

Initiatives to Respect Human Rights

► Material issues



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 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. The policy applies to all employees and officers of our Group. We also encourage our business partners and suppliers to support this policy.

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

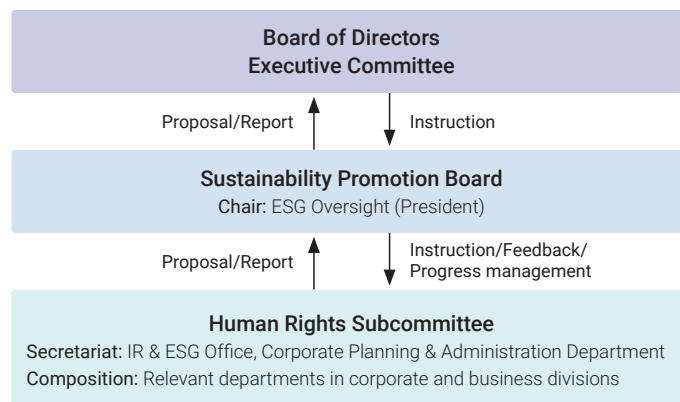
https://www.jpower.co.jp/english/sustainability/contribution/human_rights.html

Promotion structure

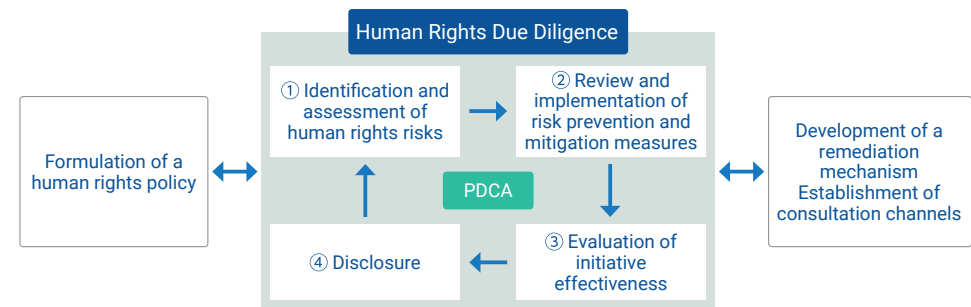
The J-POWER Group has established a Human Rights Subcommittee under the Sustainability Promotion Board, for which ESG Oversight (the President) bears supervisory responsibility, to discuss human rights issues across relevant departments. To effectively promote initiatives related to respect for human rights, the Corporate Planning & Administration Department serves as the secretariat, and dedicated management resources have been assigned to conduct human rights due diligence and gather information. Relevant departments from the corporate and business divisions participate in the Human Rights Subcommittee, communicating the human rights policy and considering and promoting specific initiatives.

The Sustainability Promotion Board discusses important matters related to respect for human rights and makes proposals and reports based on the outcomes of such discussions to the Board of Directors regularly. The Board of Directors provides appropriate instructions regarding the policies and measures related to respect for human rights based on the reports, thereby ensuring Group-wide governance.

System for respecting human right



Framework for initiatives to respect human rights



Basic Policy on Human Rights: overview and commitment

- 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 officers and employees.

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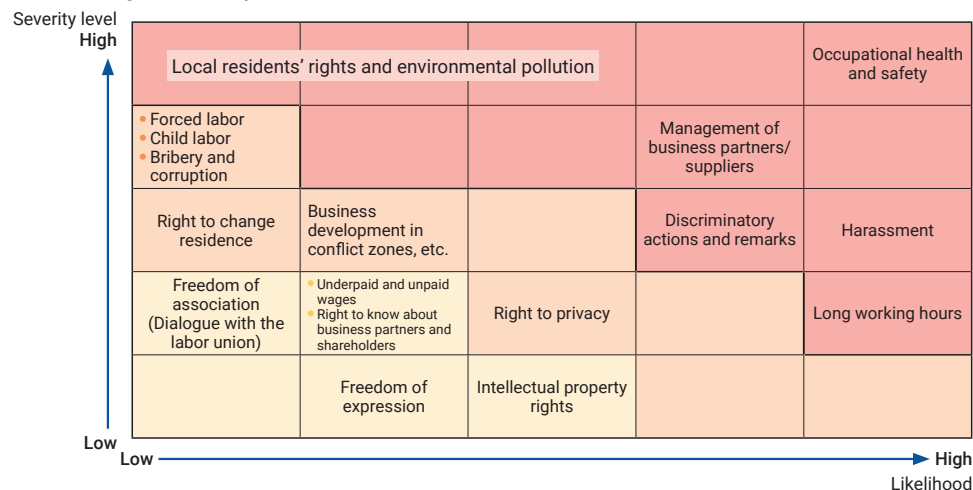
Human Rights Due Diligence

The J-POWER Group has established concrete measures to avoid, prevent, and mitigate the negative impacts from the high-priority risk items identified through the human rights due diligence process.

Identification and Assessment of Human Rights Risks

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. We administered questionnaires and conducted interviews to identify internal human rights risks. Taking into account the circumstances of the power industry and those unique to J-POWER's business, we performed a human rights risk assessment (risk mapping) to pinpoint high-risk areas. We quantify the results from questionnaire responses, etc., and reflect that on the axis of likelihood, and combine that with the severity level based on external criteria to carry out objective assessment of the risks. We implement prevention and mitigation measures, focusing on these high-risk areas. In addition, we evaluate the effectiveness of initiatives at the Human Rights Subcommittee at fiscal year-end, report the results of such evaluation to directors to reflect the results in initiatives for the next fiscal year.

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.

Identified Human Rights Risks and Initiatives for Prevention and Mitigation

Identified salient human rights risks

Based on the result of human rights due diligence and taking into account the nature of our business activities and level of impact on stakeholders, we have identified the following salient human rights risks for the J-POWER Group.

- ▶ Local residents' rights and environmental pollution
- ▶ Occupational health and safety
- ▶ Harassment
- ▶ Management of business partners/suppliers
- ▶ Discriminatory actions and remarks
- ▶ Long working hours

Examples of preventive and mitigation measures implemented

Of the identified human rights risks, the following are some of the measures we are implementing to prevent and mitigate occupational health and safety risks:

[Measures to mitigate occupational accident risks in consideration of diverse human resources]

To mitigate occupational accident risks, we are taking measures that give due consideration to the respective characteristics of our diverse human resources, including foreign nationals, elderly employees, and inexperienced staff. In addition to use of multilingual safety signs, we also conduct adequate safety trainings utilizing e-learning and disaster simulation videos, and take measures to ensure sufficient lighting of workplaces and prevent falls.

For details of initiatives related to human rights risks, please refer to pages describing them.

[P.84 Occupational Health and Safety](#)

[P.77 Supply chains](#)

[P.82 The Realization of Work-Life Balance](#)

[P.81 Promotion of diversity](#)

Dialogue with Stakeholders Regarding Human Rights Issues

The J-POWER Group identifies human rights risks through dialogue with stakeholders involved in its business activities and pursues continuous engagement to ensure improvements.

Specific actions

- ▶ Direct request to business partners: In April 2025, we started to send a letter of request for initiatives related to respect for human rights to key business partners and suppliers, requesting compliance with the policy.
- ▶ Exchange of opinions with partner companies: We exchange opinions regularly with partner companies to ensure the human rights (occupational health and safety and fair working conditions) of employees at those companies and collect information on various issues such as requests concerning facilities and operation as well as construction schedule, costs, and securing personnel.
- ▶ Participation in external initiatives: The Group has joined the UN Global Compact and is improving its engagement activities by adopting latest international standards and best practices of other companies.

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Addressing individual issues

The J-POWER Group is engaged in business in Australia, where it discloses necessary information in accordance with the country's Modern Slavery Act 2018, an act on preventing forced labor, etc. in supply chains.

We also support Children's Rights and Business Principles and strive to engage in our business activities while respecting children's rights.

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 (FY2025)

Level-specific training	Lectures on human rights, compliance, and prevention of various forms of harassment given during training for new hires and management training (a total of 363 employees participated)
Human rights and compliance training	Lectures on human rights, compliance, and prevention of various forms of harassment held for employees working in target institutions (a total of 48 employees participated)
e-learning	- Implemented an e-learning program on harassment prevention for the Group's officers and employees (a total of 6,456 participants completed the program) - Implemented an e-learning program on business and human rights for the Group's officers and employees (a total of 6,043 participants completed the program)
Study sessions and lectures	- Implemented training on prevention of compliance violations for the Group's employees (held twice, a total of 1,098 participants) - Conducted diversity lectures jointly with Group companies (60 participants)

Grievance and Remediation Mechanisms

Grievance mechanisms (consultation channels)

The J-POWER Group has established a grievance mechanism regarding human rights issues for identifying and rectifying any negative impacts on human rights caused by its business activities and to provide remedy to the affected individuals and local communities.

- Scope of reporting: Forced and child labor, discrimination, harassment and other human rights violations in the workplace and wide-ranging compliance violations including corruption and bribery.
- Users: The system accepts consultation requests from not only all J-POWER Group's officers and employees (both full time and part time) but also employees and officers of cooperating companies, contractors, and other business partners. (It includes those who were an employee or officer within one year from the day of the consultation.)
- Guaranteeing confidentiality and anonymity and preventing retaliation: The system accepts anonymous reports and strictly manages the privacy and confidential information of the person making the report. We also ensure protection of whistleblowers through internal regulations so that the person does not receive any adverse treatment from the Company because of the consultation or whistleblowing.

The number of reports the system received in FY2025 is as follows.

Classification of consultation and whistleblowing	FY2025
Compliance consultation	13 cases
Harassment consultation	35 cases
Total	48 cases

Rectification and remediation

Upon receiving a consultation request or a report, we promptly verify the facts, understand the issues, and take steps to correct the situation.

If the business activities of the J-POWER Group are found to have inflicted or contributed to a negative impact on human rights, we will take appropriate measures to remedy the situation.

[P.96 Compliance](#)

Occurrence Status of Human Rights Violations

In FY2025, there were no serious human rights violations (forced labor, child labor, human trafficking, violation of indigenous people's rights, etc.) requiring legal action related to the business activities of the J-POWER Group.