

Occupational Health and Safety/Health and Productivity Management

Material issues ▶



- The J-POWER Group has established a Basic Policy on Occupational Health and Safety, aiming to create safe, healthy, and rewarding workplaces as the foundation of its business activities, with the utmost priority given to ensuring safety.
- 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 partner companies, and to maintain and improve the health of employees.

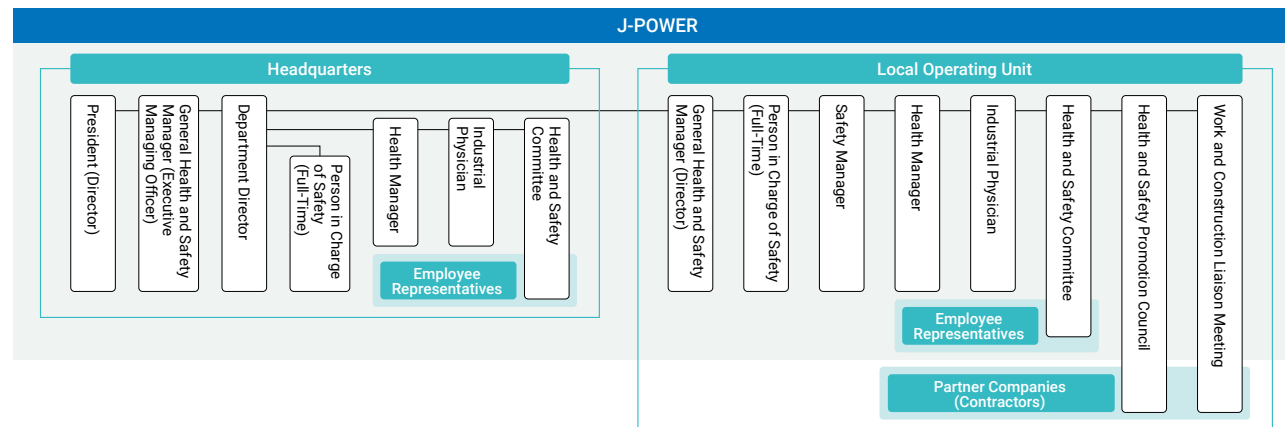
For details of the Basic Policy on Occupational Health and Safety, please refer to Supplementary Material <Social>.

Health and Safety Management Systems

Based on laws and regulations, the J-POWER 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, etc., and hold periodical meetings between labor and management to discuss matters such as the measures to prevent the recurrence of occupational accidents and health hazards that have occurred. In addition, health and safety promotion councils have worked on safety and health management of overall operations including the operations and construction work at facilities such as power plants in collaboration with each of the J-POWER Group companies and partner companies.

J-POWER has established Labor & Plant Safety Management Department to enhance coordination between occupational safety and facilities security operations, foster the development of specialized human resources in both areas, and raise the safety awareness and level across the Group.

Health and safety management system



Group Operational Health and Safety Plan

Each fiscal year, the J-POWER 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 promoting initiatives to achieve goals.

FY2025 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 J-POWER Group have occurred among contractors engaged in construction and other work. To prevent accidents before they occur, we conduct risk assessments from the planning stage and, together with inherent safety measures, promote an approach integrating facilities, management, and people to ensure that work can be performed in a safe environment.

Facilities: Enhance risk assessments and implement reliable countermeasures customized to 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: • To raise safety awareness, enhance safety events based on the assumption of full participation in these events and revitalize communication through prompt information sharing

- To elevate safety standards, develop professionals in safety through enhanced education, training, etc.

In addition to the above initiatives, the President delivers safety messages at events such as National Safety Week and the J-POWER Group Safety and Health Conference to raise awareness and instill a culture of safety-first behavior. In the event of an occupational accident, we promptly provide aid, investigate the circumstances and causes of the accident, establish measures to prevent recurrence, and implement these measures horizontally, while we also report such an accident each time it occurs and periodically to the Executive Committee and the Board of Directors.

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Health and Safety Training

J-POWER implements health and safety training for the J-POWER Group 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, including superintendents, and dedicated safety staff, are required to participate in seminars, etc. held by external organizations in order to improve their health and safety knowledge and management levels and to raise safety awareness. In FY2024, about 800 employees participated in training programs held by J-POWER headquarters.



Risk simulation training



Safety management training

Health and Safety Management with Regard to Radiation

J-POWER 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.

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 FY2024, the target was met with a 92.3% 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 fall risk, provided financial support for and encouraged participation in a smoking cessation program, hosted a seminar with a physician where participants can learn about health issues unique to women (by life stage) for all employees, including management, irrespective of their gender, and implemented other initiatives. In FY2024, 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 2025 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 seventh consecutive year). J-POWER Business Service Corporation (for the fourth consecutive year) and J-POWER Design Co., Ltd. (for the third 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.

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.