

Occupational Health and Safety / Health and Productivity Management

Material issues ▶

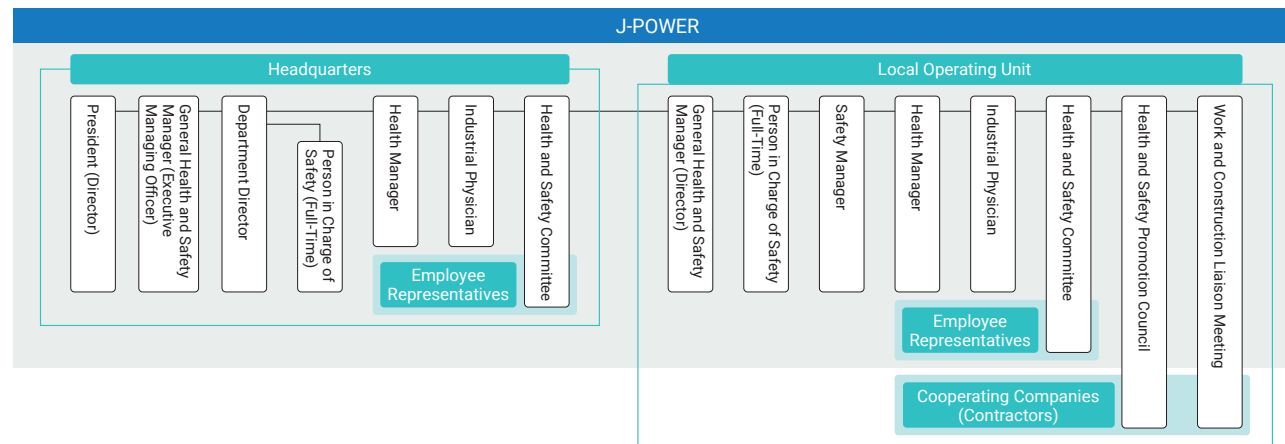


- The J-POWER Group aims to create safe, healthy, and rewarding workplaces as the foundation of its business activities.
- In the area of respect for people, which is one of our material issues, we are also promoting initiatives to ensure occupational health and safety.
- J-POWER Group companies each have roles and responsibilities and collaborate on implementing health and safety management to prevent occupational accidents, including those of cooperating companies (contractors), and to maintain and improve the health of employees.

Health and Safety Management Systems

Based on laws and regulations, the Group engages in initiatives to prevent dangers and health hazards to employees primarily through health and safety committees at Headquarters and local operating units such as power plants. Health and safety committees are composed of a general health and safety manager, a safety manager, a health manager, an industrial physician, and representatives of labor unions. Health and safety committees engage in preemptive risk assessment regarding matters such as the work employees perform, consider safety measures, and examine measures to prevent the recurrence of occupational accidents and health hazards that have occurred. Meanwhile, health and safety promotion councils coordinate with Group companies and cooperating companies in order to advance health and safety initiatives for power plants, and other locations as a whole.

Health and Safety Management System



Additionally, in October 2023, the Company established a Labor & Plant Safety Management Department as a dedicated organization to consolidate occupational safety and facilities security functions. The establishment of this new department, operating independently from other executive departments, will enhance coordination between occupational safety and facilities security operations, foster the development of specialized human resources in both areas, and further elevate safety awareness across the Group.

Initiatives Based on the Group Operational Health and Safety Plan

Every year, the Group establishes a Group Operational Health and Safety Plan with individual Group companies formulating their own operational health and safety plans based on this framework. The whole Group is working together in taking measures to promote occupational health and safety.

FY2024 Group Operational Health and Safety Plan

Major Targets	Operational Safety	No serious disasters
	Operational Health	Preventing lifestyle-related and infectious diseases and enhancing mental health care

Occupational Accident Prevention Initiatives

Most of the occupational accidents in the Group in recent years have occurred among contractors engaged in construction and other work. Many of these are recurring accidents that are serious or have the potential to become serious. It is therefore extremely important to promote unified safety activities that include partner companies to prevent and eliminate accidents involving contractors. To this end, under the slogan of integrating facilities, management, and people, which are our operational safety priorities, we are advancing more effective activities in these areas with a focus on preventing occupational accidents.

Facilities: Implement reliable countermeasures based on risk assessments, customized to the specific conditions at each site

- Management:
- Ensure organizational safety management instead of relying solely on individual efforts
 - Implement initiatives with an awareness of the tasks to be handled by *Hitori* [one person] (1H), while also adhering to the paradigm of *Hajimete* [first time], *Henko* [difference from the previous time], and *Hisashiburi* [first time in a while] (3Hs)

- People:
- Enhance communication through guidance, training, education, information sharing, and other efforts, in order to improve safety awareness
 - Proactively develop early- and mid-career professionals in safety to elevate safety standards throughout the Group

We also work to promote and establish safety-first behavior at the J-POWER Group Safety and Health Conference, which engages participants at all levels including the President. We evaluate construction techniques and procedures when placing construction orders to make sure that work proceeds in a clean and safe environment. The Executive Committee and the Board of Directors receive and share updates on the status of incidents, their causes, and steps taken to prevent future occurrences each time an incident occurs and on a regular basis.

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Health and Safety Training

J-POWER implements health and safety training for Group companies at J-POWER Headquarters and local operating units for the purpose of improving the health and safety of the entire Group. In addition, local operating units implement safety training suitable for their business operations, such as legally mandated training for new hires and employees newly transferred in, special training for work involving electricity, and training about relevant laws and regulations. These units also implement mental health-related training on line-of-command care and self-care. Management-level employees, such as superintendents, and dedicated safety staff are required to participate in seminars and courses held by external organizations in order to improve their health and safety knowledge and management skills and to raise safety awareness. In FY2023, about 1,000 employees participated in such training programs held by J-POWER Headquarters.



Risk simulation training



Safety management training

Health and Safety Management with Regard to Radiation

The Group is proceeding with the construction of the Ohma Nuclear Power Plant in Oma Town, Shimokita District, Aomori Prefecture. Currently, there is no danger of employees and workers being affected by radiation. However, we plan to establish a health and safety management system related to radiation by the time that it becomes necessary.

Basic Policy on Occupational Health and Safety

The Company aims to create safe, healthy, and rewarding workplaces that serve as the foundation for the J-POWER Group's business activities, with the utmost priority given to ensuring safety.

The Company and general directors of operating units play their parts in improving the health and safety standards for the J-POWER Group through overall health and safety management, with the cooperation of employees and all concerned. These measures help prevent occupational accidents and promote both physical and mental health.

① Creating Rewarding Workplaces

The Company works to create rewarding workplaces that enable each and every employee to realize safety, health and self-fulfillment, thereby facilitating the active participation of a diverse group of human resources, including experienced senior employees.

② Improving Health and Safety Standards

While complying with laws, regulations, internal regulations, and other relevant rules, the Company will effectively operate its occupational health and safety management system for activities and initiatives aligned with this policy and the Operational Health and Safety Plan, with the aim of continuously improving the health and safety standards.

③ Preventing Occupational Accidents

With a focus on inherent safety, the Company will advance effective initiatives that integrate facilities, management, and people to achieve zero accidents.

④ Maintaining the Physical and Mental Health

Under the slogan "from treatment to prevention," the Company will implement initiatives to help employees work vibrantly and improve working environments to enhance the physical and mental health of its employees and their families.

The Company and general directors of operating units strive to realize this basic policy by setting an example through their own efforts. When a situation arises that runs contrary to this aim, the Company and general directors of operating units will take the initiative to solve the problem while working to investigate the cause, prevent recurrences, and take appropriate measures.

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Maintaining the Physical and Mental Health of Employees and Their Families

We promote health checkups and detailed health maintenance guidance based on the results of the checkups and take infectious disease prevention measures to maintain and improve the health of employees and their families. With an emphasis on prevention against lifestyle-related diseases and mental health problems, we aim to maintain and improve the high consultation rate (90% or more) with regard to comprehensive medical checkups. As a result, in FY2023, the target was met with a 91.6% success rate. By implementing various follow-up activities, such as mental health training based on the results of stress tests, and health maintenance and promotion activities, we also boost both physical and mental health.

Promoting Health & Productivity Management

Under the slogan “from treatment to prevention,” J-POWER Group promotes health management by engaging in health maintenance and improvement activities while being cognizant of the PDCA cycle. Specifically, we held a walking event for employees and their families and a health assessment event featuring game-oriented measurement of walking posture and brain age, provided financial support and encouraged participation in a smoking cessation program, hosted a seminar with a physician on menopause-related health issues, and implemented other initiatives. In FY2023, we also administered influenza vaccinations at Company sites to support our efforts in ensuring a stable supply of electric power.

In recognition of these efforts, J-POWER was certified in FY2024 as a Health & Productivity Management Outstanding Organization by the recognition program jointly implemented by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi (Japan Health Council) (for the sixth consecutive year). J-POWER Business Service Corporation (for the third consecutive year) and J-POWER Design Co., Ltd. (for the second consecutive year) were also certified by the same program. Going forward, we will continue accelerating the pace of our health management initiatives and aim to further enhance corporate value through the improved health and satisfaction of our employees.



Health assessment event

Initiatives by the Wellbeing Support Center

In order to support the physical and mental conditioning of each and every employee, the Group has established the Wellbeing Support Center as a dedicated organization. The Group will encourage centralized management of data on the findings of health exams and stress tests and ongoing monitoring of the physical and mental health conditions. Additionally, we will take measures to enhance employees' health across the entire Group to foster an environment in which the human resources that underpin the Group's operations can play an active role.

Employee Engagement

We conduct an engagement survey to quantitatively evaluate employee status in two key areas: work engagement, which reflects employees' enthusiasm and attitude toward their work; and employee engagement, which denotes their sense of belonging and attachment to the Company. In the FY2023 survey, 96.7% of employees participated. Of those who responded, 59.5% provided positive feedback on work engagement questions, while 67.2% responded positively to employee engagement questions.

As part of our ongoing efforts, we will enhance engagement by revitalizing communication between management and employees, along with other initiatives. Simultaneously, we will continue conducting this survey to identify issues that need to be prioritized and reflect them in our human resources and labor policies.

Conducting Management Discussion Meetings

The J-POWER Group holds J-POWER Group management discussion meetings, providing a platform for direct exchanges of opinions between management and employees. In FY2023, executives from the Company and its Group companies visited 30 locations (over 130 institutions within the Group) across Japan, including the head offices of the five main Group companies, to exchange opinions with employees working on the front lines of ensuring a stable energy supply. To improve business execution, opinions and comments from each operating unit are discussed during opinion exchange meetings among Directors and in other similar sessions. Below are some comments and opinions received during the recent management discussion meetings:

Category	Main Opinions
Personnel and employee relations	Human resource development and autonomous career building
Operational efficiency	Review of the appropriate criteria for delegating authority to ensure efficient business execution
DX	Budgeting for individual DX initiatives at local operating units
Internal communication	Implementation of cross-divisional exchanges of opinions on management strategy among employees

Furthermore, we enhanced communication across the organization as a measure to improve engagement. Alongside this, we held an event for junior employees working at the headquarters to facilitate cross-divisional exchanges of opinions as part of our efforts to create a working environment where everyone feels confident in expressing their opinions. The opinions and comments from the event were anonymized and forwarded to the respective superintendents to drive various improvement initiatives.