

# Human Resources Strategy for Enhancing the Group's Competitiveness

▶ Material issues



## 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.

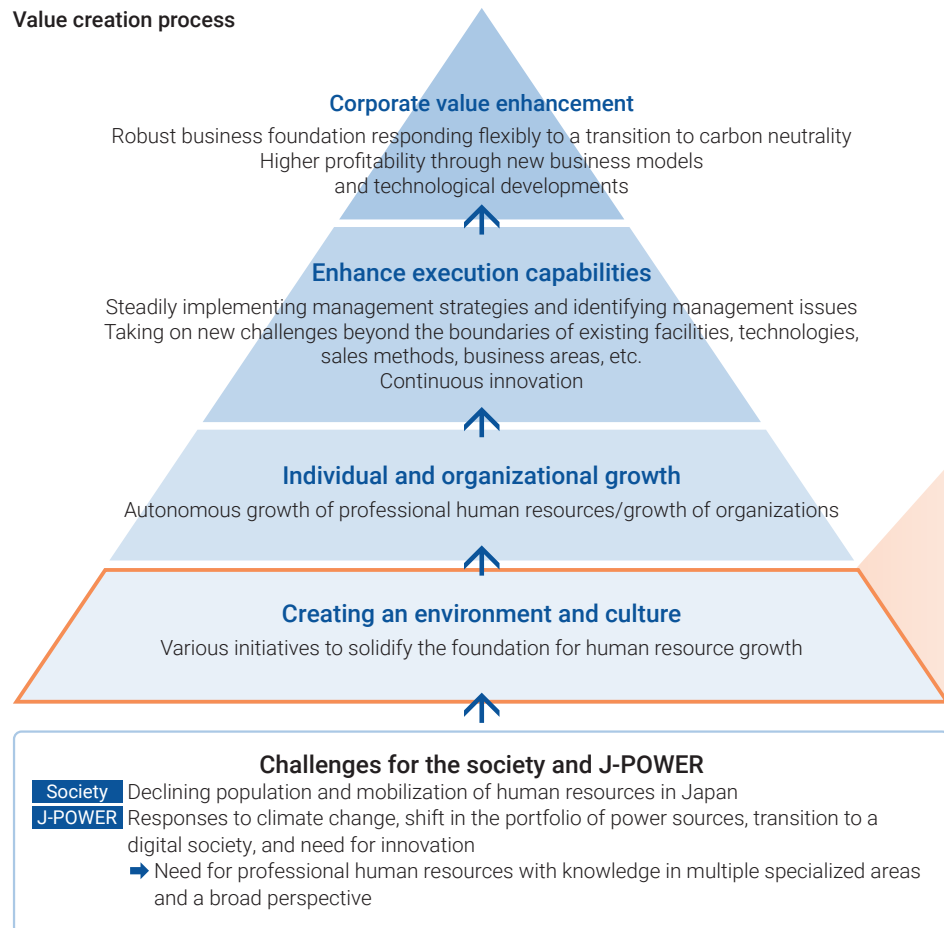
In the Medium-Term Management Plan 2024–2026, the J-POWER Group positions the enhancement of Group competitiveness through “human resources” as one of its priority items, and is working to secure and develop a wide range of human resources with multi-faceted personalities and a spirit of challenge.

For example, by leveraging our extensive range of business fields, we provide employees with diverse work experience opportunities, and by enhancing human resources systems to support their independent efforts in taking on challenges, we aim to develop professional human resources who will drive the promotion of the management plan. Moreover, we will promote the creation of workplaces where human resources with diverse personalities can play active roles, and foster innovation. 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.

[P.26 Value Relevance Analysis \(Visualization of Non-Financial Value\)](#)

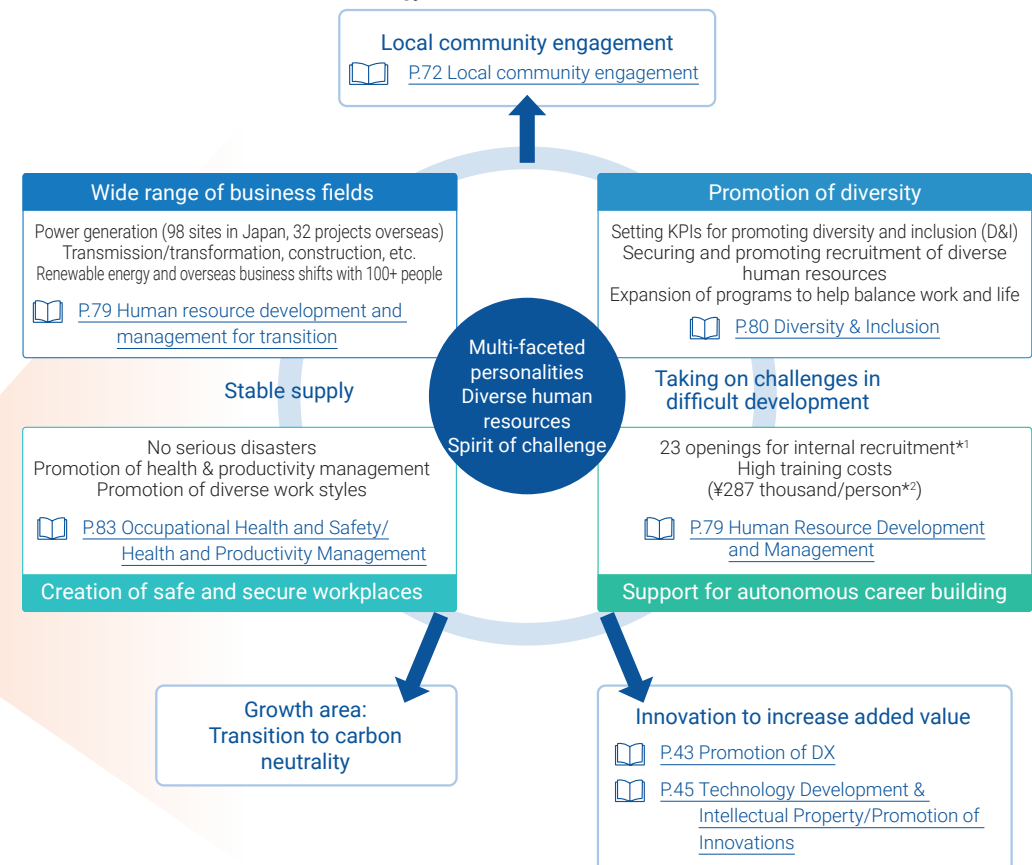
[P.31 Medium-Term Management Plan](#)

### Value creation process



[P.23 Material issues](#)

### Framework for human resources strategy



\*1 Cumulative results through FY2025 \*2 FY2025 results