

Human Resources Strategy for Enhancing the Group's Competitiveness

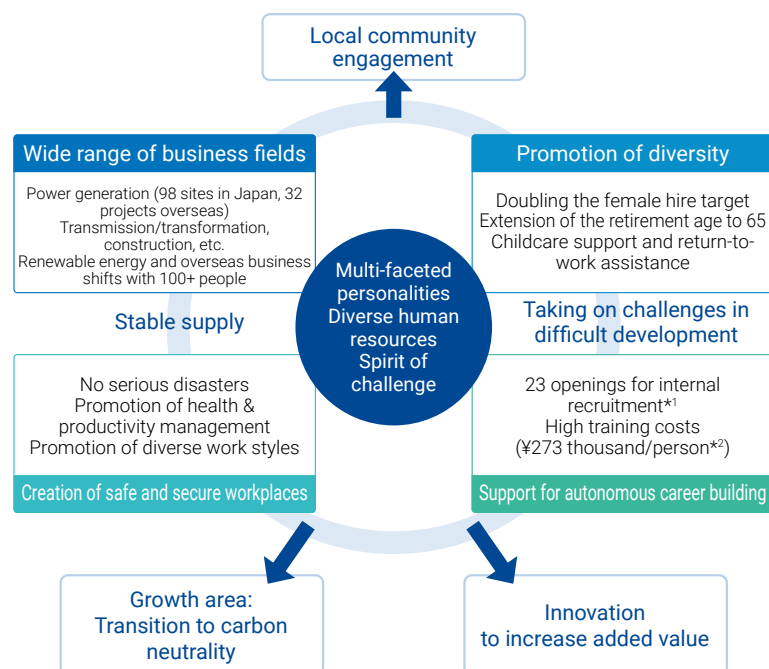
The J-POWER Group's Human Resources Strategy

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 response 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 promotes 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.

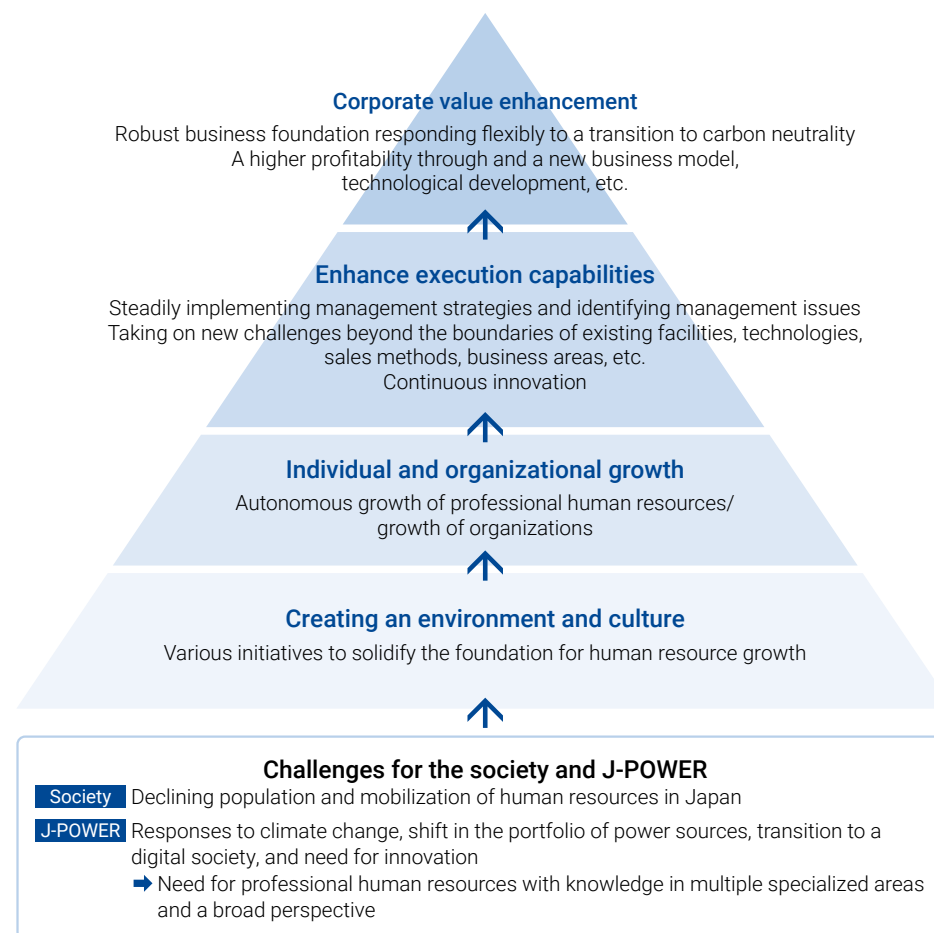


*1 Cumulative results through FY2024 *2 FY2024 results

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.



Material issues ▶

