

# Relations with Communities, Society, and Employees

## J-POWER Group Approach to Social Contribution Activities

"We pursue harmony with the environment, and thrive in the trust of communities where we live and work. We regard profits as the source of our growth, and share the fruits with society." Under this corporate

philosophy, the J-POWER Group has long engaged in social contribution activities as a member of society to help society develop soundly and sustainably.



Handicraft workshop in electrical engineering

### Community Involvement (Principal Themes I)

The J-POWER Group's activities are supported by the communities where our power stations and other facilities are located. Every employee is committed to being a good resident in these local communities. In addition, our business sites and offices strive to be good corporate citizens that benefit communities and society as a whole. We will strive to exist harmoniously with local communities and grow together with society through activities that are accepted and trusted by local residents.

| Theme  | Principal Action Taken   |
|--|--|
| Participation in regional/traditional events, exchange activities          | Cooperation in festivals held in areas where power stations are located; holding of Community Concerts in areas where power stations are located; local cleanup activities, etc.   |
| Educating and supporting the next generation                               | Conducting of lectures; Handicraft workshop in electrical engineering; internships, etc.   |
| Activities in support of areas affected by the Great East Japan Earthquake | Contribution of relief donations/supplies; use of agricultural products from affected areas, etc., in purchases/employee canteens; community-building support activities that use composting technologies                  |
| Communication with society   | The holding of electric power plant open days; active receiving of local elementary schoolchildren on tours, etc., of power plants and power transmission facilities; receiving of tour visits by the general public, etc. |
| Efforts overseas   | Cooperative assistance for those affected by the floods in Thailand; job training for local residents living close to the Philippine CBK project, etc.   |



Ecology and energy experiential learning tour

### Harmonizing Energy Supply with the Environment (Principal Themes II)

People's lives are enriched by energy and the natural environment. In order to achieve a society of sustainable growth that makes effective use of limited energy resources and the bounties of nature, we must cultivate the technology and the state of mind that treats both energy and the natural environment with care as "connections" rather than as antagonistic entities. Drawing on the wealth of discoveries already made and working with a variety of people toward a symbiosis of energy and the environment, J-POWER is encouraging a host of activities that includes the ecology and energy experiential learning tour.

| Theme   | Principal Action Taken   |
|---|--|
| Provide hands-on energy/environment teaching programs | Ecology and energy experiential learning tour; Ecology and Energy Café; Kaze no Ko (Child of the Wind) school; holding of workshops "Be the Energy Minister", etc. |
| Local environment protection activities               | Forest conservation activities; put into effect full flower campaigns/planting activities, etc.  |
| Nature observation/science classes                    | Hold "hands-on" classes and nature observation tours in the areas where power plants are located, etc.   |

## Developing Human Resources and Creating a Dynamic Workplace

The J-POWER Group strives to provide safe, comfortable working environments for every one of its employees. We consider human resources to be valuable assets upholding our fundamental sustainability as a

corporation. At the same time, we endeavor to create a corporate culture that respects the character and individuality of our employees and makes them feel it worthwhile to constantly take on new challenges.

### J-POWER Group's Basic Philosophy on Human Resources

#### Building a Human Resources Foundation for Sustainable Group Growth

In order to support the sustainable growth of a corporation, it is necessary for all our employees to cultivate their individual skills and abilities and to generate new ideas in order to continue creating added value.

At the J-POWER Group, we place the greatest importance on measures to secure and develop human resources as a way to strengthen the corporate foundation and seek sustainable growth. We are reinforcing the foundation for career development, with a focus on Career Development Programs (CDPs), establishing workplace environments and systems that make advantageous use of diversity, and promoting work-life balance in order to improve individual skills and workforce productivity.



Developing Group  
Human Resources and  
Creating Dynamic Workplaces

#### Securing Human Resources

- Build a foundation of small groups of independent and highly talented personnel who support sustainable growth
- Promote diversity in line with environmental changes

#### Developing Human Resources

- Ability to perform work to accommodate changing or expanding business opportunities
- Strengthen CDPs for maintaining and raising technical skills (Job rotations, on/off-the-job training, etc.)
- Develop the next generation of leaders

#### Improving the Environment to Achieve Invigoration

- Establish working environments that motivate employees to take on an active role
- Promote work-life balance
- Establish working environments and systems that enable experienced employees and women to flourish

#### Securing and Developing of Human Resources

In addition to undertaking recruitment, the J-POWER Group seeks personnel in a wide range of fields and age-groups, is fully engaged in getting the best from its diversified personnel, and is encouraging the creation of systems and working environments in which people can fully demonstrate their capabilities.

With regard to personnel hiring and utilization, the J-POWER Compliance Code stipulates respect for individuality and human rights and prohibits discrimination. We are also conducting awareness-raising on these matters in level-specific training and in human rights training conducted within each unit.

The J-POWER Group aims to develop all of its employees into independent, highly talented personnel (professional human resources) who refine a multiplicity of specialized skills and knowledge so as to contribute to achievement of organizational objectives from a broad perspective. We have adopted the CDP as an education and training program that is effective for that purpose. The program provides management with specific guidelines for fostering personnel. It provides employees with an interactive development tool that helps them think about their own career trajectories and take the initiative in developing their abilities and raising their value to the Company. We encourage employees to make active use of the program.

#### Energizing the Workforce and Improving Work Environment

J-POWER has established a wide range of options in work and leave programs so that employees will be able to fully demonstrate their abilities in accordance with their life circumstances. We are improving our various systems that provide for a healthy work-life balance by granting leave, arranging shorter working hours, or taking other such measures, in particular for employees who are involved in child-rearing or caring for elderly family members.

We are also developing a framework to support voluntary employee activities by means of a leave system and other measures to allow participation in local exchange activities, volunteer programs, and the like.

For safety and health management, as set forth in our Corporate Conduct Rules, the J-POWER Group "always seeks to heighten safety consciousness in expediting work, and gives highest priority to assuring the safety of the public and of the workers." In addition, we aim for "creation of a safe, healthful workplace that provides job satisfaction as the foundation for business activities," and, to that end, we operate occupational safety and health management systems within the Group, promote overall safety management, and work to raise system levels. In these ways, we are striving to prevent workplace accidents and maintain or improve employee health.