-POWER Website



We strive to maintain two-way communications with all stakeholders. The "Contact Us" page of our website provides an email address and phone number.

### ● Corporate Brochure



Provides an overview of J-POWER's overall business activities

### ● Tell Us! What is J-POWER?



Introduces J-POWER's business activities in an easy-to-understand format for people not quite sure what we do

### ● J-POWER is Powerful



A pamphlet for children introducing J-POWER's activities

### ● Global Edge



This informational magazine introduces the Group's technologies and business activities. It features contributed articles and interviews on the topic of harmonizing energy and the environment.

### ● Sekitan Power



Provides information on the importance of coal and coal-fired power stations as well as the J-POWER Group's initiatives to address global environmental problems