

Human Resources Strategy for Enhancing the Group's Competitiveness

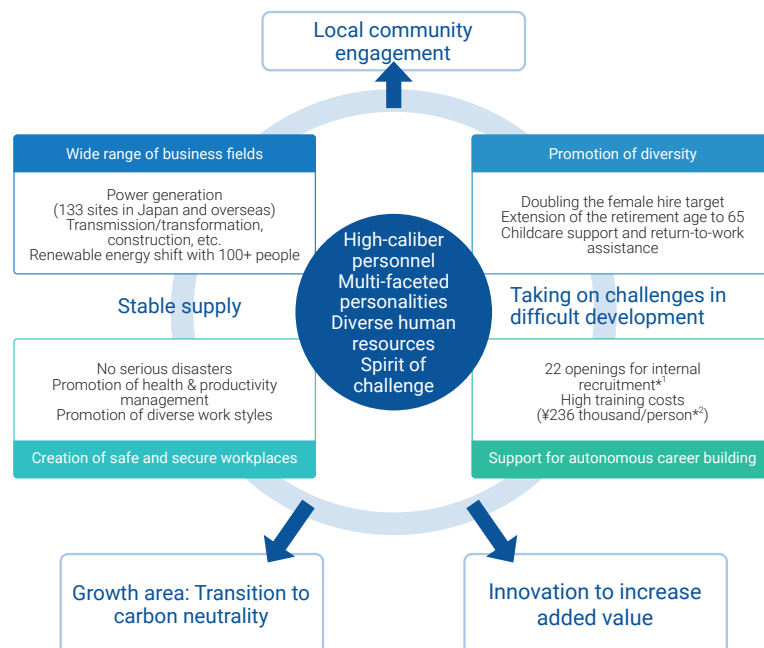
The J-POWER Group's Human Resources Strategy

Basic Policy

The J-POWER Group aims to achieve a sustainable society by evolving its business portfolio and models to balance a stable energy supply with responses to climate change. The Group recognizes each employee as a source of value in meeting the diverse needs of society and is committed to developing a wide range of human resources with multi-faceted personalities and a spirit of challenge.

Direction of Human Resources Measures

The Group respects individuals and promote diversity to create an environment where diverse human resources can play an active role, while also advancing the development of safe and secure workplaces. By leveraging our extensive range of business fields, we will provide employees with diverse work experiences while simultaneously enhancing human resources systems to support their independent efforts in taking on challenges.



*1 Cumulative results through FY2023 *2 FY2023 results

Material issues ▶



Respect for people

Value Creation

Through diverse human resources measures, we will advance the development of carbon-neutral assets and the transition of thermal power generation in Japan. Concurrently, we will expand into new business areas, enhance our high-value-added services, and drive innovation to stimulate growth, while securing sustainable revenue streams. We will also actively engage with local communities through energy development that leverages local resources, including renewable energy.

With the dynamic participation of the Group's human resources, we will contribute to addressing various social issues facing Japan and the world, thereby delivering value at local and global levels.

Interview

Interview with the Department Director of the Personnel & Employee Relations Department

Q What is your perspective on how the alignment between management strategy and human resources strategy contributes to the Group's achievement of sustainable growth?

A Human resources are the backbone of our business activities, and I believe that aligning these strategies is essential for effectively addressing issues in the management strategy. We have prioritized a human resources strategy to enhance corporate value in the Medium-Term Management Plan. By continuously developing diverse human resources who will lead in wisdom and technology, we will enhance the Group's competitiveness, contributing to the achievement of sustainable growth.

Q What are the current characteristics of the Group's human resources, and what challenges do they present?

A Despite its small workforce, the Group's human resources are notable for their diverse expertise and engagement across various business domains. Going forward, I believe it is necessary to further strengthen our efforts in securing and training human resources to support the transformation to the new business portfolio outlined in the Medium-Term Management Plan.

Q Please describe the types of human resources and organizational identity you are seeking for 2030.

A In my view, it will become increasingly essential to develop human resources and organizations that enhance added value for society and drive innovation to sustain growth while adapting to changes in the business environment.

Q Are there any specific measures you would like to focus on?

A We will expedite the enhancement of human resources systems that support their independent efforts to take on challenges. This includes supporting autonomous career building through the Career Development Program (CDP), developing human resources through job rotation, enhancing working environments to accommodate diverse work styles, and implementing other initiatives.



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