

# Initiatives to Respect Human Rights

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## J-POWER Group Basic Policy on Human Rights

Keenly aware of its responsibility to respect the human rights of those whom its business activities may affect, the J-POWER Group endeavored to clarify its stance on the matter and, in June 2022, fulfilled that responsibility by establishing the J-POWER Group Basic Policy on Human Rights. This policy is based on such international standards as the International Bill of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, UN Global Compact Principles on Human Rights, and UN Guiding Principles on Business and Human Rights. Based on this policy, we promote efforts to respect human rights for all stakeholders, including those within our supply chain.

See our website for the J-POWER Group Basic Policy on Human Rights.

[https://www.jpower.co.jp/english/sustainability/contribution/human\\_rights.html](https://www.jpower.co.jp/english/sustainability/contribution/human_rights.html)

### Scope of Initiatives

The J-POWER Basic Policy on Human Rights applies to all employees and executives of our Group. We also encourage our business partners and suppliers to support this policy.

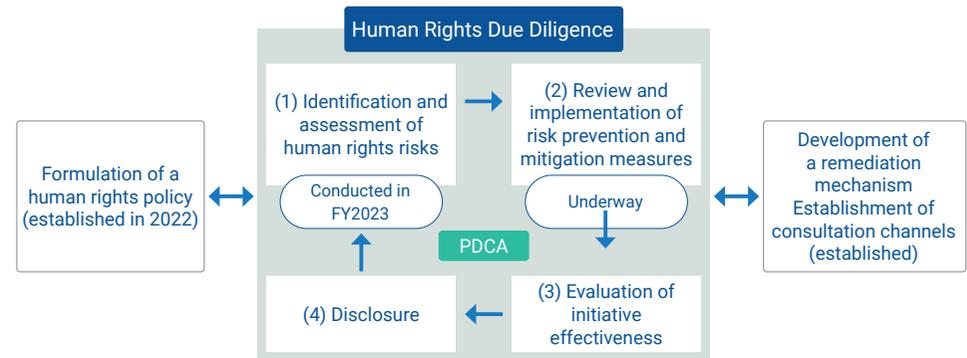
### Promotion Structure

In FY2022, we established a Human Rights Subcommittee under the Sustainability Promotion Board, which is headed by ESG Oversight (the President). The Subcommittee engages in discussions on issues related to human rights across various relevant departments. These departments in corporate and business divisions participate in discussions on policies on human rights and specific initiatives. Discussions and initiatives undertaken by the Subcommittee are reported to the Board of Directors through the Sustainability Promotion Board. The Board of Directors then provides instructions on these initiatives.

### System for Respecting Human Right



### Framework for Initiatives to Respect Human Rights



### Overview of Initiatives to Prevent Human Rights Violations

- With a mechanism for human rights due diligence based on the J-POWER Group Basic Policy on Human Rights in place, we are committed to understanding the negative impacts and risks to human rights. If it becomes clear that our business activities have had a negative impact, we will take appropriate measures to remedy the situation.
- In addition to banning child and forced labor, we thoroughly prohibit discrimination on any basis: discrimination based on race, skin color, gender, language, religion, nationality, age, sexual orientation, gender identity, gender expression, disability, political or other opinions, national or social origins, assets, social standing of family, or any other status or similar grounds.
- J-POWER also upholds the basic rights of its employees, including their right to freedom of association, respect for their right to engage in collective bargaining, and compliance with minimum wages. J-POWER has formed collective agreements with its labor unions. As part of these agreements, the Company consults with labor unions on significant changes to working conditions, including raises and bonuses. The two parties hold annual management policy discussions so that employee opinions are reflected in the resulting policy.
- In addition to utilizing independent outside expertise, we will periodically disclose information on the status of our initiatives and provide training and education to our directors and employees.

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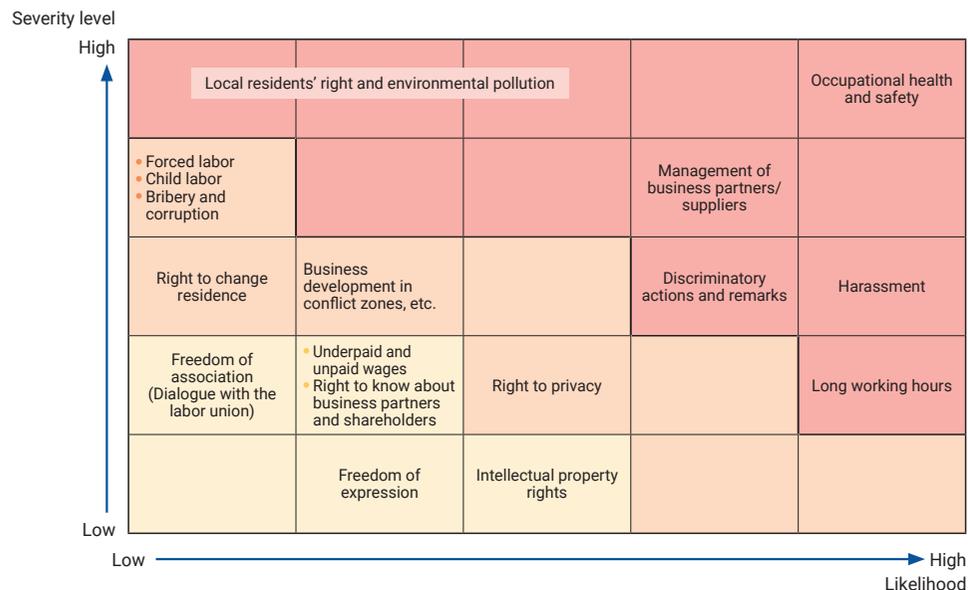
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## Human Rights Due Diligence

The J-POWER Group implements human rights due diligence through the Human Rights Subcommittee established under the Sustainability Promotion Board. To understand the potential negative impacts and risks to human rights, we organized human rights issues with the assistance of outside experts, in accordance with the UN Guiding Principles on Business and Human Rights and other international guidelines. In FY2023, we administered questionnaires and conducted interviews to identify internal human rights risks. In light of these findings, we performed a human rights risk assessment (risk mapping) to pinpoint high-risk areas. As part of our ongoing efforts, we will review and implement prevention and mitigation measures, focusing on these priority areas.

### Human Rights Risk Map



### Approach to formulating the risk map

- ▶ The vertical axis represents the severity level, whereas the horizontal axis indicates the likelihood of occurrence. The prioritization criteria are based on the "Reference Material on Practical Approaches for Business Enterprises to Respect Human Rights in Responsible Supply Chains" issued by the Ministry of Economy, Trade and Industry (METI).
- ▶ Severity levels are categorized as high, medium, and low for scale, scope, and irremediability, respectively, based on the above criteria.
- ▶ Likelihood is assessed using these criteria, supplemented by quantifying the results from internal questionnaire responses.

## Remediation Mechanism

The Group has established various internal and external consultation channels to address issues related to harassment and compliance. Rules have been set in place for these services to ensure the strict protection of employees' personal information and confidentiality, thereby preventing any disadvantages to them. In addition to employees, the consultation channels are open to external stakeholders as well. Upon receiving a whistle-blowing report, we verify the facts, understand the issues, and proactively work toward a solution. Should any negative impact arise, we will take appropriate measures to address and remedy the situation.

[P.98 Compliance](#)

## Training and Education on Human Rights and Compliance Initiatives

We conduct various training programs to help directors and employees gain knowledge about compliance, various types of harassment, diversity, and other topics related to respect for human rights. Among these is a program designed to deepen their understanding of the J-POWER Group Basic Policy on Human Rights.

Respect for human rights is also stipulated in the Group's Compliance Action Guidelines, which are distributed to all employees. In addition, a compliance survey is administered to all Group employees to regularly assess employee awareness, compliance risks, and changes in the environment. The survey is subsequently used to develop measures.

### Results of Major Initiatives (FY2023)

Level-specific training	<ul style="list-style-type: none"> <li>• Lectures on human rights, compliance, and prevention of various forms of harassment given during training for new hires and management training (a total of 353 employees participated)</li> </ul>
Human rights and compliance training	<ul style="list-style-type: none"> <li>• Lectures on human rights, compliance, and prevention of various forms of harassment held for employees working in target institutions (a total of 167 employees participated)</li> </ul>
e-learning	<ul style="list-style-type: none"> <li>• Implemented an e-learning program on harassment prevention for Group employees (a total of 5,397 employees completed the program)</li> <li>• Implemented an e-learning program on psychological wellbeing for Group employees (a total of 4,961 employees completed the program)</li> <li>• Implemented an e-learning program on business and human rights for Group employees (a total of 4,958 employees completed the program)</li> <li>• Conducted an e-learning program to raise awareness of compliance (a total of 4,091 employees completed the course)</li> </ul>
Online lectures	<ul style="list-style-type: none"> <li>• Conducted psychological wellbeing lectures for management-level employees (82 participants)</li> <li>• Conducted training on prevention of compliance violations for Group employees (held once with 58 participants)</li> <li>• Conducted diversity lectures jointly with Group companies (200 participants)</li> </ul>