

## The J-POWER Group Basic Policy on Human Rights

Based on the J-POWER Group Corporate Philosophy, we aim to contribute to society through our business activities and to develop in a sustainable way together with society. Guided by our Basic Policy on Sustainability, we are mindful of our responsibility to respect the human rights of people whose lives are impacted by our business activities. We make every effort to meet this responsibility.

We promote initiatives to respect human rights. Therefore, we have established a basic policy on human rights for the J-POWER Group (below, the “Basic Policy”) based on the International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenants on Human Rights), the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the Ten Principles of the UN Global Compact, and the UN Guiding Principles on Business and Human Rights.

### ■ Scope of the Basic Policy

The Basic Policy applies to all employees and officers of the J-POWER Group. We also encourage our business partners and suppliers to support the Basic Policy and to respect human rights.

### ■ Human Rights Initiatives

- At the J-POWER Group, we clarify who is responsible for implementing the Basic Policy and monitor the state of implementation.
  - With a mechanism for human rights due diligence in place, we are committed to understanding the risks of having a negative impact on human rights and we work to prevent or reduce such risks.
  - If it becomes clear that our business activities have had a negative impact or facilitated a negative impact on human rights, we will take appropriate measures to improve the situation.
  - At the J-POWER Group, we have the highest respect for international human rights standards. We respect the following rights and dignities.
    1. Ban human trafficking, forced labor, and child labor
    2. Respect for the freedom of association and collective bargaining
    3. Administer appropriate working hours, eliminate excessive working hours
    4. Guarantee minimum wage and consider the living wage
    5. Ensure a healthy and safe working environment
    6. Protect personal information and privacy
    7. Prohibit all kinds of discrimination,\* harassment, bullying, and unfair treatment
- \* By discrimination we mean 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.

- The series of initiatives based on the Basic Policy rely on the expertise of independent outsiders. We also consult in good faith with people who have been impacted by our business.
- We will periodically disclose information on the status of initiatives informed by the Basic Policy.
- We carry out appropriate training and education to ensure that the Basic Policy is integrated with our business activities and implemented effectively across the whole Group.

Established June 28, 2022

A handwritten signature in black ink, appearing to read "T. Watanabe". The signature is written in a cursive, flowing style.

Toshifumi Watanabe  
Representative Director  
President and Chief Executive Officer  
Electric Power Development Co., Ltd.