KYUDEN GROUP SUSTAINABILITY REPORT2025

SUSTAINABILITY REPORT 2025

KYUDEN GROUP
Enlighten Our Future

Editorial Policy

This report aims to deepen understanding of the Kyuden Group's sustainability initiatives. Referring to international guidelines such as the Global Reporting Initiative (GRI), we have organized non-financial Environmental, Social, and Governance (ESG) information and provide comprehensive and detailed reporting from both quantitative and qualitative perspectives.
Significant initiatives, particularly those critical from the perspective of the Kyuden Group's growth strategy, will be reported in the Kyuden Group Integrated Report alongside with financial information. We encourage you to refer to it as well.

Scope of Reporting

Kyushu Electric Power Company, Incorporated and group companies

Reporting Period

April 1, 2024 – March 31, 2025 (includes some information from outside of the target period)

Publication Date

July 2025

Guidelines Referenced

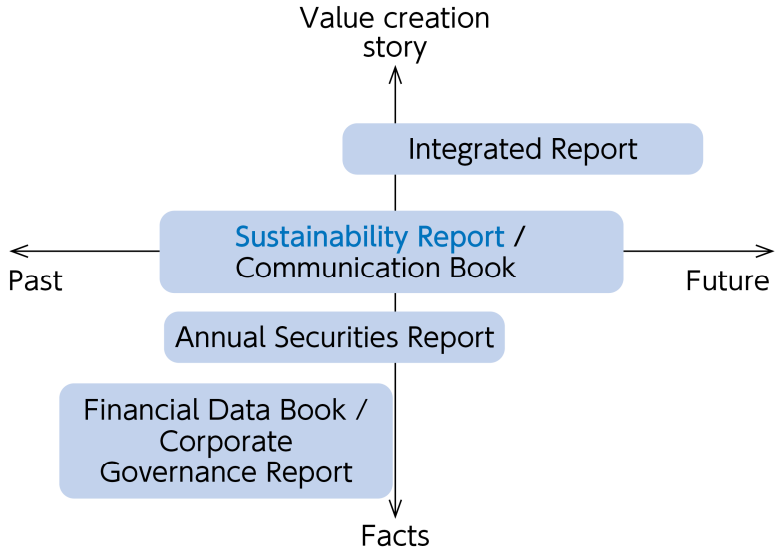
GRI Standards and others

Independent Practitioner's Assurance

The performance data included in this report (supply chain GHG emissions and gender pay gap) have received an Independent Practitioner's Assurance from SOCOTEC Certification Japan. The data that have been assured are indicated with the following mark. (☑)

The report concerns companies within the Kyuden Group. The companies Kyushu Electric Power Co., Inc.,and Kyushu Electric Power Transmission and Distribution Co., Inc., are abbreviated as Kyushu EP and Kyushu T&D, respectively.

Information Disclosure System



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The Kyuden Group's mission

Enlighten Our Future

Towards a comfortable and environment-friendly lifestyle
today and for generations to come.

Guided by our brand message of enlightening the future, the Kyuden Group is committed to contributing to a sustainable society and achieving further growth.
We not only consider our impact on society, but also promote sustainability initiatives that contribute to solving regional and social issues. We remain committed to realizing the Kyuden Group's mission of "Enlighten Our Future" and working together with our communities for the sustained growth of our local community and society.

Kyuden Group Sustainability Policy

The Kyuden Group aims to contribute to a sustainable society and enhance corporate value by generating social and economic value through our businesses.

- Work together with local communities to resolve social issues through our business as part of our mission to support people's lives and the economy through energy.
- Build strong relationships of trust through accountability to our stakeholders.
- Take on the challenge of solving global social issues and contribute to the achievement of the SDGs.

Kyuden Group Corporate Code of Conduct

The Kyuden Group aims for sustainable development together with the region and society as a company that is trusted by our customers, local communities, shareholders and investors, supply chain partners, and employees. We consider trust to be the foundation of our business and the source of our growth.
In order to strengthen the trust of our stakeholders, we will maintain a high level of sensitivity to changes in social conditions and ensure sustainability management that creates both social and economic value through our businesses. We act in accordance with the following principles both domestically and internationally:

1 **Enhancement of customer satisfaction**
We strive to enhance customer satisfaction by making improvements to our business practices and by providing valuable products and services that meet the demands of our customers in safe and reliable ways.

2 **Pursuit of safety and security**
We place top priority on safety and security, implementing thorough safety measures at all of our facilities, providing detailed explanations to the local community, and ensuring the occupational health and safety of our employees.

3 **Environmentally-friendly business practices**
We contribute to the realization of a sustainable society by developing initiatives for the conservation of the global environment and coexistence with regional environments.

4 **Honest and fair operations**
We ensure transparency in all of our business activities and engage in fair and free competition, conduct appropriate transactions and responsible procurement, maintain sound relationships with political and governmental authorities, and operate our business in an honest and fair manner.

5 **Sincere communication with stakeholders**
In addition to promptly disclosing information to the public, we engage in constructive dialogue with a wide range of stakeholders, including our customers and local communities, taking their opinions seriously and applying them to our business operations.

6 **Coexistence with local communities**
Through our business and social contributions, we strive to contribute to solving local and social issues and grow together with the communities where we operate.

7 **Respect for human rights**
We regard internationally recognized human rights as universal values and respect them in everything we do as a business. Together with our supply chain partners, we prevent and mitigate negative impacts on human rights that may occur through our business activities.

8 **Creating a rewarding workplace**
Our human resource development is based on fair evaluations of our employees, and we promote an approach to work that respects diversity to create a workplace environment where every person can realize their full potential in good health.

9 **Crisis management**
We implement thorough organizational crisis management in preparation for a variety of situations that include natural disasters, terrorist attacks, and cyberattacks that threaten the lives of citizens and our businesses. We also take a firm stand against antisocial forces.

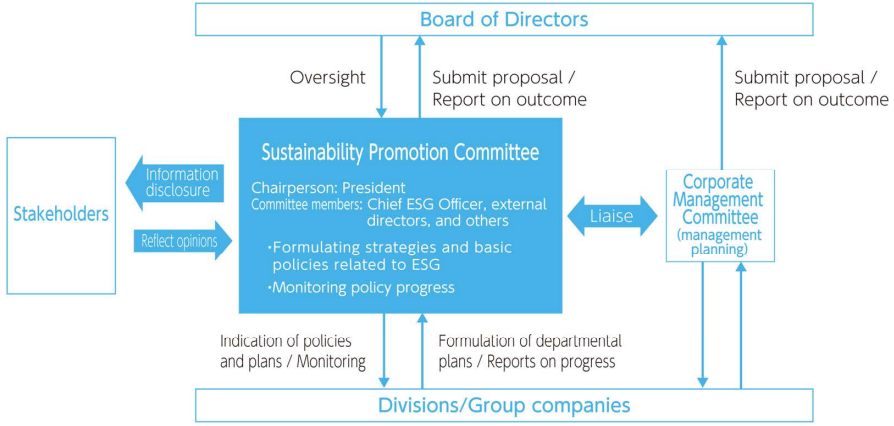
10 **Compliance with laws and regulations**
We ensure compliance with laws and regulations and do not engage in any conduct that could cause harm or detriment to society.

11 **Realization of the spirit of this code and responsibilities of top management**
Top management recognizes the spirit of this code as its mission. As such, it takes the initiative to ensure that the code is thoroughly understood and that an effective system is established for its enforcement. We also encourage our supply chain partners to realize the spirit of the code.
In the event of a violation of the code, all departments work together to resolve the problem, investigate the cause, take immediate countermeasures to prevent recurrence, and take strict disciplinary action against any violators, including top management.

Sustainability management promotion structure

To strengthen our efforts to address environment, society, and governance (ESG) issues such as carbon neutrality, the Kyuden Group established the Sustainability Promotion Committee in July 2021. We also appointed a Chief ESG Officer and established a new department dedicated to ESG initiatives within the Corporate Strategy Division to establish a structure for implementing sustainability management. This structure will help us promote efforts to create both social and economic value through the business.

Organizational structure and management system



Sustainability promotion committee overview

Sustainability Promotion Committee	
Purpose	Deliberate, coordinate, oversee, and promote implementation and management of the Kyuden Group's ESG strategies and policies toward the realization of a sustainable society
Positioning	Deliberative body linked to the Board of Directors (subject to reporting and oversight by the Board of Directors)
Composition	Chairperson: President Vice-chairperson: Chief ESG Officer Committee members: External directors, executive directors of relevant divisions, among others Secretary: General manager within Corporate Strategy Division
Sub-committees and sectional groups	Subcommittees and other sectional groups are established under the Sustainability Promotion Committee to deliberate and coordinate various matters to improve the effectiveness of ESG strategies
Frequency	Held twice yearly, in principle, and additionally as necessary
Past meetings and issues discussed	April 2024 ・Results of priority themes in FY2023 － In-depth examination of growth strategies that balance GHG reduction with profitability － Promotion of company-wide employee engagement through the QX Project － Establishment of quantitative targets and KPIs aligned with financial indicators such as ROIC ・Outcomes of the FY2023 Medium-term ESG Plan and Plans for FY2024 ・Priority themes in FY2024 November 2024 ・Status of priority themes in FY2024 ・Progress on the FY2024 Medium-term ESG Plan ・Establishment of the FY2025 Medium-term ESG Plan

Materiality

Basic approach

The Kyuden Group is promoting sustainability management that aims to generate both social and economic value through its business activities. In April 2022, we identified materiality as a key management issue to realize this goal.
In April 2025, in conjunction with the formulation of Strategic Vision 2035, we reviewed our materiality and reorganized key issues. Going forward, the Kyuden Group will continue working to resolve material issues, contributing to a sustainable society and achieving the Group's medium- to long-term growth. We will continue to review our materiality in light of changes in social conditions and the business environment.

Materiality and Key Issues

	Materiality	Key Issues
Creating social and economic value through our business	Becoming carbon minus	• Carbon reduction and decarbonization of power sources (development of renewable energy as a primary power source, safe and stable generation of nuclear power, overseas business, among others) • Promotion of electrification • Engagement in and recommendations on energy policy • Promotion of energy conservation • Contribution to the circular economy • Contribution to a nature-positive future • Promotion of environmental management
	Advancing solutions to meet diverse customer needs	• Stable supply of energy • Enhancement of our solutions
	Creating value and driving growth through community co-creation	• Development of comfortable, sustainable cities • Revitalization of local economies
Further strengthening of the management foundation	Driving value creation through human capital development	• Creation of value through the growth of people and the organization • Acquisition and development of human resources necessary to achieve management strategies • Empowering individuals to maximize their own potential • Creating a workplace environment where diverse talent can thrive • Building a foundation that enables employees to work with peace of mind
	Accelerating corporate transformation through DX leadership	• Promotion of sweeping business reforms using digital technology • Promotion of diverse data utilization that contributes to corporate transformation • Developing and securing talent to promote DX and system development
	Strengthening governance to support innovation and growth	• Improving the effectiveness of corporate governance • Enhancing risk management structure • Ensuring thorough compliance • Improving supply chain management • Ensuring information security • Respecting human rights • Improving stakeholder engagement (building up trust with stakeholders) • Improvement and strengthening of financial structure

(Specific revisions are listed in blue)

Identifying Material Issues

STEP 1 Identify the issues

We have identified issues from two perspectives to determine issues that lead to the sustainability of both society and our company: social issues such as the SDGs and government/Kyushu's growth strategies, and Kyuden Group-specific issues for realizing the Kyuden Group's vision.

Social issues	☐ SDGs ☐ Global standards (GRI, SASB, ISO26000) ☐ Government/Kyushu growth strategies and others	Kyuden Group-specific issues	☐ Kyuden Group Management Vision 2030 ☐ Kyuden Group Carbon Neutral Vision 2050 ☐ Financial Objectives (FY2025) and others

STEP 2 Evaluate the issues

The issues identified in Step 1 were evaluated along two axes applying the perspective of double materiality: economic value (importance to the Kyuden Group) and social value (importance to society).

Economic value assessment

We have broken down the drivers behind increased economic value into the following three categories.

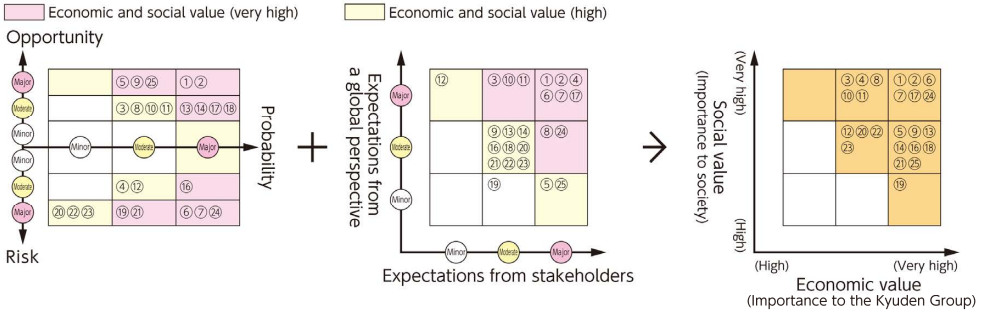
(1) Maximization of short-term opportunities
(2) Expansion of mid-to-long term opportunities
(3) Risk reduction

Based on these drivers, risks and opportunities were identified from both short and mid-to-long term perspectives, financial impact was quantitatively calculated and determined to be either major, moderate, or minor.
Similarly, we also took into account the probability of each category in order to assess level of importance.

Social value assessment

We conducted our assessments by incorporating both expectations from a global perspective (I) and expectations from stakeholders (II), which were compiled from customers, local communities, investors, and others through our business activities, to address the perspectives required of a market-oriented company based in local communities.
We quantified each factor numerically, then made a final assessment of their significance using a three-tier scale of major, moderate, and minor importance.
*Initially, only (I) was evaluated, but after going through the process in Step 4, (II) was added as another axis to assess and re-evaluated

Comprehensive assessment
Issues with high economic and social value are deemed to have major importance



Issues identified	1. Carbon reduction and decarbonization of power sources (renewable energy as a main power source, safe and stable nuclear power operation, overseas businesses, etc.) 2. Promotion of electrification 3. Promoting energy conservation 4. Reduction of environmental impact 5. Involvement in and proposals for energy policy 6. Stable energy supply 7. Affordable energy 8. Providing solutions with energy services at their core 9. Bringing about a smart society 10. Regional revitalization (including local development) 11. Creating a safe, secure and comfortable community 12. Respect for human rights 13. Promotion of value co-creation and innovation 14. Promotion of diversity and inclusion 15. Securing and developing human resources 16. Prioritizing safety and health 17. Securing and developing strategic human resources 18. Promotion of digital transformation (transformation of business structure and process) 19. Improving the effectiveness of corporate governance 20. Strengthening risk management systems 21. Thorough compliance 22. Strengthening supply chain management 23. Ensuring information security 24. Enhancement of stakeholder engagement (building trust with stakeholders, etc.) 25. Improvement and strengthening of financial structure

STEP 3 Drafting proposals for material issues

Issues deemed to have major importance in step 2 were extracted as key issues and categorized in the manner seen below before being deliberated by the Sustainability Promotion Committee and compiled into a materiality proposal.

- Leading the way toward a decarbonized society
- Implementing continuous improvements in energy services
- Co-creating a smart and vibrant society
- Promoting diversity and inclusion
- Strengthening governance

STEP 4 Validate proposals

Discussions on the proposals in Step 3, the identification process, and assessment methodologies were conducted with experts from outside the company familiar with the perspectives of the Group companies and each stakeholder. Furthermore, based on the feedback we received, we improved the assessment methods and held another discussion with all directors, whereupon "Promoting diversity and inclusion" was revised to "Promoting growth, success, and diversity of human capital."

External experts consulted

*Affiliation and position at the time of consultation

Position/Affiliation	Name	Position/Affiliation	Name
Director of Business Development, Kyushu Economic Research Center	Hideyuki Okano	Executive Fellow and General Manager, Research Institute of Capital Formation, Development Bank of Japan	Keisuke Takegahara
Representative Director, Biznet Corporation	Yuriko Hisadome		
Representative Director, Psy's Learning	Machiko Takami	Professor, Graduate School of Management, Tokyo University of Science	Masayoshi Miyanaga

STEP 5 Identifying material issues

Following the outcomes of Step 4, a final materiality assessment was discussed in the Sustainability Promotion Committee and subsequently approved by the Board of Directors. The Board of Directors deliberates every year on whether material issues require reassessment, taking into consideration changes in social conditions and the Group's business situation.

- Leading the way toward a decarbonized society
- Implementing continuous improvements in energy services
- Co-creating a smart and vibrant society
- Promoting growth, success and diversity of human capital
- Strengthening governance

In April 2025, in conjunction with the formulation of Strategic Vision 2035, we reviewed our materiality and reorganized key issues.
See p. 3 for the latest materiality and key issues.

Material Issue Initiatives (Medium-Term ESG Plan)

At the Kyuden Group, we set annual and medium-term goals for addressing material issues, with the Sustainability Promotion Committee and the Board of Directors monitoring their implementation. Through these efforts, we will contribute to a more sustainable society and achieve mid-to-long-term growth for the Kyuden Group.

Becoming carbon minus

Materiality	Key Issue	Issue	Medium-term targets (Items for which no year is specified are FY2035 targets)	FY2025 targets	FY2024 targets	FY2024 results	Scope of data collection
Becoming carbon minus	Carbon reduction and decarbonization of power sources	Renewable energy as main power source	Steady development of renewable energy based on improving profitability and ROIC – 37 billion kWh (33 billion kWh) in renewable electricity sales volume* (FY2030) * Includes FIT electricity that does not use non-fossil fuel certificates. This type of electricity has no value as renewable energy nor as a CO_2-free power source, and is treated as having the same CO_2 emissions as the national average for electricity, including thermal power generation. (Reference) Renewable electricity sales volume in FY2024: 28 billion kWh	• Renewable electricity sales volume: 25.6 billion kWh 24.5 billion kWh (Japan) 1.1 billion kWh (Overseas) • Verification of profitability and other aspects related to integrating a storage battery with an existing mega solar power plant (generating more than 1MW), the Omura Mega Solar Power Plant.	• Operational: 50 MW • Approved: 0 MW **FY2024 cumulative totals** • Operational: 2.79 million kW • Approved: 3.11 million kW • Assess the commercial viability of battery storage stations	• Developing: 0 MW • Approved: 0 MW **FY2024 cumulative totals** • Operational: 2.74 million kW • Approved: 3.11 million kW • Business models are being considered for facilities such as Tagawa Battery Storage Station and Omuta Battery Storage Station. • Launched a project to install storage batteries and convert solar power to FIP electricity in order to increase the revenue of Kyuden Mirai Energy's FIT solar power (scheduled to begin operation in 2025)	–
		Maximize usage of nuclear power	Continue safe and stable operation of nuclear power plants – Zero unplanned stoppages	• Zero unplanned stoppages • Improve facility utilization • Address new laws to extend plant life	• Zero unplanned stoppages • Improve facility utilization	• Zero unplanned stoppages • Facility utilization rate: 88.6%	–
		Reduce carbon footprint of thermal power generation	• Achieve Energy Conservation Act benchmark indices (FY2030) – A indicator: 1.0 or higher – B indicator: 44.3% or more – Coal-only indicator: 43.0% or more • Establish technique for 1% hydrogen / 20% ammonia co-firing (FY2030) • Coal with 10% hydrogen / 20% ammonia* * Set in anticipation of government policy support and technological improvements, etc.,and may be revised	• A indicator: 0.97 or higher • B indicator: 42.3% or more • Coal-only indicator: 42.2% or more • Conduct regular investigations and studies of hydrogen / ammonia co-firing and similar technology, and studies on supply chain construction	• A indicator: 0.97 or higher • B indicator: 41.90% or more • Coal-only indicator: 41.97% or more • Conduct regular studies and research on hydrogen/ammonia co-firing and other techniques	• A indicator: 0.97 • B indicator: 42.24% • Coal-only indicator: 42.05% • Investigated trends in policies, supply chain construction, technology development by manufacturers, the status of demonstration tests conducted by other companies, etc. • After establishing an investigation system with power plants and manufacturers, identified issues and conducted technical studies for the co-firing of hydrogen and ammonia.	*2
		Improve the power transmission and distribution network	Conduct research and develop technologies contributing to improving operation of network facilities to help facilitate the expansion of renewable energy	• Respond to increasing difficulties in maintaining proper voltage • Implement detailed system design to maximize utilization of facility capacity	Respond to increasing difficulties in maintaining proper voltage and carry out systems development necessary to maximize facility capacities	• Implemented optimal control methods for voltage regulation equipment installed on distribution lines operational in selected areas • Evaluated the detailed design of overload assessment methods based on power flow calculations that consider assumed PV output and battery charge/discharge, as well as on operational capacity incorporating dynamic ratings	–
		Achieve target for non-fossil power sources	Achieve target for non-fossil power sources – Ratio of non-fossil power sources: 44% or more [FY2030]	Non-fossil power source ratio: 23.17% (after certificate transactions)	Non-fossil power source ratio: 22.88% (after certificate transactions)	Non-fossil power source ratio: 22.88% (after certificate transactions)	*2
	Promotion of electrification	Residential and commercial	Contribute to increasing the electrification rate in Kyushu* – Residential: 75% (2.3 billion kWh energy increase) (Total for 2021-2035) – Commercial: 65% (2.6 billion kWh energy increase) (Total for 2021-2035) * Set in anticipation of government policy support and technological improvements, etc.,and may be revised.	Energy increase – Residential: 100 million kWh – Commercial: 150 million kWh (FY2025 totals) • Residential: 590 million kWh • Commercial: 710 million kWh	Energy increase – Residential: 130 million kWh – Commercial: 130 million kWh **FY2024 cumulative totals** • Residential: 510 million kWh • Commercial: 520 million kWh	Energy increase – Residential: 100 million kWh – Commercial: 160 million kWh **FY2024 cumulative totals** • Residential: 480 million kWh • Commercial: 560 million kWh	–
		Transportation	Convert company cars to EVs* – Maintain 100% EV conversion rate (to be achieved by FY2030) * Excluding vehicles not suitable for EV conversion • Expand EV bus and construction machinery battery businesses (enhance charging control technology for energy storage sites) • Commercialize EV-related services • Market EV chargers • Install EV chargers in real estate development projects	• Introduce 96 EVs (753 EVs/2,185 total vehicles, 34.4%) • Achieve early commercialization of technology developed for the promotion of EVs • Develop monitoring and control technologies and unique evaluation techniques for various types of storage batteries • Commercialize EV-related services • Market EV chargers • Install EV chargers in development projects	• Introduce 100 EVs • 29.5% EV conversion rate • Commercialize EV-related services • Market EV chargers • Install EV chargers in real estate development projects	• 102 EVs introduced • 30.0% EV conversion rate • Established specifications and prototyped energy management systems (EMS) for commercial EVs • Designed and produced prototype charging/discharging equipment for corporate EVs • Expanded weev and PRiEV's businesses, examined business feasibility of EV buses • Implemented initiatives to boost productivity and cost competitiveness • Installed EV chargers in two condominium developments	*1
		Regional energy	Pursue technological development for port electrification, mobility electrification, and digital services	Steady implementation of EMS operation verification at demonstration sites and technological development contributing to port electrification	Implement regular EMS operation verification at the demonstration sites	Began electricity data collection and analysis at one demonstration site	–
	Engagement in and recommendations on energy policy		Contribute to the establishment of a system that contributes to both decarbonization of power sources and a reliable supply of power	• Engage in and propose national policies aimed at building an attractive environment for the electric power industry • Investigate courses of action towards the 2050 power supply portfolio	• Engage in and propose national policies aimed at building an attractive environment for the electric power industry • Investigate courses of action towards the 2050 power supply portfolio	• Petitioned the country regularly • Investigated multiple scenarios for the 2050 electricity supply and demand forecasts	–

Scope of data collection: *1=Kyushu EP and Kyushu T&D, *2=Kyushu EP on a non-consolidated basis Sustainability Management Promotion

Materiality	Key Issue	Issue	Medium-term targets (Items for which no year is specified are FY2035 targets)	FY2025 targets	FY2024 targets	FY2024 results	Scope of data collection
Becoming carbon minus	Promoting energy conservation	Expand services that contribute to energy conservation and CO_2 reduction, among others	• Promote energy-saving proposals – Number of energy conservation proposals: 650 or more (cumulative total for FY2022-2035) • Provide information services using smart meters • Increase in LNG supply volume due to more efficient operation of bunkering vessels, etc. • Implement energy conservation and CO_2 reduction initiatives overseas	• 50 or more energy conservation proposals • Environmental certification in the development and acquisition of properties: 1 or more/year • Provide information services using smart meters • Provide a steady supply of LNG fuel for ships (LNG bunkering) • Implement energy conservation and CO_2 reduction initiatives overseas	• 50 or more energy conservation proposals • Provide information services using smart meters • Steadily implement LNG bunkering • Implement energy conservation and CO_2 reduction initiatives overseas	• Energy conservation proposals: 55 • Provided electric power meter data to home energy management systems (HEMS) • Started supplying LNG to customers through LNG bunkering • Carried out overseas consulting projects, including improving operations at dams and in power generation and contributing to the introduction of renewable energy sources in Vietnam	–
		Reduce energy intensity based on the Energy Conservation Act	Reduce unit energy consumption – Reduce by at least 1% per year (average of the last 5 years) [same for FY2030]	Reduce unit energy consumption – Reduce by at least 1% per year (average of the last 5 years)	Reduce unit energy consumption – Reduce by at least 1% per year (average of the last 5 years) (FY2019–FY2023 five-year average; total of Kyushu EP, Kyushu T&D, and Kyuden Mirai Energy)	Reduce unit energy consumption: -1.5%/year	–
	Contribution to the circular economy	Formation of a recycling-oriented society	• Recycle 98% or more of industrial waste (excluding coal ash) (and 100% of waste plastic) [Same for FY2030] • Recycle 100% of coal ash [same in FY2030] (We will consider revising this target based on power plant operation forecasts) • Handle of PCB industrial waste appropriately in accordance with laws and regulations • At least 99% green procurement rate (office supplies) [Same for FY2030]	• Recycle 98% or more of industrial waste (excluding coal ash) (and 90% or more of waste plastic) • Recycle at least 90% coal ash • Properly and systematically dispose of PCB industrial waste • At least 98% green procurement rate (office supplies)	• Recycle 98% or more of industrial waste (excluding coal ash) (and 90% or more of waste plastic) • 100% coal ash recycling rate • Properly and systematically dispose of PCB industrial waste • At least 97% green procurement rate (office supplies)	• 98.8% of industrial waste (excluding coal ash) recycled (and 90.8% of waste plastic) • 90% coal ash recycling rate • Detoxification of PCB industrial waste was carried out in accordance with our annual waste treatment scheme • 98% green procurement rate (office supplies)	*1
	Contribution to a nature-positive future	Conservation of local environments Collaboration with society	• Ensure environmental assessments are conducted • Water consumption per employee: below the average of the past three years • Reduce purchases of copy paper to the extent possible • Conduct ongoing assessment and analysis of the impact of business activities on ecosystems as part of our TNFD Report	• Ensure environmental assessments are conducted • Water consumption per employee: below the average of the past three years • Copy paper purchases: below the quantity of the previous year • Conduct studies in accordance with the TNFD Framework	• Ensure environmental assessments are conducted • Achieve lower water consumption per employee than the previous fiscal year (26 m^3/person in FY2023) • Copy paper purchases: below the quantity of the previous year (347 tons in FY2023)	• Properly implemented environmental assessments for the replacement of the Shin-Kokura Power Plant • Water consumption per employee: 25.4 m^3/person • Copy paper purchased: 289 tons (estimate) • Expanded the scope of analysis in the TNFD Report to include renewable energy, conducted assessments and studies using scenario analysis to publish the Kyuden Group TNFD Report 2024	–
	Promotion of environmental management		• Zero legal violations (including recommendations for improvement, orders, and penalties) [Same for FY2030] • Ensure compliance with agreed-upon figures (except in cases of emergency)	• Zero legal violations (including recommendations for improvement, orders, and penalties) • Ensure compliance with agreed-upon figures (except in cases of emergency)	Zero legal violations	Zero legal violations	–

Scope of data collection:[1] Kyushu EP and Kyushu T&D

Advancing solutions to meet diverse customer needs

Materiality	Issue	Medium-term targets (Items for which no year is specified are FY2035 targets)	FY2025 targets	FY2024 targets	FY2024 results	Scope of data collection
Advancing solutions to meet diverse customer needs	Stable supply of energy	• Maintaining a reliable supply of energy – Average outage time per house: Maintain a world-class level – Zero electric shock incidents involving the public • Expand overseas operations • Build an optimal portfolio through asset sales and asset replacement	• Power outage: 25.4 MWh or less • Zero electric shock incidents involving the public • Focus on developing power transmission and distribution projects in Europe and the Middle East, as well as gas-fired thermal power projects with PPAs primarily in Asia and the Middle East (utilizing the technological capabilities of group companies such as Kyuden T&D)	• Power outage: 25.4 MWh or less • Zero electric shock incidents involving the public • Overseas equity output: 3.06 GW	• Power outage: 28.8 MWh • Zero electric shock incidents involving the public • Overseas equity output: 2.86 GW	–
	Enhancement of our solutions	• Develop platform-type businesses in each business area and enhance our solutions through the use of data • Expand our energy solution businesses • Become Japan's largest green energy platform provider	• Steadily promote the reinforcement and enhancement of solutions, • Expand and improve the profitability of our energy solution businesses • Establish a system for supply-demand management and O&M value enhancement • Expand sales of non-FIT renewable electricity	• Reduce power generation costs • Promote sales by making maximum use of supply capacity	• Reduce power generation costs • Promote sales by making maximum use of supply capacity	–

Creating value and driving growth through community co-creation

Materiality	Issue	Medium-term targets (Items for which no year is specified are FY2035 targets)	FY2025 targets	FY2024 targets	FY2024 results	Scope of data collection
Creating value and driving growth through community co-creation	Development of comfortable, sustainable cities	• Creating attractive cities in partnership with local communities – Launch 8 businesses (at least one in each branch region in Kyushu) (cumulative total through FY2030) – Participate in at least 10 urban development projects in the Kyushu branch regions (1 project per year) (cumulative total through FY2030)	• Identify 1 or more projects requiring the formation of an evaluation team under the community co-creation business creation scheme • Participate in 1 or more development projects in Kyushu	• Target established from FY2025 onward • 1 or more Kyushu area urban development and city planning projects	• Target established from FY2025 onward • Participated in 1 Kyushu area urban development and city planning project	–
		• Develop forestry business in Kyushu – Begin efforts to expand Kyuden Group's forestry business (FY2027) – 50 supporters for the creation of new J-Credits (cumulative total)	• Establish a business structure for the forestry business • 5 supporters of the creation of new forestry J-Credits	• Target established from FY2025 onward • Target established from FY2025 onward	• Target established from FY2025 onward • Target established from FY2025 onward	
		• Bring about a smart society through the creation and enhancement of businesses and services – 22 new business ventures and joint ventures (cumulative total) – Create at least 10 new drone services that contribute to bringing about a smart society (1 per year) – Rollout ICT services (Machi no Wa) in 47 prefectures that contribute to the revitalization of local economies – Expand the adoption of Q-ie Mamori, a monitoring service using smart meters	• Create new ventures – 20 investigations into new ventures, new services, and collaboration and co-creation with other companies – 2 new ventures, services, and collaboration and co-creation with other companies • Create at least 1 new drone service that contributes to bringing about a smart society • Nationwide rollout of ICT services (Machi no Wa) that contribute to the revitalization of local economies – Provide services to 90 organizations • Expand the adoption of Q-ie Mamori, a monitoring service using smart meters	• Create new ventures – 20 investigations into new ventures, new services, and collaboration and co-creation with other companies – 2 new ventures, services, and collaboration and co-creation with other companies • At least 1 new drone service that contributes to solving local and social issues • Amplify earnings through the nationwide rollout of ICT services (Machi no Wa) that contribute to the revitalization of local economies • Expand the adoption of Q-ie Mamori, a monitoring service using smart meters	• Create new ventures – 29 investigations into new ventures, new services, and collaboration and co-creation with other companies – 4 new ventures, services, and collaboration and co-creation with other companies • 1 new drone service that contributes to solving regional and social issues • Amplify earnings through the nationwide rollout of ICT services (Machi no Wa) that contribute to the revitalization of local economies • Organized proposals and collaborations with real estate management companies and municipalities in the Kyushu region, coordinated with sales partners	–
	Revitalization of local economies	• 50 or more new matches between companies and municipalities (cumulative total through FY2030) • Commercialize at least 2 new businesses that maintain and grow the foundation of local economies (cumulative total through FY2030)	• 5 or more new matches between companies and municipalities • Participate in 8 or more events to attract companies • Make commercialization decisions (businesses receiving SME support)	Create new businesses that contribute to solving regional and social issues – Demonstrate at least one collaborative project with another company • Target established from FY2025 onward	Create new businesses that contribute to solving regional and social issues – Demonstrate one collaborative project with another company • Target established from FY2025 onward	–

Driving value creation through human capital development

Materiality	Issue	Medium-term targets (Items for which no year is specified are FY2035 targets)	FY2025 targets	FY2024 targets	FY2024 results	Scope of data collection
Driving value creation through human capital development	Creation of value through the growth of people and the organization	• Creation of new value by leveraging the will of individuals – Number of Challenge Activities: 5,000 (FY2030) 10,000 (FY2035) – 30 or more commercialized projects (cumulative total through FY2030)	• Management reform training: provide training to all organizational heads and all group (section) managers • 100 participants in KYUDEN i-PROJECT per year • At least 3 separate projects leading to final commercialization proposals per year	• Accelerate and improve effectiveness of QX initiatives – Management transformation training: Attended by all organizational heads • 100 participants in KYUDEN i-PROJECT per year • At least 3 separate projects leading to final commercialization proposals per year	• Accelerate and improve effectiveness of QX initiatives – Management transformation training: Attended by all organizational heads • 112 participants in KYUDEN i-PROJECT per year • 1 case of separate projects leading to final commercialization proposals	–
	Acquisition and development of human resources necessary to achieve management strategies	Acquire and develop talent based on our human resources portfolio	Planned fulfillment rate of mid-career hires: 100%	2,000 participants in My Choice Training (formerly Training for Problem Solving Skills)	2,054 participants in My Choice Training (formerly Training for Problem Solving Skills)	*1
	Empowering individuals to maximize their own potential	• Percentage of employees engaged in self-directed career development*: 50% (by FY2035) • Sense of growth: 80% * Participate in self-directed learning, such as attending voluntary training courses; pursue side work while building a career within the company to acquire diverse experiences; utilize the Aspire & Achieve Initiative to chart a desired career path	30% of employees engaged in self-directed career development	Target established from FY2025 onward	Target established from FY2025 onward	*1
	Creating a workplace environment where diverse talent can thrive	• More than double the percentage of female managers* – 3.0% in chief manager or higher management positions – 5.0% at deputy chief (general section chief level) and above (FY2028) * As of April 2019 (at the establishment of the second phase action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace • Percentage of female hires among new science and engineering graduates: 15.0% (by FY2028) • Greater than or equal to the statutory requirement for employment rate of persons with disabilities • 75% of employees perceive progress in workstyle reforms (FY2030)	• 13% or more female hires in the recruitment of new science and engineering graduates • 100% utilization rate of childcare leave by eligible male employees • 2.6% or higher employment rate of persons with disabilities (legally required rate: 2.5% in FY2024 will rise to 2.7% in FY2026) • 70% of employees perceive progress in workstyle reforms	• 10% or more of female hires among new science and engineering graduates • 100% utilization rate of childcare leave by eligible male employees • 2.5% or higher employment rate of persons with disabilities • 70% of employees perceive progress in workstyle reforms	• Percentage of female managers – Percentage of women in chief manager or higher management positions: 1.7% – Percentage of women in deputy manager (general section manager level or higher): 3.2% • 12.8% female hires among new science and engineering graduates • 105.1% utilization rate of childcare leave by eligible male employees • 2.63% employment rate of persons with disabilities • 59.9% of employees perceive progress in workstyle reforms	*1
	Building a foundation that enables employees to work with peace of mind	• Zero serious occupational accidents including contractors and subcontractors • Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • 80 or fewer overall health risks identified during stress checks	• Zero instances of any of the four types of major accidents* including contractors and subcontractors * The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery • Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • Percentage of employees at a healthy body weight: 66% or more • 80 or fewer overall health risks identified during stress checks	• Zero instances of any of the four types of major accidents* including contractors and subcontractors * The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery • Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • Target established from FY2025 onward • 80 or fewer overall health risks identified during stress checks	• Instances of any of the four types of major accidents,* including for contractors and subcontractors: 8 incidents * The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery • Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • Target established from FY2025 onward • 75 overall health risks identified during stress checks	*1

Scope of data collection:[1] Kyushu EP and Kyushu T&D

Accelerating corporate transformation through DX leadership

Materiality	Issue	Medium-term targets (Items for which no year is specified are FY2035 targets)	FY2025 targets	FY2024 targets	FY2024 results	Scope of data collection
Accelerating corporate transformation through DX leadership	Promotion of sweeping business reforms using digital technology	Profit generation effect by DX: approx. 40 billion yen (cumulative total through FY2030)	Number of separate DX projects supported for implementation: 50	Number of separate DX projects supported for implementation: 50	Number of separate DX projects supported for implementation: 51	–
	Promotion of diverse data utilization that contributes to corporate transformation	• Number of advanced analysis initiatives utilizing data: 36 (cumulative total through FY2027) • Number of data distribution initiatives: 20 (cumulative total through FY2027) • Number of operations performed using the Tableau (self-service business intelligence platform) dashboard: 155 (cumulative total through FY2027)	• Number of advanced analysis initiatives utilizing data: 20 (cumulative total) • Number of data distribution initiatives: 10 (cumulative total) • Number of operations performed using the Tableau (self-service business intelligence platform) dashboard: 120 (cumulative total)	50 self-service BI (Tableau) projects introduced and developed	50 self-service BI (Tableau) projects introduced and developed	*1
	Developing and securing talent to promote DX and system development	• Train 650 DX specialists (FY2027) • Train 15 or more advanced IT personnel	• DX follower training participants: All current employees have completed the training • DX specialist human resources training participants: Approx. 400 (cumulative total) • Advanced IT personnel trained: over 10	• DX follower training participants: Approx.10,000 participants (cumulative total) • DX specialist human resources training participants: Approx. 300 participants (cumulative total) • Target introduced from FY2025 onward	• DX follower training participants: 10,000 participants • DX specialist human resources training participants: 300 participants • Target introduced from FY2025 onward	*1

Scope of data collection:[1] Kyushu EP and Kyushu T&D

Strengthening governance to support innovation and growth

Materiality	Issue	Medium-term targets (Items for which no year is specified are FY2035 targets)	FY2025 targets	FY2024 targets	FY2024 results	Scope of data collection
Strengthening governance to support innovation and growth	Improving the effectiveness of corporate governance	• Ensure the diversity and appropriate structure of the Board of Directors, including the proportion of external directors • Enhance monitoring structures • Ensure transparency and objectivity regarding nominations and compensation • Enhance corporate value by driving the intellectual creation cycle of creation, protection, and utilization	• Improve the function of the Board of Directors • Roll out specific actions laid out in the IP strategy	• Improve the function of the Board of Directors • Roll out specific actions laid out in the IP strategy	• Conducted evaluations pertaining to bolstering the governance of the Board of Directors of a pure holding company and enhancing monitoring across the group's business activities • Explored specific initiatives within the intellectual property strategy • Provided intellectual property support for determining the need to properly maintain ownership rights and for the technological development required to prioritize and resolve critical issues • Enhanced training programs by sharing program content and reflecting feedback from evaluations	*2
	Enhancing risk management structure	Improve accuracy of risk management	Improve accuracy of risk management	Improve accuracy of risk management	A company-wide risk analysis was conducted and discussed by the Board of Directors. Each department subsequently incorporated risk countermeasures into its mid-term plan, with monitoring conducted using management indicators.	–
	Ensuring thorough compliance	• Zero serious compliance violations • Create a climate conducive to discussion	• Zero serious compliance violations • Disseminate information to improve the effectiveness of whistleblowing	• Zero serious compliance violations • Disseminate information on the whistleblowing process and encourage its use	• Zero serious compliance violations • Conducted training and awareness programs on Kyushu T&D compliance code and standards of conduct	*1
	Improving supply chain management	Raise ESG awareness throughout the supply chain – Exchange opinions on sustainability with 50 major business partners (cumulative total by the end of FY2025)	Exchange views on sustainability with 17 major partners	Exchange views on sustainability with 17 major partners	Exchanged views on sustainability with 19 major partners	*1
	Ensuring information security	• Zero personal information leak incidents • Zero serious information security incidents due to cyberattacks within the Kyuden Group	• Zero personal information leak incidents • Zero serious information security incidents due to cyberattacks	• Zero personal information leak incidents • Zero serious information security incidents due to cyberattacks	• 3 personal information leak incidents • Zero serious information security incidents due to cyberattacks	*1
	Respecting human rights	Zero significant human rights violations (including the entire supply chain)	Zero significant human rights violations (including the entire supply chain)	Zero significant human rights violations (including the entire supply chain)	Zero significant human rights violations (including the entire supply chain)	–
	Improving stakeholder engagement	Improve satisfaction from stakeholders – At least 80% trust level in Kyuden Group	• At least 76.5% trust level in Kyuden Group (exceed FY2024 result) • At least 90% percentage of group company participation in engagement activities with local communities (festivals, Korabora-Q-den Eco activities, and other regional events) • At least 90% improvement rate of environmental conservation awareness	• At least 75.9% trust level in Kyuden Group (exceed FY2023 result) • At least 80% of group company participation in new activities such as festivals, Korabora-Q-den Eco, and activities using generative AI • At least 90% improvement rate of environmental conservation awareness	• 76.5% trust level in Kyuden Group • 89.3% of group company participation in new activities such as festivals, Korabora-Q-den, and activities using generative AI • 98.8% improvement rate of environmental conservation awareness	–
	Improvement and strengthening of financial position	• Achieve financial objectives – Consolidated ordinary income: 180 billion yen or more (FY2030) Energy service businesses: 90 billion yen (FY2030) Growth businesses: 90 billion yen (FY2030) – At least 3.3% consolidated ROIC (FY2030)	• Achieve financial objectives – Consolidated ordinary income: 180 billion yen or more (FY2030) Energy service businesses: 90 billion yen (FY2030) Growth businesses: 90 billion yen (FY2030) – At least 3.3% consolidated ROIC (FY2030)	• Achieve financial objectives – Consolidated ordinary income: 125 billion yen or more (FY2025) Domestic electric utility business: 75 billion yen (FY2025) Growth businesses: 50 billion yen (FY2025) – ≈20 equity ratio% (end of FY2025) • At least 2.5% consolidated ROIC (FY2025)	• Consolidated ordinary income: 194.6 billion yen (184.6 billion yen when excluding effects of lag) – Domestic electric utility business: 136.5 billion yen – Growth businesses: 61.1 billion yen (Inter-company eliminations: −3.0 billion yen) • 19.0% equity ratio (excluding the capitalized portion of hybrid bonds: 17.3%) • 3.6% consolidated ROIC	–

Scope of data collection: *1=Kyushu EP and Kyushu T&D, *2=Kyushu EP on a non-consolidated basis

Sustainability Management Promotion

	Issue	Medium-term targets (Items for which no year is specified are FY2035 targets)	FY2025 targets	FY2024 targets	FY2024 results	Scope of data collection
Sustainability Management Promotion	Improvement of external assessments	Achieve top-level ESG ratings in the energy sector	• Improve ESG Ratings – CDP: A score – DJSI: Selected by DJSI Asia Pacific • Issue integrated report – Be selected for GPIF's list of Excellent Integrated Reports (at least 4 institutions) – Receive Nikkei Integrated Reporting Award • 80% satisfaction rate for small-group ESG-related meetings	• Improve ESG Ratings – CDP: A score – DJSI: Selected by DJSI AsiaPacific – MSCI: A rank – Sustainalytics ESG Ratings: 40.0 or less risk rating • Issue integrated report – Be selected for GPIF's list of Excellent Integrated Reports (at least 4 institutions) • Target established from FY2025 onward	• Improved ESG Ratings – CDP: A score – DJSI: Selected by DJSI AsiaPacific – MSCI: A rank – Sustainalytics ESG Ratings: 40.2 risk rating • Issued Integrated Report – Selected by three institutions for GPIF's list of Excellent Integrated Reports and Most-improved Integrated Reports • Target established from FY2025 onward	–
	Fostering awareness within the company	Raise internal awareness of sustainability management, ESG, etc.	Achieve materiality awareness levels of at least 80% (FY2025)	Achieve materiality awareness levels of at least 80%	Achieved materiality awareness levels of 75%	*1

Scope of data collection:[1] Kyushu EP and Kyushu T&D

Environmental

Environmental Management

Policy and approach

The Kyuden Group recognizes its responsibility to earnestly address environmental conservation as a corporate group that generates environmental load in the course of its business activities.
To this end, we have positioned environmental conservation as a key management priority and are promoting environmental management that balances business activities with environmental protection across all operations. As a guideline for these efforts, we have established the Kyuden Group Environmental Charter to concretely express our attitude towards, and guiding principles for, environmental action.

The Kyuden Group Environmental Charter: A commitment to environmentally friendly corporate activities

The Kyuden Group develops initiatives toward preserving the global environment and coexistence with the local environment from a global perspective aimed at achieving a sustainable society.

1. We seek appropriate responses to global environmental challenges and to make effective use of resources so that our business activities will contribute to a better future.
2. We strive to collaborate with society and engage in activities that will enrich local environments.
3. We work to raise environmental awareness and to become a corporate group that earns the trust of our customers.
4. We proactively disclose environmental information and facilitate communication with the community.

Environmental Action policy

Under the Kyuden Group Environmental Charter, we have established our Environmental Action Policy as a medium- to long-term approach to steadily advance environmental management that balances both business activities and environment conservation. This policy is made up of five pillars: initiatives to address global environmental issues; initiatives to create a recycling-oriented society; protection of the environment in local communities; collaboration with society; and promotion of environmental conservation.
These pillars allow us to contribute to building a more sustainable society by engaging in a variety of environmental activities while striving to reduce the environmental load and environmental risk that accompany our business operations.

Environmental Action Policy: five pillars

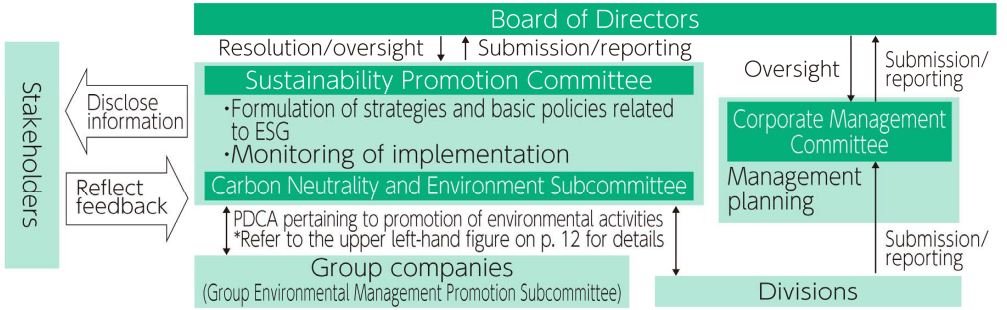
Medium-term ESG Plan

To address materiality issues and promote sustainable management, we have formulated a Medium-term ESG Plan, the implementation status of which is monitored by the Sustainability Promotion Committee and the Board of Directors. The Medium-term ESG Plan comprises targets and specific action plans for addressing materiality issues, with targets set and announced for both individual fiscal years and the medium term. (See pp. 5 to 9 for targets and results)
The Kyuden Group strives to improve and upgrade our initiatives through analyses, assessments, and revisions of our environmental activities based on the PDCA cycle.

Promotion framework

We established the Sustainability Promotion Committee, chaired by the president (the executive with ultimate responsibility for company-wide environmental activities), in July 2021 to promote carbon neutrality and other ESG-related initiatives.
This committee formulates strategies and basic policies concerning ESG (the identification of material issues), deliberates specific measures, manages the implementation progress of measures, and also deliberates and oversees strategies and risks related to climate change.
The results of the deliberations of this committee, which meets twice a year, are discussed and reported promptly to the Board of Directors, which is responsible for making crucial decisions such as establishing ESG-related commitments within the company. The Board of Directors enacts and supervises all ESG-related activities.
Also, a Carbon Neutrality and Environment Subcommittee has been established under this committee and holds deliberations from a more expert perspective regarding overall environmental issues, including carbon neutrality. This Carbon Neutrality and Environment Subcommittee conducts management reviews pertaining to environmental management, and the results of its deliberations are reflected in our Environmental Management System.
Each group company takes the initiative in implementing environmental measures based on the Kyuden Group Environmental Charter and the materiality issues within each company. Additionally, the Kyuden Group Environmental Management Promotion Subcommittee, comprising environmental management supervisors from each group company, reviews and discusses the group's specific environmental management initiatives, shares information on environmental management, and exchanges opinions to enhance group-wide environmental management on an ongoing basis.

The Kyuden Group's environmental operations and promotion framework



Sustainability Promotion Committee

Composition	Chairperson: President Vice chairperson: Chief ESG Officer Committee members: External directors and executive directors of relevant divisions, among others	Meetings Held twice per year in principle and as necessary

Carbon Neutrality and Environment Subcommittee

Composition	Chairperson: Chief ESG Officer Vice chairpersons: Executive Director, Corporate Strategy Division; Director, District Symbiosis Division Members: Directors of related divisions, among others	Meetings Held twice per year in principle and as necessary

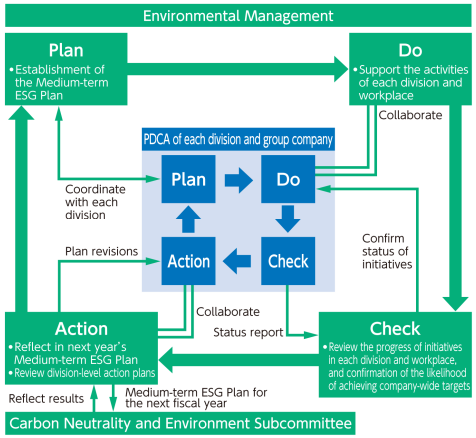
Group Environmental Management Promotion Subcommittee

Purpose	Deliberation and decision-making on specific initiatives to promote environmental management within group companies	Meetings Held once per year in principle and as necessary
Composition	Chairperson: General Manager (Environment) of District Symbiosis Division, Kyushu EP Number of group companies: 43 (as of July 2025)	

Environmental Management System

Since 1997, five of our model worksites have acquired ISO 14001 certification, while our other worksites implement environmental activities based on systems that conform to these standards. We are currently building an Environmental Management System that incorporates ISO 14001 approaches and are promoting environmental activities in an efficient, effective manner.
Through this system, and guided by top management, we formulate, implement, and conduct checks and reviews of the Medium-term ESG Plan, which outlines specific measures to steadily advance our environmental management. We continuously implement management reviews at the Carbon Neutrality and Environment Subcommittee and strive toward ongoing improvements in our environmental activities by steadily carrying out the PDCA cycle.

The Kyuden Group's Environmental Management System



Energy management

In accordance with the Act on Rationalization of Energy Use and Shift to Non-Fossil Energy, we compile an annual report on energy consumption and submit it to the national government, while also undergoing inspections by registered investigation organizations to reduce our energy consumption rate.

Environmental audits

At Kyushu EP and Kyushu T&D, an internal auditing body regularly conducts internal audits on the PDCA conditions of the Medium-term ESG Plan.
In addition, the Environmental Division of Kyushu EP headquarters carries out assessments of the establishment and operation of our Environmental Management System as well as compliance with environmental laws within group companies.

Environmental education

At the Kyuden Group, we provide environmental education to employees (environmental management supervisors and those in charge of environmental operations at each worksite and group company), as outlined below.

- Organizer: Kyushu Electric Power Environmental Division
- Target: Employees (environmental management supervisors and environmental personnel at each business site, environmental management supervisors at group companies, etc.)
- Frequency: Once a year
- Description: Domestic and overseas developments concerning the environment, compliance, proper processing of waste materials, energy conservation activities, conservation activities for water, lumber, and other resources, among other activities
- Additional Information: Participants are given a comprehension test following their training

Our commitment to environmental compliance and accident prevention

Due to thorough environmental education measures, there were zero violations of environmental laws or regulations in FY2024.

Climate Change

Policy and approach

As global environmental issues become more severe, the Kyuden Group is promoting group-wide climate action initiatives, having prioritized climate change action as a key management issue.
In light of the changing conditions in the Kyushu region, such as the anticipated increase in electric power demand due to the construction of new data centers and semiconductor factories, as well as accelerating electrification progress, in May 2025, the Kyuden Group updated its Kyuden Group Carbon Neutral Vision 2050 to clarify and update the pathways and initiatives towards achieving carbon neutrality by 2050 and attaining carbon minus* at an earlier stage. Furthermore, we have established management and environmental targets for 2030 and 2035 under our Strategic Vision 2035.
As a responsible energy provider, the Kyuden Group will continue its efforts to ensure a stable power supply while aiming to achieve carbon neutrality.

*Achieving a reduction of greenhouse gas emissions in society through the promotion of electrification and renewable energy development, ensuring that the effect of this reduction surpasses the greenhouse emissions of the Kyuden Group, thereby generating a negative societal greenhouse gas emission balance through our business activities.

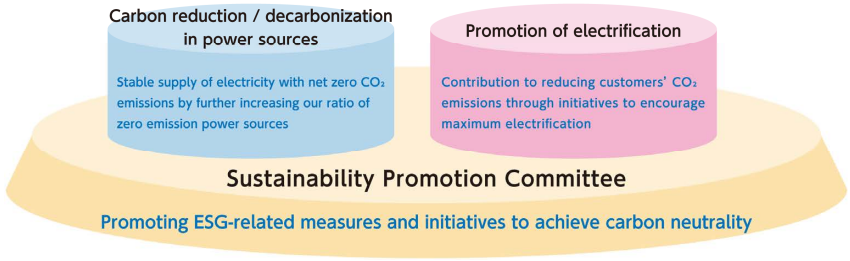
Outline of Carbon Neutral Vision 2050

Carbon Neutrality by 2050 Declaration

- The Kyuden Group aims to become the corporate group that leads the decarbonization of Japan from Kyushu as the front-runner in carbon reduction or decarbonization, seizing its response to global warming as an opportunity for corporate growth.
- We will continue to take on the challenge of energy supply and demand through the two-pillared "carbon reduction / decarbonization in power sources" and "promotion of electrification" approach.
- Under the Sustainability Promotion Committee, chaired by the president, we will promote carbon neutrality and other ESG-related initiatives.

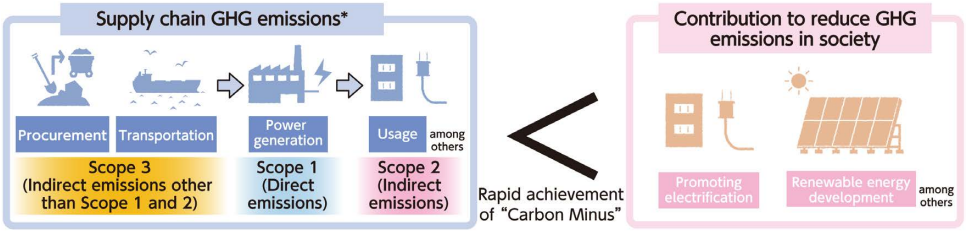
The Kyuden Group aims to achieve carbon neutrality by the year 2050

—Starting from Kyushu, the Kyuden Group will lead the way to Japan's decarbonization—



Kyuden Group's Goals for 2050

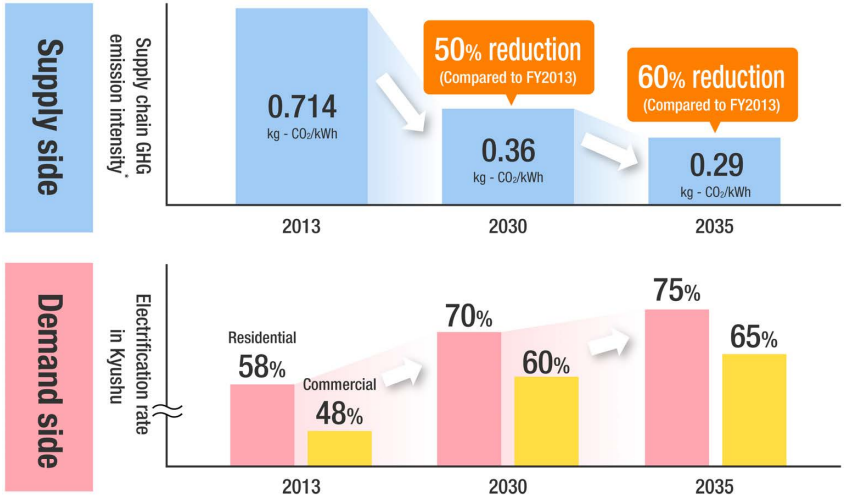
- The Kyuden Group will reduce greenhouse gas (GHG) emissions throughout our supply chain to "net zero" through our business activities.
- We will contribute to the reduction of GHG emissions in society by promoting the maximum possible electrification and by ensuring the stable delivery of environmentally friendly energy.
- Through these efforts, the Kyuden Group will achieve "carbon minus" as early as possible, before 2050.



(Source) Created by Kyuden Group based on the "Calculation of Supply Chain Emissions" from the Ministry of the Environment
* Following the GHG Protocol, which is the international standard for calculating and reporting GHG emissions, emissions are calculated for three different scopes (categories) of emission types.

Management Targets for 2030 and 2035 (Environmental Targets)

Looking ahead, with anticipated growth in electric power demand in the Kyushu region, we aim to balance a stable power supply with achieving carbon neutrality. We have set targets to reduce supply chain GHG emission intensity and increase the electrification rate in Kyushu, as part of our management (environmental) goals for 2030 and 2035.



* Calculated based on Scope 1, 2, and 3 in accordance with the GHG Protocol.

Promotion framework

See Environmental Management on p. 11.

Targets

Management objectives and progress

Categories		Targets (FY2030)	Targets (FY2035)	Progress (FY2024)
Management objectives	Supply chain GHG emissions[1]	0.36 kg-CO_2/kWh (−50% compared to FY2013)	0.29 kg-CO_2/kWh (−60% compared to FY2013)	0.350 kg-CO_2/kWh (−51% compared to FY2013)
	Electrification rates in Kyushu	Residential: 70% Commercial: 60%	Residential: 75% Commercial: 65%	Residential: 62%[2] Commercial: 48%[2] (FY2021)

[1] Calculated in accordance with the GHG Protocol for Scope 1, 2, and 3
[2] Our calculations are based on the Agency for Natural Resources and Energy, *Energy Consumption Statistics by Prefecture (Fixed Values)*

Targets and results

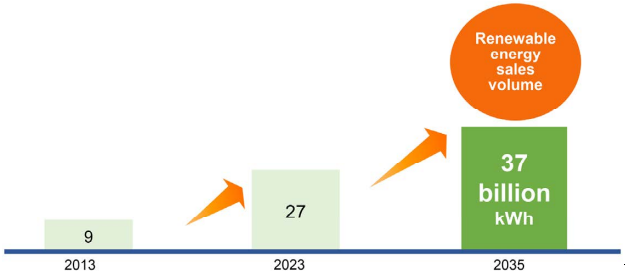
Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Make renewable energy our main source of power	Steady development of renewable energy based on improving profitability and ROIC – Renewable electricity sales volume:* 37 billion kWh (33 billion kWh [FY2030]) * Includes FIT electricity that does not use non-fossil fuel certificates. This type of electricity has no value as renewable energy nor as a CO_2-free power source, and is treated as having the same CO_2 emissions as the national average for electricity, including thermal power generation. Renewable electricity sales volume in FY2024: 28 billion kWh	Sales of renewable electricity: 25.6 billion kWh Japan: 24.5 billion kWh Outside Japan: 1.1 billion kWh Verification of profitability and other aspects related to integrating a storage battery with an existing mega solar power plant (generating more than 1MW), the Omura Mega Solar Power Plant.	• Developing: 0 MW • Approved: 0 MW **FY2024 cumulative totals** • Operational: 2.74 GW • Approved: 3.11 GW • Business models are being considered for facilities such as Tagawa Battery Storage Station, and Omuta Battery Storage Station. • Launched a project to install storage batteries and convert solar power to FIP electricity in order to increase the revenue of Kyuden Mirai Energy's FIT solar power (scheduled to begin operation in 2025)
Maximize usage of nuclear power	Continue safe and stable operation of nuclear power plants – Zero unplanned stoppages	• Zero unplanned stoppages • Increased capacity factor • Address new laws to extend plant life	• Zero unplanned stoppages • Facility utilization rate: 88.6%
Reduce the carbon footprint of thermal power generation	• Achieve Energy Conservation Act benchmark indices Targets for FY2030 – A indicator: 1.0 or higher – B indicator: 44.3% or more – Coal-only indicator: 43.0% or more • Establish technique for 1% hydrogen / 20% ammonia co-firing **FY2030** • Coal with 10% hydrogen / 20% ammonia	• A indicator: 0.97 or higher • B indicator: 42.3% or more • Coal-only index: 42.2% or more • Conduct studies on hydrogen/ammonia co-firing technology and the development of supply chains	• A indicator: 0.97 • B indicator: 42.24% • Coal-only indicator: 42.05%
Improve the power distribution network	Conduct research and develop technologies contributing to improving the operation of network facilities to help facilitate the expansion of renewable energy	• Respond to increasing difficulties in maintaining proper voltage • Implement detailed system design to maximize utilization of facility capacity	• Implemented optimal control methods for voltage regulation equipment installed on distribution lines operational in selected areas. • Evaluated the detailed design of overload assessment methods based on power flow calculations that consider assumed PV output and battery charge/discharge, as well as on operational capacity incorporating dynamic ratings
Achieve target for non-fossil power sources	Achieve target for non-fossil power sources – Ratio of non-fossil power sources: 44% or more [FY2030]	Ratio of non-fossil power sources: 23.17% (after certificate trading)	Ratio of non-fossil power sources: 22.88% (after certificate trading)
Residential and commercial	Contribute to increasing the electrification rate in Kyushu – Residential: 75% (incremental electric energy 2.3 billion kWh) (Total for 2021-2035) – Commercial: 65% (incremental electric energy 2.6 billion kWh) (Total for 2021-2035)	Energy increase – Residential: 100 million kWh – Commercial: 150 million kWh (FY2025 totals) • Residential: 590 million kWh • Commercial: 710 million kWh	Energy increase – Residential: 100 million kWh – Commercial: 160 million kWh **FY2024 cumulative totals** • Residential: 480 million kWh • Commercial: 560 million kWh
Transportation	• Convert company cars to EVs • Maintain 100% EV conversion rate (to be achieved by FY2030) * Excluding vehicles not suitable for EV conversion • Expand EV bus business and construction equipment battery business (enhance charging control technology for storage sites) • Commercialize EV-related services • Sales of EV chargers • Install EV chargers in real estate development projects	• Introduce 96 EVs (753 EVs/2,185 vehicles, 34.4%) • Early commercialization of technology development to promote EVs • Development of monitoring and control technologies and unique evaluation techniques for various types of storage batteries • Commercialize EV-related services • Sales of EV chargers • Installation of EV chargers in development projects	• 102 EVs introduced • 30.0% EV conversion rate • Specification and prototyping of energy management systems (EMS) for commercial EVs • Design and production of prototype charging/discharging equipment for corporate EVs • Expanded weev and PRiEV's businesses, examined the business feasibility of EV buses • Implemented initiatives to boost productivity and cost competitiveness • Installed EV chargers in two condominium developments
Local energy	Pursue technological development for port electrification, mobility electrification, and digital services	Verify EMS operations at demonstration sites, contribute to the electrification of ports	Began electricity data collection and analysis at one demonstration site
Engagement in and recommendations on energy policy	Contribute to the establishment of a system that contributes to both decarbonization of power sources and a reliable supply of power	• Engage in and propose national policies aimed at building an attractive environment for the electric power industry • Investigate courses of action towards the 2050 power supply portfolio	• Petitioned the country regularly • Investigated multiple scenarios for the 2050 electricity supply and demand forecasts
Upgrade services that contribute to energy conservation and CO_2 reduction, etc.	• Promote energy-saving proposals – More than 650 energy conservation proposals (Cumulative total for FY2022-2035) • Provide information services using smart meters • Increase in LNG supply volume due to more efficient operation of bunkering vessels, etc. • Implement energy conservation and CO_2 reduction initiatives overseas	• More than 50 energy conservation proposals • Environmental certification in the development and acquisition of properties: 1 or more/year • Provide information services using smart meters • Provide a steady supply of LNG fuel for ships (LNG bunkering) • Implement energy conservation and CO_2 reduction initiatives overseas	• Energy conservation proposals: 55 • Provided electric power meter data to home energy management systems (HEMS) • Started supplying LNG to customers through LNG bunkering • Carried out overseas consulting projects, including improving operations at dams and in power generation and contributing to the introduction of renewable energy sources in Vietnam
Reduce energy intensity based on the Energy Conservation Act	Reduction of unit energy consumption – Reduction of 1% or more per year (Average of the last 5 years) [Same for FY2030]	Reduction of unit energy consumption – Reduction of 1% or more per year (Average of the last 5 years)	Reduction of unit energy consumption: −1.5%/year

Initiatives

Make renewable energy our main source of power

The country's Seventh Basic Energy Plan states that renewable energies are to be introduced to the maximum extent possible using the basic premise of S+3E, alongside efforts to coexist with local communities and reduce the burden on the public. The energy supply and demand outlook for FY2040 shows a power generation mix with renewable energy accounting for 40-50% of the total.
The Kyuden Group intends to expedite the development and investment in major CO_2-free renewable energy sources, including solar, wind, geothermal, hydro, and biomass, as well as energy storage and pumped storage technologies with power adjustment capabilities. To cut greenhouse gas emissions, it is important to expand kWh generated from renewable energy. We have therefore designated renewable energy power sales volume as a KPI for environmental goals.
Further, we are advancing aggregation and trading enhancements, developing solutions, and deploying next-generation energy sources like green hydrogen with the aim of maximizing the value of renewable energy and making it self-sustaining.

Renewable energy electricity sales*



Renewable Energy Development Achievements

End of FY2024, including overseas

Type of power generation	Output
Solar power	Approx. 165 MW
Wind power	Approx. 206 MW
Water power	Approx. 1.295 GW
Geothermal	Approx. 554 MW
Biomass	Approx. 518 MW
Total	Approx. 2.74 GW

* Includes FIT electricity that does not use non-fossil fuel certificates. This type of electricity has no value as renewable energy nor as a CO_2-free power source, and is treated as having the same CO_2 emissions as the national average for electricity, including thermal power generation.

Total CO_2 emission reductions from renewable energy in FY2024: **approx. 2.48** million tons (equivalent to about 1 million average households)

Solar power

Approx. **30,000** tons

Omura Mega Solar Power Plant Units 1–4 (Nagasaki Prefecture)
Facility capacity: 17.48 MW
(Panel capacity: 20.35 MW)
Operation commenced: March 2013

Wind power

Approx. **160,000** tons

Karatsu Chinzei Wind Farm (Saga Prefecture)
Facility capacity: 27.2 MW
Operation commenced: November 2021

Hydro power (excluding pumped water)

Approx. **1.38 million** tons

Kamishiiba Power Plant (Miyazaki Prefecture)
Facility capacity: 93.2 MW
Operation commenced: May 1955

Geothermal power

Approx. **540,000** tons

Hatchoubaru Power Plant (Oita Prefecture)
Facility capacity: 110 MW (55 MW x 2)
Operation commenced: June 1977

Biomass power

Approx. **380,000** tons

Shimonoseki Biomass Power Plant (Yamaguchi Prefecture)
Facility capacity: 74.98 MW
Operation commenced: February 2022

Geothermal power generation — CO_2 emission reduction by geothermal power generation in FY2024: approx. 540,000 tons

The Kyuden Group has been developing geothermal power generation for many years and owns approximately 40% of the nation's geothermal power generation facility capacity, including the Hatchoubaru Power Plant, the largest in Japan. Leveraging our accumulated technological expertise, we conduct surveys and development in regions where rich resources are expected to exist, not only in Kyushu but also domestically and internationally. We take into account a comprehensive range of factors such as technical aspects, economic viability, and the location environment while striving for development in harmony with local communities.
We are currently moving forward on surveys and development at the following locations.

In Kyushu
Kirishima Eboshidake Area (Kirishima City, Kagoshima Prefecture)
Southern part of Yamashita-ike[1] (Kokonoe Town, Kusu County, Yufu City, Oita Prefecture)
Eastern area of Mt. Waita (Kokonoe Town, Kusu-gun, Oita Prefecture, Japan)
Minamiaso Area (Minamiaso Village, Aso County, Kumamoto Prefecture)
Northern area of Mt. Sensui (Kokonoe Town, Kusu-gun, Oita Prefecture)
Western area of Unzen[2] (Unzen City, Nagasaki Prefecture)

Outside of Kyushu
Sarukuratake Area (Yanaizu Town, Kawanuma County, Fukushima Prefecture)

Preparations for the construction of a geothermal power plant have been underway since April 2022 for the Kirishima Eboshidake area. For the southern part of Lake Yamashita and the eastern part of the Mt. Waita area, taking the environment into consideration and based on survey results, exploratory wells are being drilled.
Additionally, where conventional geothermal power generation is ineffective, we are working on a binary geothermal system using relatively low-temperature steam and hot water with a medium that has a lower boiling point than water. The system heats the medium (pentane), which vaporizes into a steam that drives the turbines. Hatchoubaru (Kusu-gun, Oita Prefecture), Sugawara (Kusu-gun, Oita Prefecture), and Yamagawa (Ibusuki City, Kagoshima Prefecture) binary geothermal power plants use this system.

Geothermal power generation (March 31, 2025) (kW)

		Output
Existing facilities (approx. 224,000)	Otake	14,500
	Hatchoubaru	110,000
	Yamagawa	30,000
	Ogiri	30,000
	Takigami	27,500
	Hatchoubaru Binary	2,000
	Sugawara Binary	5,000
	Yamagawa Binary	4,990

[1] Jointly with Kyushu Rinsan Corp., Kyushu Kogen Kaihatsu K.K., and Idemitsu Kosan Co., Ltd.
[2] Jointly with RENOVA, Inc.


Hatchoubaru Power Plant


Yamagawa Binary Power Plant


Exploratory well spouting test indications in the southern part of Lake Yamashita area

Hydro power generation — CO_2 emission reduction by hydro power generation in FY2024: approx. 1.38 million tons

Together with group companies, we are developing hydro power generation in harmony with the local community, taking into account technical aspects, economic viability, the local environment, and other factors. We are making progress in developing new projects that utilize untapped energy and by upgrading aging hydropower plants.
Construction is currently underway at the Jikumaru Power Plant in Bungo-Ono City, Oita Prefecture, as well as at other facilities.

Hydro power generation (March 31, 2025) (kW)

		Output
Existing facilities[1]	145 locations	1,294,551
Planned facilities (approx. 3,200)	Jikumaru[2]	+1,100
	Chinda[2]	+1,600
	Yoake[2]	+500

[1] General hydropower (excluding pumped storage, including development by group companies)
[2] Increase in output due to updates to power generation facilities

Biomass power generation **CO_2 emission reduction by biomass power generation in FY2024: approx. 380,000 tons**

Biomass power generation, which uses unused wood and other materials as fuel, is regarded as carbon neutral[1] because its combustion does not alter overall CO_2 emissions. We ensure that these materials are produced sustainably before proceeding with development.

[1] CO_2 is sequestered by the photosynthesis of plants during their growth process and then emitted when these plants are burned as biomass fuels. This process, the carbon cycle, is considered to be a zero overall increase in CO_2 because the plus of emission equals the minus of sequestration.

Biomass power generation (March 31, 2025) (kW)

			Main fuel	Output
Existing facilities (approx. 518,000)	Wood-fuel mono-firing	Nanatsujima Biomass Power[1]	Palm kernel shells (PKS), wood pellets, unused lumber	49,000
		Buzen New Energy[1]	Palm kernel shells (PKS), wood pellets	74,950
		Fukuoka Woody Biomass[1]	Unused lumber, lumber offcuts	5,700
		Kanda Biomass Energy[1]	Wood pellets, palm kernel shells (PKS), unused lumber	74,950
		Okinawa Uruma New Energy[1]	Palm kernel shells (PKS), wood pellets	49,000
		Oita Biomass Energy[1]	Palm kernel shells (PKS), unused lumber	22,000
		Shimonoseki Biomass Energy[1]	Wood pellets	74,980
		Ishikari Bioenergy[1]	Wood pellets, palm kernel shells (PKS)	51,500
		Hirohata Biomass Power Generation[1]	Wood chips, unused lumber, palm kernel shells (PKS)	74,900
	Other (Including co-combustion)	Miyazaki Biomass Recycle[1]	Chicken droppings	11,350
		Fukuoka Clean Energy[1]	General waste	29,200
		Reihoku[2]	Wood chips	(Max. 1% of weight ratio combusted)
		Matsuura[2]	Sewage sludge	(About 800 tons per year)
Planned facilities (Approx. 61,000)	Wood-fuel mono-firing	Tahara Green Biomass[1]	Wood pellets, etc.	50,000
	Other	Miyazaki Biomass Recycle[1, 3]	Chicken droppings	11,350

[1] Development by group companies and group investment companies
[2] Co-firing at existing coal-fired power plants
[3] A second power plant was developed to continue business stability, taking into account the aging of existing facilities

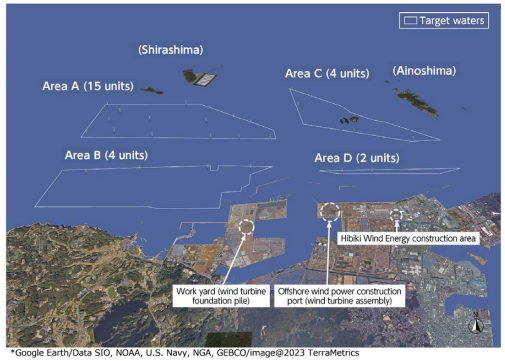
Wind power generation **CO_2 emission reduction by wind power generation in FY2024: approx. 160,000 tons**

The Kyuden Group is developing wind farms at promising sites with the potential for long-term, stable, and economical operation, while ensuring harmony with the surrounding environment. Aside from onshore wind power generation, we are using our accumulated technologies and know-how to proactively pursue an expanded introduction of offshore wind power generation, which has steadily advanced in Europe.
One such concrete plan is the fiscal 2025 scheduled commercial opening of Kyuden Mirai Energy's large-scale offshore wind power generation project, a first for the Kyuden Group. Construction began in March 2023. It is situated in the Hibiki-nada district of Kitakyushu City. The maximum power output of this wind power generation facility at 220 MW will far exceed that of the existing facility. Once operational, this project will be a big step towards making renewable energy the main power source of the Kyuden Group.

Wind power generation (March 31, 2025) (kW)

		Location	Output
Existing facilities (approx. 206,000)	Nagashima	Nagashima-cho, Izumi District, Kagoshima Prefecture	50,400
	Amami Oshima	Amami City, Kagoshima Prefecture	1,990
	Washiodake	Sasebo City, Nagasaki Prefecture	12,000
	Kushima	Kushima City, Miyazaki Prefecture	64,800
	Karatsu/Chinzei	Karatsu City, Saga Prefecture	27,200
	Other	–	50,000
Planned facilities (approx. 220,000)	Kitakyushu Offshore Hibiki-nada	Kitakyushu City, Fukuoka Prefecture	220,000

Development by group companies



*Google Earth/Data SIO, NOAA, U.S. Navy, NGA, GEBCO/image@2023 TerraMetrics

Kitakyushu Offshore Hibiki-nada Wind Farm project area (cited from Hibiki Wind Energy Co., Ltd.'s public data)
25 wind turbines with rated outputs of 9,600 kW will be installed

Solar power generation **CO_2 emission reduction by solar power generation in FY2024: approx. 30,000 tons**

We are actively pursuing work on mega solar power projects located on vacated Kyushu EP power plant sites, as well as purchasing electrical power from former FIT power sources where the FIT purchase period has expired.
We are also working to install solar power generation facilities under the PPA model.[1]

[1] Under the PPA model, operators who own and operate solar power generation facilities install their facilities within the grounds of their customers (companies, among others) and supply them with electricity


Omura Mega Solar Power Plant

Solar power generation (March 31, 2025) (kW)

		Output
Existing facilities (approx. 165,000)	Omuta Mega Solar	1,990
	Omura Mega Solar	17,480
	Sasebo Mega Solar	10,000
	Solar power installed at businesses	Approx. 2,200
	Other mega solar power facilities	Approx. 133,500

Development by group companies except for Solar power installed at businesses

Tidal power generation

Kyuden Mirai Energy has been commissioned by the Ministry of the Environment to undertake Japan's first 1,000 kW-class tidal power generation demonstration project off the coast of Goto City, Nagasaki Prefecture, as part of the Regional Decarbonization Model Construction Project by Tidal Power Generation.
This project builds on the successes of Kyuden Mirai Energy's 500 kW tidal power generation project, which was conducted at the same location until FY2021. It aims to create a business model for the implementation and commercialization of highly efficient tidal power generation technologies. The project is scheduled to run from FY2022 to FY2025.
Here, the manufacturer, Proteus Marine Renewables Ltd. (U.K.), will remodel its 500 kW-class tidal current generator into a 1,100kW-class generator, and as a pilot operation, it will be connected to the actual power grid. Through this demonstration, the project aims to establish technologies that meet Japan's environmental and technical standards, with the goal of accelerating the practical application of tidal power generation in the country.

Tidal power generator (rendering)

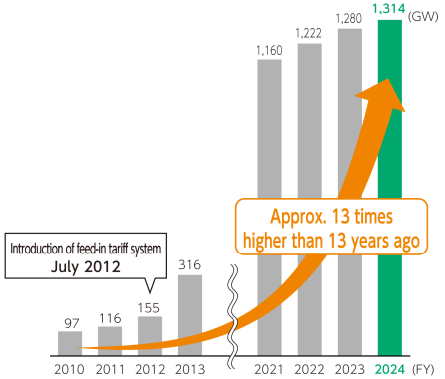
Adoption of renewable energy

In Kyushu, the introduction of renewable energy generation facilities, particularly solar power, has been rapidly advancing.
At the Kyuden Group, we are working to maintain a stable energy supply while maximizing the integration of renewable energy through initiatives
such as:

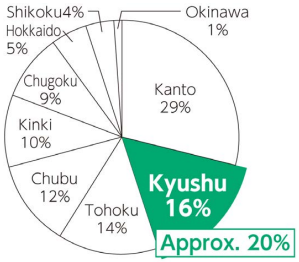
- Flexible operation of thermal power plants (including output control[1])
- Utilization of pumped-storage power plants and large-scale batteries[1]
- Optimization of available grid capacity (introduction of Japan's version of Connect & Manage)[1]

[1] Kyushu T&D initiatives

Grid-connected solar and wind power in the Kyushu Area



Ratio of solar and wind power adoption in Japan



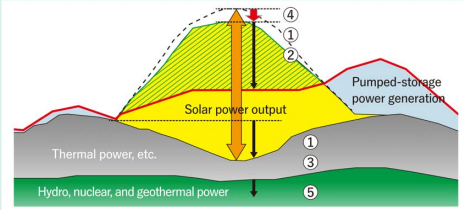
[1] FIT and FIP facilities are included for (after the FIT and FIP programs are approved and until the facilities are decommissioned)
[2] Please note that totals may not match due to rounding
[3] Based on data from the Agency for Natural Resources and Energy's information disclosure website for special measure laws concerning promotion of the use of renewable energy for electricity (as of December 31, 2024)

Controlling output at thermal power plants

In spring, autumn, and other periods when demand for power is comparatively low, and especially during the daytime when solar power generation output is high, power supply can exceed power demand.
In such cases, Kyushu T&D takes steps to maximize the use of solar power and other renewables by reducing the output of thermal power plants based on priority electricity supply rules.[1] If, despite these measures, the supply still exceeds demand, output control of solar power and other renewables may be unavoidable.
These rules function as a safety valve for solar power generation—where output volumes can fluctuate greatly— and, in turn, contribute to increased grid connections.

[1] These rules establish the conditions and procedures for maintaining a balance between power supply and demand and are maintained by the Organization for Cross-regional Coordination of Transmission Operators (OCCTO) As developed by the state-licensed "Organization for Cross-regional Coordination of Transmission Operators".

Priority electricity supply rules



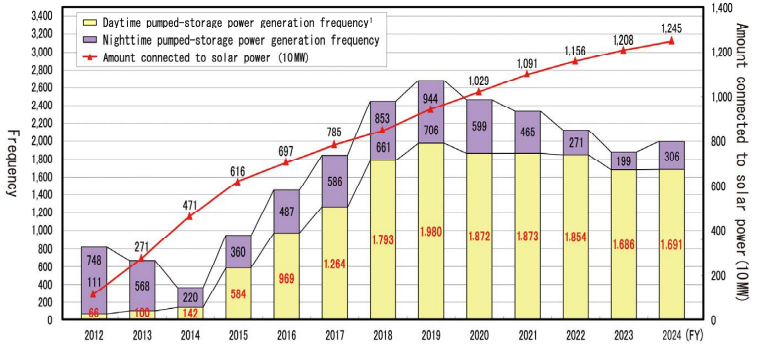
Output control procedure

1 Absorb surplus renewable energy from pumped-storage, control output of thermal power
2 Transmit power outside of Kyushu via the Kanmon interconnection line
3 Control output of biomass power
4 Control output of solar and wind power
5 Control output of hydro, nuclear, and geothermal power

Utilization of pumped-storage power generation

At Kyushu EP and Kyushu T&D, pumped-storage power generation is used to supply power during periods of peak demand. In recent years, we have been maximizing our efforts to expand the use of renewable energy by utilizing solar power for pumping during the daytime and generating electricity during peak demand periods in the morning and evening.

Pumped-storage power generation frequency (Daytime / Nighttime)

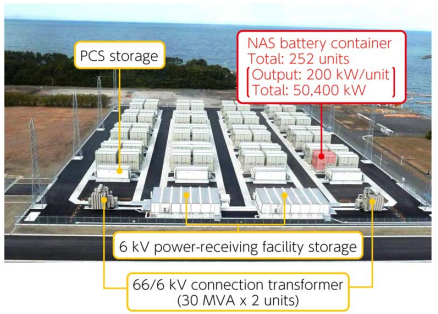


[1] Daytime pumped-storage power generation: Until FY2017, calculated based on the number of start-stops between 8:00–17:00. It was revised to 7:00–17:00 in FY2018 in line with daylight hours.

Utilization of large-scale storage battery systems

Kyushu T&D was commissioned by the Japanese government to implement a demonstration project aimed at improving supply-demand balance using large-scale battery systems. As part of this initiative, we established the Buzen Storage Substation, which is equipped with a large-capacity battery system.
Leveraging the insights and technologies gained from this demonstration project, Kyushu T&D is working to improve the supply-demand balance by efficiently operating this large-scale battery storage system in response to solar and wind power generation fluctuations. This effort is aimed at maximizing the integration of renewable energy into the grid.

Buzen Storage and Transformer Substation



Facility Overview

Name	Function/Specifications
NAS battery[1]	Output: 50 MW (Capacity: 300 MWh)
Power conditioner (PCS)	AC-DC converter
Connection transformer	Boost voltage from 6kV to 66kV (Two 30,000 kVA capacity units)

[1] Sodium sulfur battery

Efforts to expand the introduction of energy storage systems for the grid

Nishimu Electronics Industries, a group company, offers a high-voltage grid storage package and a solar-integrated storage package. These are composed of the large stationary battery Mega Power—manufactured domestically by PowerX Inc.—together with Nishimu's energy management system TAMERBA EMS.

These packages are scheduled for deployment in about 30 prefectures across Japan, including sites where storage plants are already in operation.

By promoting the implementation of grid storage systems, we are contributing to the stable supply and wider use of renewable energy, and supporting society's transition toward decarbonization.

TAMERBA EMS installation sites (including planned sites)

TAMERBA EMS

For more information, click here.

The Mibugawa Ina Battery Storage Site operated by Marubeni Corporation in Ina City, Nagano Prefecture, commenced operations in October 2024.

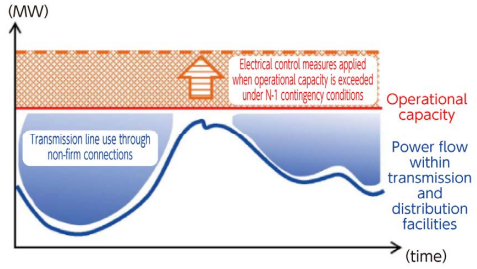
Japanese Connect and Manage scheme

Kyushu T&D has introduced the Japanese Connect and Manage scheme to maximize the integration of renewable energy to ensure the maximum amount of renewable energy can be connected to the power grid.

Specifically, we have implemented the "N-1 Inter-Trip" scheme, which ensures a stable power supply by securing capacity even in the event of a single line fault (N-1 contingency). This system instantaneously limits generation during such failures, allowing for the connection of power sources beyond the traditional operational capacity.

Additionally, we are utilizing a "non-firm access connection" approach in both core and local grids, where we maximize power generation during periods when transmission and substation capacity is available and curtail it during periods of limited capacity.

Utilization of available capacity through Connect & Manage (rendering)



Technology development project to reduce renewable energy output control

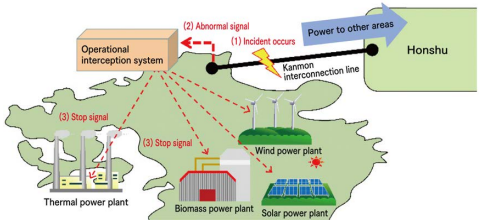
Kyushu T&D has been commissioned by the Japanese government for a national project to develop technologies that can reduce output control of renewable energy. We are currently constructing a transfer shutdown system that will instantly shut down multiple power plants in the event of an accident on the Kanmon interconnection line to maintain the balance of supply and demand in the Kyushu area.

We have confirmed that this transfer shutdown system can expand the amount of renewable energy that can be transmitted from the Kyushu Area Kanmon interconnection line to other areas by up to about 300 MW.

Additionally, through the government's Project for the Development of Renewable Energy Power Control Equipment Technology commissioned in March 2024, we plan to increase the number of power plants that can be shut down instantaneously. The capacity for transmitting renewable energy to other regions via the Kanmon connection line is projected to further expand by up to approximately 500,000 kW.

We will continue to leverage the insights and technologies gained from this demonstration project to maximize the integration of renewable energy.

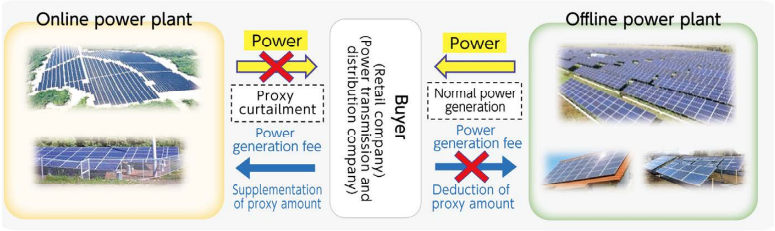
System Overview



Introduction of online proxy curtailment (Economically efficient output curtailment)

In December 2022, Kyushu T&D revised its output control method for solar power plants in mainland Kyushu to the online proxy curtailment method. This new method uses an online power plant that can make actual, fine output adjustments to further reduce output.

We will continue to implement this operation accurately, working to further reduce the total curtailment amount while also increasing the integration of renewable energy.



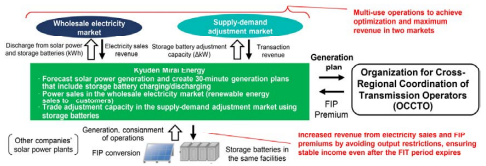
Demonstration Project: Japan's First Multi-Use Solar-plus-Storage Operation

In FY2025, with support from the Japanese government[1], Kyuden Mirai Energy will leverage research from the Kyushu Electric Power Research Institute to demonstrate a new business model that integrates storage batteries with solar power plants.

Specifically, the Omura Mega Solar No. 4 Power Plant in Omura City, Nagasaki Prefecture, will transition from FIT to FIP and engage in multi-use operations by trading in wholesale electricity and supply and demand adjustment markets to maximize revenue.

Based on the results of this demonstration, we plan to evaluate the business model and will consider expanding to other facilities and managing facilities of other companies.

Business Model Diagram

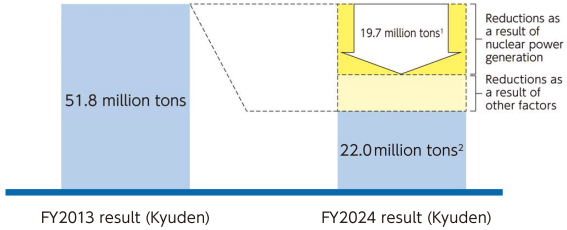


[1] Ministry of Economy, Trade and Industry's support project for the implementation of storage batteries with renewable energy sources

Utilization of nuclear power

Nuclear power is positioned as an "important baseload power source" in the Japanese government's "Basic Energy Plan," which indicates a power generation mix of 20-22% for nuclear power by FY2030.
At Kyushu EP, we are committed to maximizing the use of nuclear power, which generates electricity without emitting CO_2, while prioritizing safety above all else. This approach is essential for ensuring long-term energy stability and addressing global environmental issues.

Nuclear power generation by Kyushu EP and its effect on reducing CO_2 emissions
Reference: Comparison with the total shutdown of nuclear power plants in FY2013

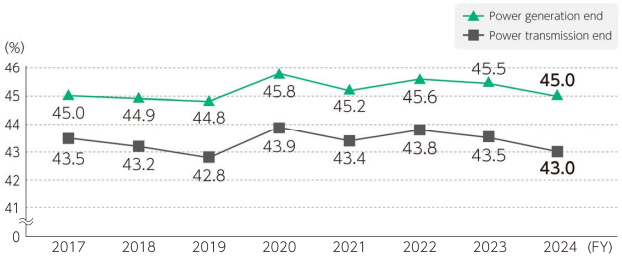


[1] Using the CO_2 emission factor for FY2013
[2] FY2024 results are provisional, and the government is set to announce the final figures in December

High-efficiency thermal power generation

The Kyuden Group is striving to maintain and improve overall thermal efficiency from the perspective of reducing fuel consumption and CO_2 emissions.
The overall thermal efficiency of Kyushu EP in FY2024 was 45.0% (at the generation end), a decrease of 0.5 percentage points from the previous year due to a lower utilization rate of thermal power facilities. By maximizing the use of thermal power plants with high thermal efficiency, we will continue our efforts to improve the efficiency of our thermal power generation.

Overall thermal efficiency[1]



[1] Thermal efficiency is calculated on a lower heating value basis.
Calculated using conversion factors from Comprehensive Energy Statistics (revised in 2013, 2018, and 2023)


Shin-Oita Power Plant Grid 3 Axis 4 (LNG-fired)

Mixed biomass combustion at thermal power plants

Kyushu EP's coal-fired power plants are working to use carbon-neutral, unused domestic biomass as fuel for power generation, thereby reducing carbon emissions.
The Reihoku Power Plant (Kumamoto Prefecture) carries out co-firing power generation using wood biomass from surplus domestic lumber resources (derived from woodlands). This began in FY2010.
Further, together with the Electric Power Development Company and other organizations, Kyushu EP is taking part in a Kumamoto City-led project to transform sewage sludge into solid fuel. It has been manufacturing the fuel since FY2013 and using it for mixed combustion with coal at its own Matsuura Power Plant and the J-Power Matsuura Power Plant.

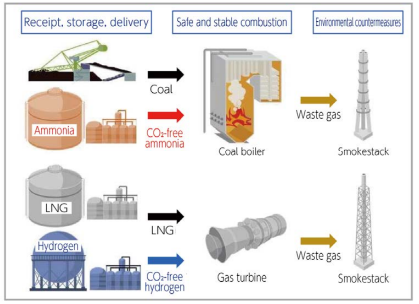
Creation of a hydrogen and ammonia supply chain

In preparation for the full-scale adoption of hydrogen and ammonia fuels, which do not emit CO2 during combustion, we are working to establish stable and cost-effective supply chains from upstream to downstream as quickly as possible.
To achieve this, we are building collaborative relationships and conducting joint studies with companies across various domestic and international sectors.

R&D on hydrogen/ammonia fuel technologies and CCUS technologies

The utilization of hydrogen and ammonia, which do not emit CO_2 during combustion, along with CCUS technologies that separate, capture, utilize, and store CO_2, are essential technologies for reducing or eliminating carbon emissions in thermal power generation. We are actively engaged in researching technological trends and developing core technologies in these areas.
Specifically, we are promoting the following initiatives to achieve mixed combustion of 10% hydrogen and 20% ammonia by 2035.
- Study of facilities for receiving, storage, and discharge based on fuel properties
- Conducting tests for safe and stable combustion
- Study of environmental measures for fuel change

As one specific initiative, we have conducted ammonia co-firing tests at Reihoku Power Plant Unit 1 from April 2023 and at Matsuura Power Plant Unit 2 from November of the same year.
Additionally, as part of initiatives related to CCUS technology, a consortium including Kyuden was selected for JOGMEC's commissioned survey on design work for advanced CCS projects, where we are examining equipment specifications and related requirements.

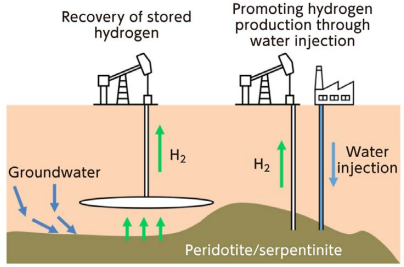


Research for the practical application of natural hydrogen resources in the Kyushu region

In May 2025, Kyushu EP and Kyushu University were selected as contractors for the NEDO Leading Research Program/Frontier Development Project[1] led by the New Energy and Industrial Technology Development Organization (NEDO). Focusing on the Kyushu region, which has a high potential for the generation of natural hydrogen[2], we are working to lay the technological foundations for its production, supply, and utilization. We are also advancing research and development for future natural hydrogen applications with the aim of achieving a carbon-neutral society by 2050. The research and development of natural hydrogen is still in its early stages, and this project serves as a pioneering initiative in Japan.

[1] A project in which NEDO supports early-stage research in new fields expected to drive both decarbonization and industrial growth
[2] Hydrogen includes "gray hydrogen," produced from fossil resources, and "green hydrogen," generated using renewable energy. Natural hydrogen, by contrast, occurs naturally underground and has recently attracted attention as a new energy source.

Hydrogen production through water injection and recovery of stored hydrogen

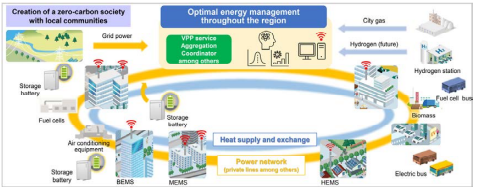


Source: NEDO (New Energy and Industrial Technology Development Organization)
NEDO Web Magazine Special Content, Nikkan Kogyo Shimbun "NEDO's Future Outlook - Bringing Innovation to Society"
No. 8: Japan is an Energy Exporting Country! Natural Hydrogen in the Spotlight (Published in print on January 29, 2025)

Initiatives for the creation of regional energy systems

Regional energy systems have the potential to revolutionize the business model of the electric utility industry. The Kyuden Group is coordinating with local governments and selecting demonstration sites in order to grasp this business area as a new opportunity for enterprises where we can leverage our strengths.
Specifically, we are studying demonstration sites and planning demonstration tests to acquire the technical know-how needed to build regional energy systems and to establish a business model. The collection and analysis of electricity data from one demonstration site began in January 2025.

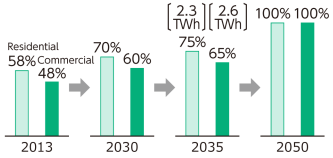
Regional energy system



Promotion of electrification

In response to the government's declaration of carbon neutrality by 2050, the Kyuden Group will accelerate the promotion of electrification in the residential, commercial, and industrial sectors, as well as other sectors, in order to achieve carbon neutrality. By 2035, we aim to contribute to achieving 75% electrification in the residential sector, 65% in the commercial sector, and by 2050, 100% in both sectors. Also, our incremental power consumption goals are to achieve 2.3 TWh in the residential sector and 2.6 TWh in the commercial sector between 2021 and 2035.

Contribute to increasing the electrification rate in Kyushu

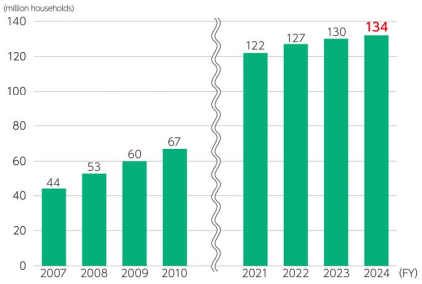


Figures in brackets show the total increase between 2021 and 2035

Residential sector

We strive to improve customer satisfaction and environmental friendliness by helping customers realize a safe, comfortable, energy-efficient, and economic lifestyle. This is why we promote going all-electric with EcoCute, a high-efficiency water heater, and with IH cooking heaters.
Moreover, to widely convey the advantages of the all-electric approach, we are deploying mass-media PR featuring celebrities, running all-electric promotion campaigns, strengthening collaborations with housing-related businesses, and holding hands-on IH workshops.
As of the end of FY2024, there were about 1.34 million fully-electrified houses in Kyushu, meaning that about one in every four houses is now all-electric.

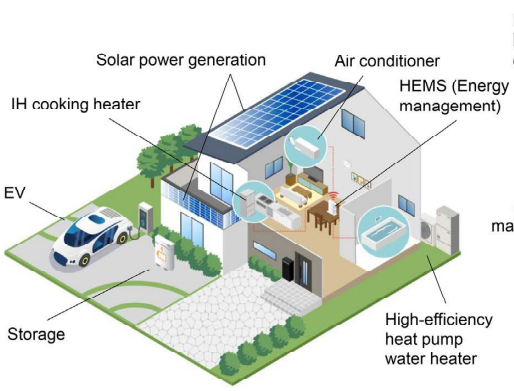
Cumulative number of all-electric units in Kyushu



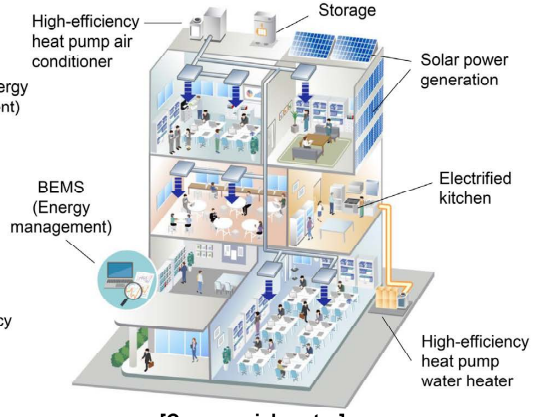
Commercial sector

We propose various optimal high-efficiency heat pump[1] systems based on the operational status of our customers' air conditioning, domestic water heater, and energy usage.
We are promoting electric facilities in other ways, too: for kitchen facilities, we are hosting online electric kitchen seminars and posting videos online that communicate the usability and hygiene of electric kitchens, and showcasing a range of other benefits they bring, such as economic efficiency.

[1] A heat pump is a system that draws energy from atmospheric heat and other renewable energy sources found in nature and uses it for water heating and air conditioning.



[Residential sector]



[Commercial sector]

Industrial sector

We are promoting electrification for heating needs at a wide range of temperatures, from low temperatures of less than 100°C to high temperatures of up to 10,000°C.
In the low temperature range, we are promoting the cost savings of high-efficiency heat pumps. In high-temperature zones where heat pump technology cannot be used, we are proposing resistance and induction heating. These electrification technologies excel in productivity and quality improvement.

Precute－A water preheating unit that utilizes a natural refrigerant heat pump

Kyushu EP has developed a "natural refrigerant heat pump feed water preheater" (product name: Precute) in cooperation with Showa Manufacturing Co., Ltd., to reduce the fuel consumption of steam boilers used in food factories. Precute efficiently preheats the water supplied to steam boilers to both reduce the fuel they require and cut CO_2 emissions. It is easy to install in food factories that use many steam boilers, and widespread adoption of the product is expected to lead to huge reductions in CO_2 emissions.

※1 A重油：80円/ℓ、電気：15円/kWhの場合(試算は設備稼働条件により変わります)
※2 A重油のCO_2排出係数(環境省)：2.71 kg-CO_2/ℓ
九州電力のCO_2排出係数(2020年度)：0.479 kg-CO_2/kWhの場合

Heat pumps in the agricultural sector

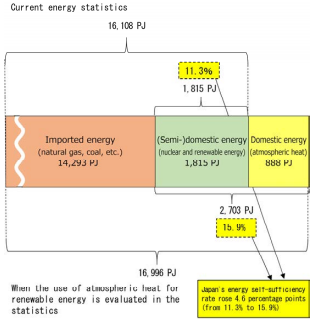
Kyushu EP has long been involved in research and development related to agricultural electrification. We are conducting research to develop technology for the year-round utilization of heat pumps to save energy and improve the profitability of winter/spring eggplant cultivation in Fukuoka Prefecture, one of the leading eggplant production areas in Japan. This is based on the results of tomato cultivation in Yatsushiro City, Kumamoto Prefecture, our main production area, for four years, ending in FY2023. Specifically, we are demonstrating the effects of nighttime cooling in summer to improve quality and increase yield, as well as the effects of reduced heating operation costs in winter.

Use of heat pumps in agriculture (eggplant cultivation)

Contribution to improved energy self-sufficiency rates through the widespread use of heat pumps

Atmospheric heat, a renewable energy source, is a domestic energy source and is directly related to energy self-sufficiency.
By including atmospheric heat by heat pumps (heating only), Japan's energy self-sufficiency rate rises by 4.6 points from 11.3 % to 15.9 %[1], including a 0.45-point increase for the Kyushu area[2] (FY 2020).
We will continue our efforts to expand the use of heat pumps to achieve carbon neutrality.

[1] "Contribution to Energy Self-Sufficiency, Assuming the Spread of Heat Pumps: Accounting for the Atmospheric Heat Pumped by Heat Pumps," Heat Pump and Thermal Storage Center of Japan
[2] Calculated using the Kyushu area's electric power demand as a percentage of the national total (9.7%)



Promoting the utilization and adoption of EVs

Kyushu EP and Kyushu T&D will work to increase the percentage of company-owned electric vehicles to 100% by FY2030. We will also collaborate with other companies to promote EV sharing and develop charging points and other infrastructure for condominiums and workplaces. The Kyuden Group is aiming to work in unison to promote the widespread use of EVs throughout society as a whole.

Shifting to an all-electric company car fleet

Kyushu EP and Kyushu T&D have set a goal for all company-owned vehicles[1] to be EVs by 2030. 102 EV vehicles were introduced in FY2024.

[1] Excluding vehicles not suitable for EV conversion

EV sharing services

Providing an EV sharing service (weev) exclusively for condominium residents

The need for car sharing is considered to be stronger in condominiums compared with detached housing due to the higher cost burden of parking fees for car owners.
Kyushu EP is responding to these needs by offering a service that allows condominium residents to share EVs, thereby realizing a smart new car lifestyle.

weev

Smart car use made possible with weev

- Safe: Only available to condominium residents
- Convenient: Close to condominium
- Affordable: Only pay for what you use, no ongoing fees

Public EV sharing service (weev+)

We launched a public EV sharing service in October 2024, open to anyone with a membership. The first station, at Ariake Urban Sports Park in Koto-ku, Tokyo, is equipped with three Tesla vehicles and is already seeing active use by many customers.

Ariake Urban Sports Park Station

Establishment of sharing stations on company-owned land

In order to create the opportunity for customers to easily experience the convenience and comfort of EVs, Kyushu EP has established EV-sharing service stations for general customers at Fukuoka and Oita branch premises with the cooperation[1] of Nissan Motor Co., Ltd.

[1] Using the company's EV sharing service "e-ShareMobi"

Initiatives for new approaches to introducing EVs through rental car services

The effectiveness of using company cars on weekdays and general rental cars on weekends and holidays has been demonstrated by four companies, including Kyushu EP, Nippon Rent-A-Car Service, Inc., Century Tokyo Corporation, and Nippon Car Solutions Co., Ltd. This is a new approach to the EV sharing economy beginning in February 2022. We are also examining the use of EV batteries as moving storage batteries to make effective use of renewable energy, as well as studying services and other options, focusing on achieving widespread future usage of EVs.

EV charging service (PRiEV)

PRiEV is a service for condominium residents that installs personal EV charging units in each parking space, providing a convenient and comfortable charging environment.
Although the service was previously only offered in the Tokyo Metropolitan Area and Fukuoka City, since FY2024, it has expanded to many prefectures in Kyushu and Kansai. In addition, by providing cutting-edge services that emphasize environmental friendliness—such as predominantly using electricity derived from renewable energy for charging in the Kyushu area—we contribute to achieving a decarbonized society.

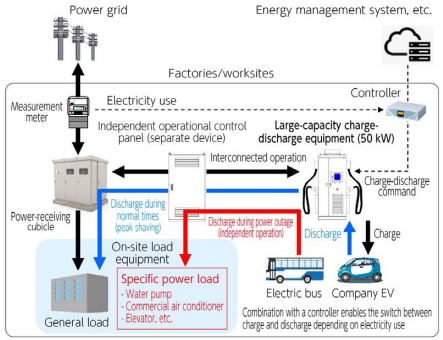
Efforts to achieve the widespread use of electric buses (Kyuden Electric Bus Service)

Kyuden Electric Bus Service offers municipalities and private companies a comprehensive package that includes electric buses, charging equipment, consulting for introduction, and energy management solutions. Currently, we are providing services for hotel shuttles, fixed-route buses, and school buses in areas like Chiman Town in Kagoshima Prefecture, Oita Bus, Chikugo City, and Kitakyushu City. By promoting multipurpose use of electric buses, including carbon-free operations powered by local renewable energy and serving as community disaster-preparedness hubs, we aim to deliver affordable and environmentally friendly services.

Electric bus

Development of large-capacity charging and discharging equipment for large vehicles

Kyushu Electric Power, Kyuden Techno Systems, and Kyuhen have jointly developed a high-capacity charging and discharging unit for workplaces, such as companies and municipalities, that introduce and operate electric buses and other commercial or business-use electric vehicles. This charging/discharging unit has several outstanding features, including: one of the largest discharge outputs in Japan at 45 kW (CHAdeMO certified); the ability to supply three-phase power loads as used in places like factories; and the ability to connect to two electric vehicles simultaneously and charge or discharge them alternately. These features are expected to have a significant impact on achieving the widespread use of electric vehicles and improving their economic efficiency by making the most of the multipurpose uses of electric vehicles. They can cut power peaks at offices if combined with energy management systems (EMS). They can be used as emergency power sources in times of disaster. They can reduce CO_2 emissions by combining them with solar power generation at business sites.



System operation diagram

Large-capacity charging and discharging devices

Contributing to the development of sustainable societies overseas

The Kyuden Group leverages the technology, expertise, and networks cultivated through domestic and international electric power operations to address energy challenges in countries and regions around the world. Our activities include power generation projects using gas-fired and renewable energy, transmission and distribution businesses, investments in emerging fields such as hydrogen, ammonia, CCUS, and storage batteries, as well as overseas consulting services.

IPP investment projects

In FY2024, we actively advanced initiatives in gas-fired power, renewable energy, and transmission and distribution. These included investing in a subsea power transmission project in the U.K. to supply electricity from offshore wind, dispatching staff to support construction of a high-efficiency gas-fired power project in Uzbekistan, and participating in the construction of a subsea transmission project in the UAE that delivers electricity generated from renewable sources.
We will continue to focus on decarbonizing investments in renewable energy and power transmission and distribution projects. We will also actively invest in low-carbon, high-efficiency gas-fired thermal power and CCUS projects in order to contribute to reduced carbon emissions.
Through the stable supply of electric power overseas and environmental measures, we will continue to contribute to the realization of a sustainable society.

U.K. submarine power transmission project
Seagreen Phase 1 offshore wind farm subsea transmission facility (offshore substation)

Overseas consulting business

In FY2024, we completed ongoing projects from FY2023, including enhancing power plant maintenance capabilities using IoT technology at a geothermal power plant and strengthening transmission system technology capabilities in Kenya. Additionally, we supported the construction of solar power facilities in the Marshall Islands. We propose effective solutions from the standpoint of the partner country by leveraging the expertise and technology of each Kyuden Group company.

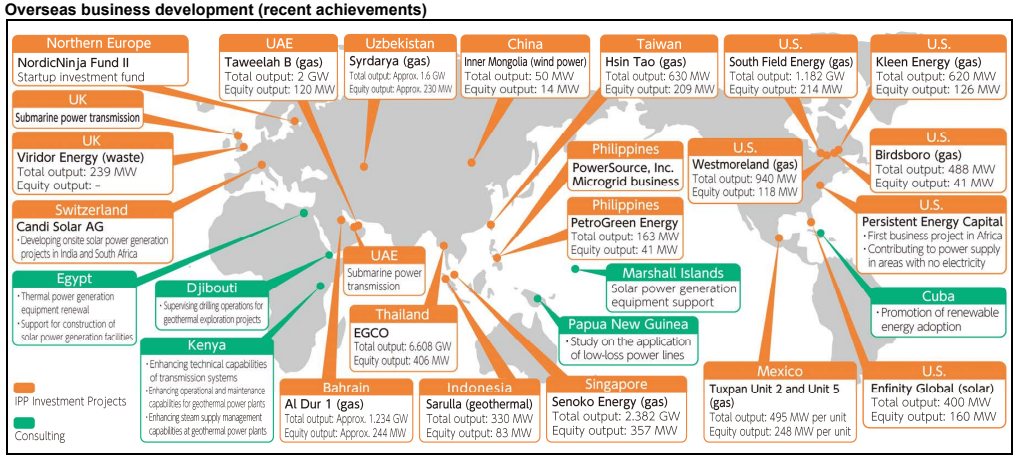
Website

Kyushu EP: Corporate Information ➡Company Profile ➡Overseas Electricity Business Initiatives (https://www.kyuden.co.jp/company_project_overseas_index.html)
Kyuden International (https://www.kyuden-intl.co.jp/)

Major initiatives for FY2024

IPP Investment Projects	
U.K.	Investment in a subsea power transmission project
Uzbekistan	Participation in a gas-fired power generation project
UAE	Participation in a subsea power transmission project
Overseas consulting business	
Kenya	Project to enhance operation and maintenance capability for Olkaria Geothermal Power Plant Using IoT Technology (Kyushu EP, Kyuden International, West Japan Engineering Consultants, Nishinippon Plant Engineering and Construction, Kyuden Sangyo, and others) Project to reinforce the technological capabilities of power transmission grids (Kyushu T&D, Kyuden International, and others) Project to improve the supply and management of steam in geothermal business (West Japan Engineering Consultants)
Cuba	Promotion of renewable energy adoption (West Japan Engineering Consultants, others)
Egypt	Hurghada solar power construction (Kyushu EP, Kyuden International, West Japan Engineering Consultants, Nishinippon Plant Engineering Construction, and others)
Marshall Islands	Ebeye Island solar power system development project (Kyuden International, others)
Papua New Guinea	Study on the application of low-loss conductors for power transmission lines in Papua New Guinea (West Japan Engineering Consultants)
Djibouti	Supervision of drilling operations for a geothermal exploration project in Djibouti (West Japan Engineering Consultants)

Overseas business development (recent achievements)



Information regarding IPP investment projects is current as of the end of FY2024, while overseas consulting is shown as the major achievements in recent years

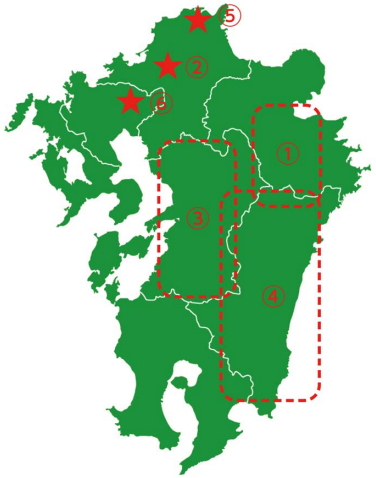
Creating J-credits through the use of woodland resources

The Kyuden Group leverages expertise gained from creating J-Credits in company-owned forests to support the creation of J-Credits from municipal forests and to undertake prefectural J-Credit projects. The credits generated are used to offset carbon emissions from corporate production activities.

Achievements in creation and support of Forest J-Credits As of April 2025

Recipient	Timing	Projected Volume[2]
(1) Forests owned by Kyushu EP	FY2021 –	Approx. 240,000 t-CO_2
(2) Hisayama Town, Fukuoka Prefecture	FY2021 –	Approx. 1,500 t-CO_2
(3) Kumamoto Prefecture[1]	FY2022–2025	Approx. 11,0000 t-CO_2
(4) Miyazaki Prefecture[1]	FY2023–2024	Approx. 60,000 t-CO_2
(5) Kitakyushu City, Fukuoka Prefecture	FY2023–2024	Approx. 2,000 t-CO_2
(6) Kanzaki City, Saga Prefecture	FY2023–2024	Approx. 6,000 t-CO_2

1 Commissioned for prefectural J-Credit creation projects, the Kyuden Group has provided support to 17 entities in Kumamoto Prefecture and 2 entities in Miyazaki Prefecture to date.
2 Estimated total J-Credits projected to be generated during the certification period



Participation in climate change-related industry organizations and initiatives

Kyushu EP has positioned response to climate change as a key management challenge (materiality). To help tackle this challenge, we have joined and participated in several industry organizations and initiatives that are in line with our own ideas and course of action, and through them, we are working to mitigate and adapt to climate change.

Major industry organizations and initiatives

Industry organization/initiative	Activities/Our position
Task Force on Climate-Related Financial Disclosures (TCFD)	Task Force established by the FSB (Financial Stability Board) at the request of the G20 Finance Ministers and Central Bank Governors Meeting. In June 2017, the TCFD published a proposal to encourage information disclosure on the financial impacts of climate-related risks and opportunities. We endorsed the TCFD recommendations in July 2019, and we have been practicing information disclosure based on the same recommendations since 2020.
Japan Business Federation “Challenge Zero”	An initiative launched by the Japan Business Federation towards the achievement of a "decarbonized society" as a long-term goal in the Paris Agreement By participating, corporations and organizations declare their commitment to take on the innovatory challenges and concrete action necessary to move towards a decarbonized society. In September 2020, we announced our participation in this initiative and registered a challenge case study.
GX League	Launched by the Ministry of Economy, Trade and Industry, the GX League aims to develop collaboration between the Japanese government, universities and other educational institutions, financial institutions, and a group of corporations that are working quickly toward carbon neutrality and leading the green transformation of overall economic and social systems, including for stakeholders other than themselves. These players will work together to discuss the transformation of economic and social systems and the creation of new markets. We joined the GX League in April 2023.
Electric Power Council for a Low Carbon Society (ELCS)	The Electric Power Council for a Low-Carbon Society aims to ensure that the global warming countermeasures implemented by the electric power industry are effective by encouraging and supporting member companies' efforts to implement the Council's carbon neutrality action plan. In doing so, the Council is promoting effective global warming countermeasures for the whole industry. In support of its aims, we joined the Electric Power Council for a Low-Carbon Society in February 2016.

Our participation in industry associations is consistent with our business objectives, focus areas, and business activities. Hence, the decision to continue to participate is made by regularly checking the activities of industry associations to test our ideas against theirs for any consequential differences (if there is a significant divergence from our ideas, or if a given association is no longer necessary for our business operations, we consider withdrawing).

Promoting green and transition finance

We are promoting green and transition finance by helping a wide range of stakeholders better understand the Kyuden Group initiative to achieve carbon neutrality by 2050 through our efforts in "carbon reduction/decarbonization of power sources," through our "promotion of electrification" approach, and through our diversification of sources of finance.
In FY2024, we issued a transition bond, the first bond in Japan to limit the use of funds to invest in nuclear power generation.
We will also promote efforts to achieve carbon neutrality from a financial perspective.

Kyushu EP Transition Bond

No.	Date of issue	Amount of issue	Period	Interest rate	Use of funds
3rd	June 3, 2024	¥10 billion	5 years	0.858%	Refinancing of investment in safety measures for existing nuclear power plants
4th		¥20 billion	10 years	1.425%	

Website
Green and Transition Finance Past Performance: Financial Data Book (https://www.kyuden.co.jp/english/ir/library.html)
SDG Finance (https://www.kyuden.co.jp/ir_sdgs.html)

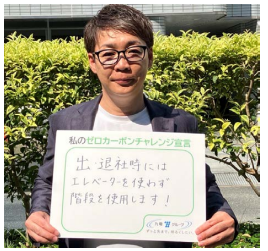
Foster momentum for carbon neutrality through the “Zero Carbon Challenge Declaration”

To achieve carbon neutrality, Kyuden Group employees have declared their ambition to implement further energy-saving and electrification efforts in the home under the slogan "Going beyond zero. Changing the future today."
In FY2025, 9,453 people (4,539 more than the previous year) declared their commitment and took up the challenge of reducing CO_2 emissions.
The contents of employee declarations and initiatives are posted on our website.

Nishimu Electronics Industries
(Saga Branch)
Reiko Shibata

Kyushu T&D
(Saga Branch)
Chiemi Suenaga

Kyushu Electric Safety Association
Yukuhashi Office
Sho Takano



Kyuden Next
Fukuoka Sales Office
Hiroaki Minoda

Website
Zero Carbon Challenge Declaration: Beyond Zero. Changing the future today: (https://www.kyuden.co.jp/sustainability/environment/zc-challenge.html)

Biodiversity

Policy and approach

In line with our environmental action policies, the Kyuden Group is contributing to the realization of a sustainable society by engaging in a variety of environmental actions that thoroughly address biodiversity conservation and the prevention of deforestation.
Additionally, we are committed to continuing our biodiversity conservation initiatives based on the Biodiversity Action Guidelines by the Japanese Electric Utility Industry, formulated by the Federation of Electric Power Companies of Japan.

Environmental Action Policy and biodiversity

The Kyuden Group is actively engaged in initiatives that address biodiversity through our wide-ranging environmental actions across the entire supply chain. Specifically, as part of our initiatives to address global environmental issues, we are working to reduce CO_2 emissions in order to achieve a carbon reduction and decarbonized society. We are also targeting zero emissions from waste as part of our initiatives to create a recycling-oriented society. For the protection of the environment in local communities, we are engaging in environmental conservation measures at our power plants, efforts to create environmentally friendly facilities, and proper management of our company-owned forests. Moreover, we are involved in community-wide environmental conservation activities[1] as part of our collaboration with society, and are working to improve employees' awareness of the environment as part of our promotion of environmental conservation..

Environmental Action Policy

[1] Since 2000, we have been involved in controlled burning and other environmental conservation activities throughout the Kuju Bogatsuru wetlands, which are home to rare ecosystems. In 2005, the Kuju Bogatsuru wetlands were listed as one of Japan's wetland sites under the Ramsar Convention on Wetlands.

Biodiversity Action Guidelines by the Japanese Electric Utility Industry (updated in June 2024)

The Biodiversity Action Guidelines by the Japanese Electric Utility Industry were formulated by the Federation of Electric Power Companies of Japan, which includes Kyushu EP. As electricity providers and responsible members of both local and international communities, all companies affiliated with the federation recognize their duty to work towards conserving biodiversity, given its crucial role as the foundation for a sustainable society. These companies are committed to proactively promoting business activities that support biodiversity toward the goal of achieving a sustainable society.

Promotion framework

See Environmental Management on p. 11.

Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Conservation of local environments and harmony with society	・Ensure environmental assessments are conducted ・Conduct ongoing assessment and analysis of the impact of business activities on ecosystems as part of our TNFD Report	・Ensure environmental assessments are conducted ・Conduct studies in accordance with the TNFD Framework	・Properly implemented environmental assessments for the replacement of the Shin-Kokura Power Station ・Expanded the scope of analysis in the TNFD Report to include renewable energy, conducted assessments and studies using scenario analysis to publish the Kyuden Group TNFD Report 2024

Initiatives

Disclosure based on Taskforce on Nature-related Financial Disclosures (TNFD)

We disclose information in accordance with the framework of the Taskforce on Nature-related Financial Disclosures (TNFD).
In September 2023, we became the first power company to disclose information based on the TNFD beta v0.4 information disclosure framework, and conducted a trial analysis of risks and opportunities related to natural capital in our business activities. In 2024, as a TNFD Early Adopter, we referenced the TNFD v1.0 disclosure framework and guidance for electric utilities and disclosed more comprehensive nature-related information.

Website

Kyuden Group TNFD Report (https://www.kyuden.co.jp/english_ir_library_index.html)

Major initiatives in facility construction and operation

Power generation initiatives

Kyushu EP and Kyushu T&D conduct proper environmental impact assessments based on facility and regional characteristics when building facilities. In addition to environmental friendliness, these efforts aim to ensure harmony with surrounding environments.

Implementation of environmental impact assessments

When building power plants and other facilities, we work to protect surrounding environments based on the Environmental Impact Assessment Act by conducting studies on the natural environment (including air quality, water quality, and wildlife) and creating forecasts and assessments of the impact that buildings and facility operations will have on the surrounding environment. Based on these results, we take appropriate measures to ensure environmental conservation.

Recent environmental impact assessments (including voluntary assessments*) by Kyushu EP and Kyushu T&D

Period	Site name	Power generation method	Implementation goals	Environmental conservation measures based on assessment results
July 2021 –March 2022	Shin-Yoron Power Plant Unit 5 Facility Expansion Plan (Yoron, Kagoshima Prefecture)	Internal combustion power	Although this small-scale development was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment in consideration of the surrounding environment.	We primarily used an ivory color for the additional buildings and smokestack to ensure visual harmony with the surrounding environment.
July –September 2022	Shin-Tanegashima Power Plant Unit 6 Facility Expansion Plan (Minamitane, Kagoshima Prefecture)	Internal combustion power	Although this small-scale development was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment in consideration of the surrounding environment.	In consideration of the environment, we primarily used an ivory color for the additional building and smokestack, and installed soundproofing panels in locations adjacent to nearby homes.
August 2022 –February 2023	Shin-Iki Power Plant Unit 5 Facility Expansion Plan (Iki, Nagasaki Prefecture)	Internal combustion power	Although this small-scale development was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment in consideration of the surrounding environment.	We implemented conservation measures for Lecanorchis orchids, a designated protected plant of Iki-Tsushima Quasi-National Park, after confirming their presence at the site. In addition, since the power plant is located within a national park, we ensured harmony with the surrounding environment by selecting colors for the additional building and smokestack in accordance with the Natural Parks Act's criteria for "special areas."
September 2024 –February 2025	Toyotama Power Plant Unit 1 Refurbishment Plan (Toyotama-cho, Nagasaki)	Internal combustion power	Although this small-scale development was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment in consideration of the surrounding environment.	As a rule, we did not carry out any construction work using equipment that generates noise or vibrations early in the morning or at night during the construction period.
Ongoing since April 2023	Shin-Kokura Power Plant Unit 6 construction plan (Kitakyushu City, Fukuoka Prefecture)	Thermal power	We are conducting an environmental impact assessment for this class-1 project.	The environmental impact assessment is ongoing.

*Voluntary assessment of facilities aimed at environmental conservation. Said facilities do not fall under the scale of facilities that require assessment in line with the Environmental Impact Assessment Act and local environmental impact assessment ordinances.

Example of our environmental conservation measures
Through our voluntary environmental assessment that ended in February 2023 concerning the expansion plan for Unit 5 of the Shin-Iki Power Plant (internal combustion plant), we confirmed the presence of Lecanorchis orchids, a designated protected plant of Iki-Tsushima Quasi-National Park. In consultation with experts, we plan to install shade nets on the site boundary fence as a conservation measure to minimize the impacts of drying and increased sunlight in the forested areas after tree thinning. We will also regularly monitor the condition of the orchids.


Lecanorchis orchids confirmed near Shin-Iki Power Plant

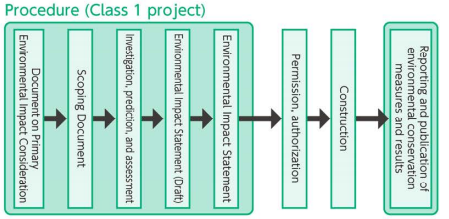
Reference: Procedure for legally-required environmental impact assessments

Based on the Environmental Impact Assessment Act (general rules) and the Electricity Business Act (procedures unique to power plants), environmental impact assessments must be conducted for power plants that fall under the following scale classifications.

Business scales subject to assessment

	Class 1 project (Environmental impact assessments are required)	Class 2 project (Individual decision required to determine need for environmental impact assessment)
Hydroelectric	Output of more than 30 MW	Output of more than 22.5 MW and less than 30 MW
Thermal	Output of more than 150 MW	Output of more than 112.5 MW and less than 150 MW
Geothermal	Output of more than 10 MW	Output of more than 7.5 MW and less than 10 MW
Nuclear	All nuclear power facilities	-
Wind	Output of more than 50 MW	Output of more than 37.5 MW and less than 50 MW
Solar	Output of more than 40 MW	Output of more than 30 MW and less than 40 MW

Procedure (Class 1 project)



Power transmission initiatives
Implementing environmental impact assessments when constructing power transmission towers
Kyushu T&D conducts pre-construction surveys on the impact of transmission tower construction on surrounding ecosystems. It works to protect rare flora and fauna, implementing conservation measures to ensure construction is considerate of the natural environment.


Power transmission towers


Bird surveys

Initiatives at power plants
Greening measures at power plants
Kyushu EP and Kyushu T&D maintain and manage a wide range of greenery on site to protect the natural environments surrounding power plants.

Major supply chain initiatives

Sustainable Procurement Guidelines
In our efforts to help achieve a sustainable society, we strive to minimize the impact on biodiversity across entire supply chains through responsible procurement activities that include compliance with laws and regulations as well as consideration for the environment. (See p. 76 for more details.)

Green procurement
By prioritizing the procurement of environmentally friendly products, we promote purchasing activities that support resource circulation and biodiversity conservation. (See p. 29 for more details.)

Environmental conservation activities

The Kyuden Group is collaborating with NPOs and people in local communities to roll out Korabora Q-den[2] activities across the Kyushu region with the aim of resolving local issues. Our activities include cleaning up sites with historic or scenic significance using aerial work platforms and inspecting electrical equipment at senior citizens' residences to create a society that is kind to young and old alike.

[2] "Korabora" is a portmanteau combining the English loanwords "collaboration" and "volunteer" in Japanese.

We use the term "Korabora Q-den Eco" to refer to Korabora Q-den initiatives with an environmental focus, such as biodiversity conservation and natural landscape protection. These initiatives include environmental conservation activities such as tree planting and beach cleanups.
In FY2024, we conducted 47 Korabora-Q-den Eco activities with the participation of about 3,800 people (total of 51 activities including other Korabora Q-den initiatives with participation by 4,400 people).

Through our Korabora Q-den Eco cleaning activities, in FY2024 we collected approximately **140 tons** of waste.


Creating forests filled with life (Kirishima Power Distribution Office)

Environment and energy education

We offer the Kyuden Mirai School for children and young people as an environment and energy education platform for classroom-based study and hands-on programs.
In addition to educational lessons at nurseries and elementary schools and experience-based programs in forests, we also hold educational programs that leverage digital technology. In FY2024, our education initiatives attracted a cumulative total of 30,400 participants.

	Main activity	Description	FY2024 result	Photo
Lessons	"Eco-Mother" school visits	Mothers well-versed in environmental issues visited nurseries across the Kyushu region, teaching children about the importance of environmental friendliness through paper puppet plays and other activities.	92 visits 6,910 participants	
Lessons	Outreach lessons	We provided lessons on environmental and energy topics to students from elementary school through university age, covering issues such as climate change and the principles of energy production.	618 lessons 16,920 participants	
Lessons	Environmental and energy education using digital content	We utilize digital technologies such as VR and CG to provide environmental education that allows participants to experience tree thinning and other forest activities in a simulated environment. We also offer virtual power plant tours.	102 lessons 5,450 participants Note: There is some overlap with the outreach lessons above	
Hands-on experiences	Environmental education at locations such as Kyuden Mirai Forest	We provided environmental education that combines forestry experiences with classes on the role of forests in preventing global warming at Kuju Kyuden Forest and Kyuden Mirai Forest.	25 events 1,120 participants	

Environmental activities led by the Kyuden Mirai Foundation

Environmental conservation activities at the Kuju Bogatsuru wetlands

Located in western Oita Prefecture, the Kuju Bogatsuru wetlands are approximately 53 hectares of high-altitude wetlands surrounded by the Kuju mountain range. They are home to rare ecosystems due to the diverse geological and topographical features of the land.
To protect the natural environment of the wetlands, Kyushu EP works with the Ministry of the Environment, Taketa City, the Kuju Nature Preservation Society, and other local organizations. Together, we conduct controlled burning activities to protect rare plants and preserve the Kyushu azalea, which is found on the adjacent company-owned Mt. Hiijidake. In 2005, the Kuju Bogatsuru wetlands were listed as part of the Ramsar Convention, which aims to protect wetlands of international importance.
The Kyuden Mirai Foundation has led these activities since 2016 in collaboration with the local community.
In May 2024, in recognition of our environmental conservation activities to date, the Kuju Bogatsuru wetlands were selected for the 100 Grassland Areas to Preserve for the Future.


Controlled burning in the Kuju Bogatsuru wetlands


Activities to protect rare plants in the Kuju Bogatsuru wetlands


Activities to protect the Kyushu azalea found on Mt. Hiijidake

Environmental education activities at the Kuju Kyuden Forest

To raise awareness of environmental conservation among children, and in turn promote future environmental conservation activities, we conduct experience-based environmental education programs mainly aimed at elementary school students within the rich natural environment of Kyushu EP's company-owned Kuju Kyuden Forest in Oita Prefecture.
Specifically, the programs offer opportunities to learn about the mechanisms and effects of global warming, as well as the role of forests, through classes and experiments, along with hands-on learning experiences such as tree thinning, woodland observation, and woodworking.


Forest class

Kyuden Mirai ("Future") Forest Project

With the goal of expanding the environmental education for young people conducted through the Kuju Kyuden Forest to the entire Kyushu region, we are implementing the Kyuden Mirai Forest Project to create forests that serve as hubs for environmental education and community interaction.
In FY2022, based on partnership agreements with Nagasaki Prefecture and Isahaya City, we began developing the Isahaya Kyuden Mirai Forest on land owned by Isahaya City in Nagasaki Prefecture. We conduct environmental education through tree planting, as well as forestation activities with participation from local residents, Kyuden Group employees, and other volunteers.
In FY2023, Kagoshima Prefecture, Kirishima City, and the Kagoshima Branch of Kyushu EP concluded an agreement and began creating Kirishima Kyuden Mirai Forest on land owned by Kirishima City in Kagoshima Prefecture. The initiative includes environmental education as well as afforestation volunteer activities in collaboration with local residents.
In FY2024, we conducted 25 environmental education programs with participation by 1,120 people at Kuju Kyuden Forest, Isahaya Kyuden Mirai Forest, and Kirishima Kyuden Mirai Forest (total participants from FY2016 to FY2024: 8,700 people).


Afforestation volunteer activities (Isahaya)


Environmental education for elementary school students (Kirishima)

Signing ceremony for the Kirishima Kyuden Mirai Forest agreement

Environmental education using digital technologies

To expand educational opportunities, we are using digital technologies like virtual reality and CGI to create immersive simulated experiences of activities such as forest thinning at Kuju Kyuden Forest. These digital experiences are being utilized in outreach lessons at schools and showcased at events. In FY2024, we offered 54 experiences with 1,620 participants (total participants from FY2021 to FY2024: 4,040).

Forest class

VR tree-thinning experience

Grants for activities that teach children the importance of nature

To support the growth of children who will shape the future of Kyushu, we provide support NPOs and other organizations involved in fostering the development of future generations. In FY2024, we received 32 grant applications from organizations offering activities that teach children the importance of nature. After a selection process in which we received feedback from outside advisors, we awarded grants to support 18 activities. For activities in FY2025, we have already approved grants for 20 activities after receiving 73 applications. We also aim to widely communicate the excellent work of each of our grant recipients. We showcase the activities and stories of these organizations through platforms such as the Kyuden Mirai Foundation's social media.

FY2024 grant recipients

Organization: NPO Mori Asobi (Fukuoka Prefecture)
Activity: Hands-on Nature Journey

This activity in Kitakyushu City, Fukuoka Prefecture invites elementary school students to walk through natural environments such as Hiraodai and Takakurayama Forest Park while engaging in nature observation, nature-themed games, reforestation activities, and nature crafts, fostering familiarity and appreciation for the natural world.

Organization: Aya Nogyo Terakoya (Miyazaki Prefecture)
Activity: Sea and Mountain Exchange Camp

This activity in Aya Town, Miyazaki Prefecture, invites local elementary and junior high school students to interact with students from Shimanoura Island in Nobeoka City, broadening their perspectives on coastal and mountainous environments and fostering a love for their local regions through nature experiences, such as observing marine life.

Organization: NPO Tokunoshima Niji no Kai (Kagoshima Prefecture)
Activity: Invasive Tree Frog Busters: Protecting the Island's Biodiversity

This activity on Tokunoshima Island in Kagoshima Prefecture invites elementary through high school students to help remove common tree frogs—an invasive species—from the island, thereby learning the importance of biodiversity conservation and helping revitalize local nature conservation activities.

Maintenance and management of company-owned forests for a more sustainable society

Together with our group company Kyushu Rinsan, Kyushu EP is engaged in the maintenance and management of 4,447 hectares of company-owned forests mainly in Oita Prefecture, involving a cycle of planting, trimming, and planting trees.
Kyushu EP's history of forest ownership dates back to 1919, when the company's predecessor, Kyushu Hydroelectricity, sought to secure a stable source of water for hydroelectric power generation. It thus took to planting and cultivating forests in the open fields along mountain ridges in Kyushu. The year 2019 marked 100 years since this forest development began.
In 2005, the Kyuden Group became the first electric power company in Japan to acquire FSC® Certification (FSC-CO18956) from the Forest Stewardship Council® headquartered in Germany for its environmentally friendly woodland management. In this and other ways, the Kyuden Group has received wide acclaim for its activities.
Through its maintenance and management of company-owned forests, Kyushu EP is committed to contributing to the creation of a sustainable society through its work to maintain and enhance the beneficial functions of forests, including watershed protection (a mechanism whereby woodlands help stabilize river volumes through their retention of water) and CO_2 absorption.
As of the end of FY2024, our environmentally friendly management of company-owned forests has led to the sequestration of a cumulative total of approximately 1.63 million tons of CO_2. Of the CO_2 sequestered between 2021 and 2023, approximately 30,000 tons have been converted into J-Credits, which have been sold to other companies and used as carbon offsets for in-house events.
We also plan to create around 240,000 tons' worth of J-Credits over the 16-year period from FY2021 to FY2036.

A company-owned forest by Yamashita Lake in Yufu City, Oita Prefecture

When converted to CO_2, the cumulative total of carbon sequestration in company-owned forests is estimated to be around 1.63 million tons
(As of the end of 2024)

Participation in natural capital-related initiatives

As part of our efforts toward the sustainable use and restoration of natural capital, Kyushu EP participates in initiatives aligned with our values and direction, promoting actions to achieve a nature-positive future.

Major initiatives in which we participate

Initiative	Activities/Our position
Taskforce on Nature-related Financial Disclosures (TNFD)	This is an international initiative that establishes a framework for corporations and financial institutions to properly assess and disclose risks and opportunities related to natural capital. In September 2023, we became the first power company to publish a TNFD report with a trial analysis of risks and opportunities related to natural capital, referencing the TNFD beta v0.4 disclosure framework. Furthermore, as a TNFD Early Adopter, we published the Kyuden Group TNFD Report 2024 in September 2024, referencing the TNFD v1.0 disclosure framework.
30by30 Alliance	This initiative, led by Japan's Ministry of the Environment, involves collaboration by companies, local governments, and organizations to conserve biodiversity with the goal of protecting 30% of Japan's land and sea areas by 2030. We have joined this Alliance, and one of our company-owned forests received certification as a "FY2023 H1 OECM Site" in 2023.
Japan Business Federation Keidanren Initiative for Biodiversity Conservation	Based on the Keidanren Declaration for Biodiversity and Action Guidelines, this initiative serves as a framework for companies and organizations to promote and share their proactive, voluntary initiatives for the conservation of biodiversity and sustainable use of resources. We joined the initiative in June 2020.
Biodiversity Action Guidelines by the Japanese Electric Utility Industry	Formulated by the Federation of Electric Power Companies of Japan, these guidelines promote the conservation and revitalization of biodiversity and natural capital throughout business activities, aiming to achieve a society in harmony with the natural world. We are committed to contributing to a nature-positive future under these guidelines.

Environmental Conservation

Policy and approach

Due to the nature of the power generation business, there are concerns about emissions of sulfur oxides (SOx), nitrogen oxides (NOx), particulates, and other substances that can cause air and water pollution.
Kyushu EP believes that such substances constitute an environmental risk, and that it is necessary to steadily advance scientific evaluation and comprehensively reduce emissions from a preventative perspective.
In operating our power plants and other facilities, we not only comply with laws and regulations but also adhere to environmental conservation agreements concluded with respective local governments. We also rigorously manage the environments surrounding our facilities through efforts such as reporting the results of exhaust gas and wastewater monitoring to the respective local governments.
Additionally, we properly manage the chemicals handled at power plants and other facilities in accordance with relevant laws and regulations.

Promotion framework

See Environmental Management on p. 11.

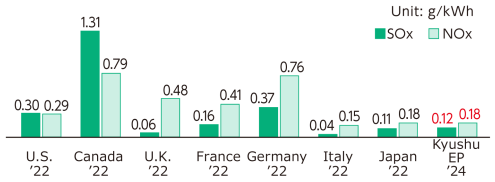
Initiatives

Conservation of local environments

Air pollution countermeasures

Although power generation at thermal power plants generates emissions of SOx, NOx, and other substances, we work to prevent air pollution by removing as many harmful substances as possible with our flue gas desulfurization equipment, denitrification equipment, and other facilities.
Kyushu EP has achieved lower per-kWh SOx and NOx emissions than the average emissions of major countries.

Comparison of per-kWh SOx and NOx emissions generated by thermal power in major countries

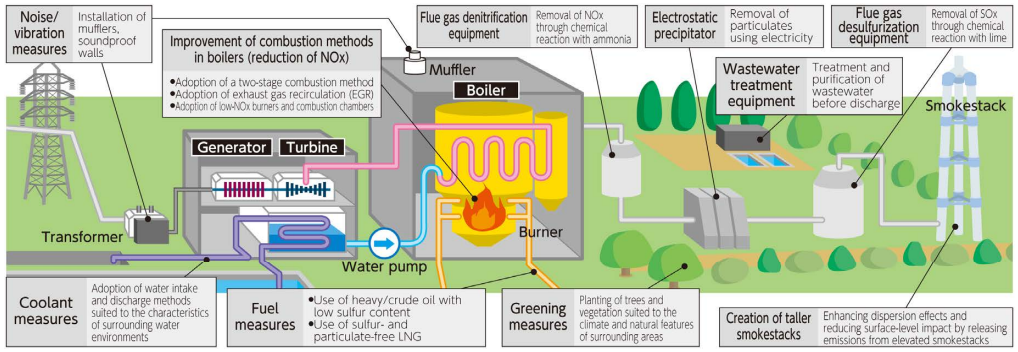


Source: Created based on data for both Japan and overseas countries from "Energy and Environment 2023" by the Federation of Electric Power Companies of Japan

Overview of our air pollution countermeasures

Measures to reduce sulfur oxide (SOx)	○Use of sulfur-free LNG ○Use of fuel oil with low sulfur content ○Installation of flue gas desulfurization equipment to remove SOx from exhaust gas
Measures to reduce nitrogen oxides (NOx)	○Improvement of combustion methods for boilers and other equipment ・Adoption of a two-stage combustion method ・Adoption of a combustion method that mixes exhaust gases ・Adoption of low-NOx burners and combustion chambers ○Installation of flue gas denitrification equipment to remove NOx from exhaust gas
Measures to reduce particulates	○Use of particulate-free LNG ○Installation of high-efficiency particulate removal systems for exhaust gas treatment

Environmental conservation measures at our thermal power plants



Management of chemical substances

We properly manage chemical substances in accordance with relevant laws and regulations at the power plants and other facilities of Kyushu EP and Kyushu T&D.

- **Asbestos**
  We have properly treated sites containing sprayed asbestos in accordance with relevant laws and regulations. We have also completed measures to prevent the release of asbestos at all locations where asbestos was used.
  We are systematically replacing any existing products that contain asbestos with asbestos-free alternatives during regular inspections and repair work. Further, when demolishing buildings and facilities, we enforce measures to prevent asbestos dispersal in line with laws and regulations, and ensure appropriate demolition, transport, and disposal.
- **Pollutant Release and Transfer Register (PRTR) system***
  Based on the Japanese government's PRTR system, we investigate and make records of designated chemical substances emitted or transported out of our facilities based on our annual figures. In addition to submitting reports to the government, we also voluntarily announce our results to the public.

*Under the PRTR system, businesses record the amount of designated chemical substances released into the environment or transported off-site as waste. They must then submit reports to the national government via their respective prefectures. Based on the data and estimations provided by each business, the national government then aggregates and publishes the total amounts of these substances that have been emitted or transported off-site.

Resource Recycling

Policy and approach

The Kyuden Group is working to create a recycling-oriented society under the Kyuden Group Environmental Charter. Our initiatives include achieving zero emissions from waste by promoting the 3Rs (reduce, reuse, and recycle) and green procurement, which aims to ensure the procurement of environmentally friendly products and materials.
Due to the nature of our business, substances such as coal ash and metals are discharged during operations. Given that the increasing amount of waste generated is becoming a more serious issue worldwide, as well as the global push to shift from a linear economy to a circular economy that uses resources sustainably, it is essential to gain maximum value from resources and products, minimize resource consumption, and ensure reduction, proper disposal, and recycling of waste.In particular, to address the recent global issue of plastic waste while also fighting climate change by reducing CO_2 emissions, the Kyuden Group is enhancing the recycling of plastic waste generated from our business activities by transitioning from burning plastics to material and chemical recycling. We are also committed to completing the disposal and recycling of PCB (polychlorinated biphenyl) waste in accordance with the legal deadlines set by the authorities.

Promotion framework

See Environmental Management on p. 11.

Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Formation of a recycling-oriented society	• 98% or more of industrial waste (excluding coal ash) recycled (and 100% of waste plastic) • 100% coal ash recycling rate • Appropriate handling of PCB industrial waste in accordance with laws and regulations • 99% or more green procurement rate (office supplies)	• 98% or more of industrial waste (excluding coal ash) recycled (and 90% of waste plastic) • 90% or more coal ash recycling rate • Proper and systematic disposal of PCB industrial waste • 98% or more green procurement rate (office supplies)	• 98.8% of industrial waste (excluding coal ash) recycled (and 90.8% of waste plastic) • 90% coal ash recycling rate • Detoxification of PCB industrial waste was carried out in accordance with our annual waste treatment scheme • 98% green procurement rate (office supplies)

Initiatives

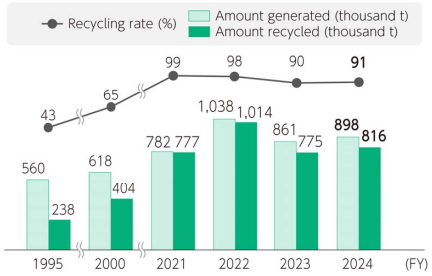
Initiatives to create a recycling-oriented society

Net zero emissions from waste

・Industrial waste

Industrial waste generated by the Kyuden Group includes byproducts from thermal power plant operations (coal ash/gypsum) and materials removed during construction.
We ensure the proper management and disposal of industrial waste while practicing the 3Rs (reduce, reuse, recycle).

Volume and recycling rate of generated industrial waste



Efforts to reduce waste

We ensure thorough risk management in the maintenance of power generation facilities at Kyushu EP's power plants. By formulating and implementing appropriate construction plans that comply with our maintenance and risk management policies, we are working to reduce the amount of waste generated.

Efforts to reuse waste

Kyushu T&D reuses power equipment and materials removed during power distribution work after assessing them to ensure the performance and quality necessary for reuse.
Additionally, we strive to reduce waste by promoting the reuse of fixtures and other items at our business sites.

Efforts to recycle waste

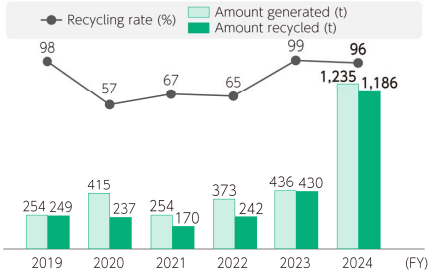
In FY2024, we recycled approximately 91% of the 900,000 tons of industrial waste generated by Kyushu EP and Kyushu T&D.
Coal ash accounts for most of our industrial waste, and we make full use of its properties by effectively using it as a raw material for cement and other applications.

・Plastic waste

It is becoming increasingly important to further promote the recycling of plastic resources in Japan in response to marine plastic waste, climate change, and tighter import regulations abroad.
The Act on Promotion of Resource Circulation for Plastics was brought into effect on April 1, 2022.
The Kyuden Group is also striving to enhance plastic waste recycling. In FY2024, we recycled approximately 96% of the 1,235 tons of plastic waste generated by Kyushu EP and Kyushu T&D, with about 60 tons undergoing material recycling, a process in which waste plastics are converted back into raw materials for use in new products.
Going forward, the Kyuden Group will continue to promote efforts to enhance plastic recycling and contribute to improving the circulation of plastic resources.

* Kyushu EP and Kyushu T&D fall under the large-volume emitter category (for companies with emissions of 250 tons or more in the previous fiscal year) under the Plastic Resource Circulation Act.

Amount of plastic waste generated and recycling rates



・General waste

At Kyushu EP, general waste includes paper and driftwood collected from dams. We practice the 3Rs (reduce, reuse, recycle) to ensure the proper management and disposal of this general waste.

Amount of general waste (paper waste, etc.) generated and recycling rates (FY2024)

	Amount generated (t)	Amount recycled (t)	Recycling rate (%)	Main Recycling uses
Paper waste	871	869	99	Recycled paper
Shellfish	1,099	216	19	Roadbed material
Dam driftwood	5,268	3,230	61	Mulch
Other	397	135	34	Heat recovery

Promotion of green procurement

Our Green Procurement Policy, implemented in FY2002, aims to ensure that the Kyuden Group purchases environmentally friendly products, and we work closely with our suppliers to ensure that we choose products and materials that are eco-friendly.

Website

Our Company ➡ Material Procurement Information ➡ Green Procurement System Introduction
(https://www.kyuden.co.jp/company_procurement_provide_green_index.html)

Appropriate disposal of PCBs

We properly detoxify electrical equipment that uses a high concentration of PCBs at the PCB waste treatment facilities of the Japan Environmental Storage & Safety Corporation (JESCO).
We also implement scheduled detoxification treatment at certified disposal companies for our electronic equipment with trace amounts of PCBs.
We ensure stringent storage and management of PCB waste until its disposal, in compliance with the Waste Management and Public Cleansing Law and other relevant laws and regulations.

Amount of hazardous waste (PCB waste) treated (tons)

	FY2021	FY2022	FY2023	FY2024
High concentration	153.14	0.50	0.40	0
Low concentration	1,722.4	948.4	1,466.8	998.1
Total	1,875.5	948.9	1,467.2	998.1

Solar panel reuse and recycling initiatives

It is predicted that a large number of solar panels will be discarded in the late 2030s. However, a lack of sufficient processing facilities, limited uses for the glass (which constitutes about 60% of the panels) after recycling, and nonstandard collection and transportation methods represent significant social challenges, necessitating a systematic approach. To this end, seven companies, including five from the Kyuden Group, have entered into an agreement to promote the reuse and recycling of solar panels, contributing to the realization of a recycling-oriented society and decarbonization.

Circular Park Kyushu

We have designated the site of the former Sendai Thermal Power Station as a resource circulation hub and have launched the concept of Circular Park Kyushu. This initiative aims to build a more sustainable society through decarbonization by promoting advanced resource circulation (advanced recycling), the accumulation of knowledge (sharing insights among industry, government, and academia), and other related functions. As a core initiative to bring this concept to life, Circular Park Kyushu Inc. was established, with full-scale operations commencing from April 2024.

In addition to building a resource circulation model for solar panels (as described above), the company is addressing social issues related to resource circulation by conducting advanced recycling of waste from businesses and local communities, and by collaborating with Kagoshima University and Satsumasendai City on a demonstration project for the chemical recycling of plastic products.

Vision for Circular Park Kyushu (FY2030)

Water Resources

Policy and approach

Water resources are indispensable for the operations of the Kyuden Group. In addition to our hydroelectric power plants, we use large amounts of water for cooling and other purposes at our thermal and nuclear power plants.
As a responsible user of water resources, we will continue to comply with permitted withdrawal volumes based on laws and regulations and strive to reduce our water consumption through efforts such as recirculating water at our power plants.

Promotion framework

See Environmental Management on p. 11.

Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Conservation of local environments and harmony with society	Water consumption per employee: Maintain annual water consumption per employee below the average of the previous three years	Water consumption per employee: Below the average of the previous three years	Water consumption per employee: 25.4 m^3/person

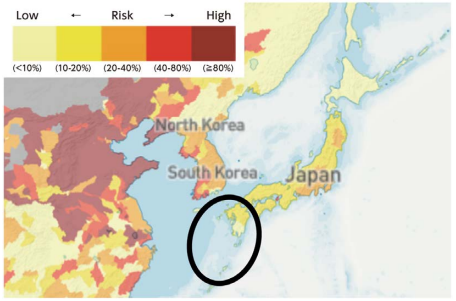
Initiatives

All offices at our worksites and Group companies are working to reduce their consumption of tap water.
We comply with prescribed intake limitations for water taken from rivers and other sources used as industrial water at our power plants. We are also working to reduce our intake of new water by recirculating existing water resources during normal operations, in addition to when starting up and shutting down power plants. Seawater is also used as an indirect coolant for our power generation facilities. We ensure its proper management by monitoring the temperature differences in the intake and discharge water, among other factors.

	Operations	FY2024 result	Scope of data collection
Industrial water	Compliance with water intake limits set by laws and regulations	5.6 million tons	Thermal, nuclear, and internal combustion power plants

Water risk assessments

We utilized the baseline water stress measurement of the World Resource Institute (WRI) Aqueduct (3.0) tool, which is used to determine water risks, to identify the current and future levels of water stress in regions where our facilities are located. Based on the results of our assessment, in the Kyushu region where Kyushu EP operates power plants using freshwater and seawater, the water stress level never exceeds the low-medium risk category. As such, the frequency of water-related risks such as droughts is expected to be low. Although water risks are low, Kyushu EP and Kyushu T&D conduct the following risk management activities.
For our hydroelectric power generation business, we discharge the necessary amount of water to maintain river environments downstream from the dams and weirs of our hydroelectric power plants. In addition, when drawing water from rivers for power generation, we ensure strict compliance with permitted amounts of water intake based on relevant laws and regulations.
Additionally, when river levels are predicted to rise due to heavy rainfall, we discharge water from our dams in advance based on flood control agreements we have concluded with national and local governments. In this way, we contribute as much as possible to regional disaster prevention.
At our thermal power plants, in order to maintain the quality of the water required for power generation, a certain volume of water must be taken in from outside the power plants. In addition to ensuring proper daily management of this intake volume, we are also working to reduce our water intake by collecting and reusing the water used for power generation.
Additionally, in the event of restrictions on water intake due to water shortages or other factors, we make every effort to ensure continued thermal power plant operations by ensuring effective use of water stored on-site, taking water-saving measures, and exploring alternative intake methods.
In our thermal and nuclear power generation facilities, seawater is used as an indirect coolant, so we continuously monitor the temperature differences in intake and discharge water, among other factors.



Note: Created by the Kyuden Group based on the WRI's Aqueduct Water Risk Atlas' baseline water stress levels (as of July 31, 2020)
Source: https://www.wri.org/aqueduct

Measures to reduce water turbidity in the Hitotsuse River

Shortly after operations began at the Hitotsuse Power Station in 1965, long-term turbidity of the water at the Hitotsuse Dam was observed, negatively impacting downstream irrigation, fishing, and the surrounding landscape. In response, Kyushu EP installed a selective water intake facility in 1974 and went on to introduce various other countermeasures.
However, due to successive large-scale typhoons in 2004 and 2005, long-term turbidity exceeding 100 days occurred for two consecutive years. The year 2005 was particularly severe, when turbidity continued for nearly eight months.
In 2008, the Hitotsuse River Turbidity Reduction Plan was put together by the Hitotsuse River System Turbidity Countermeasure Committee (currently the Evaluation Committee), comprising Miyazaki Prefecture, municipalities along the river basin, experts, and Kyushu EP. Currently, all parties concerned are working to reduce long-term water turbidity while monitoring mid- and downstream river environments.
To ensure that information on the river can be communicated to people living near the river basin in real time, we have built a river basin monitoring system, and many people are viewing this information.
Going forward, we will continue working with Miyazaki Prefecture and other related parties to implement thorough turbidity reduction measures.

Information on Hitotsuse River water turbidity countermeasures

Dialogue with stakeholders

Based on environmental conservation agreements, we provide reports and maintain dialogue with local governments and fishery cooperatives about the waters surrounding our power plants, including factors such as our water intake and discharge.

Social

Stakeholder Engagement

Policy and approach

Guided by the Kyuden Group Corporate Code of Conduct*, we promote a variety of communication initiatives across all the group's business activities. We aim to enhance trust with our customers, local communities, shareholders, investors, supply chain partners, and employees.

* This applies to all group companies (130 companies as of April 1, 2025).

Policies for engaging with each stakeholder

Customers
We will strive to enhance customer satisfaction by providing products and services that address the needs and challenges of customers, including for comfortable environments and eco-friendly energy, while responding sincerely to customer feedback.

Employees
By respecting diversity and working to create an environment in which all employees can fully demonstrate their capabilities, we will foster a corporate culture in which employees feel fulfilled in their work and grow with us as an organization.

Local communities and society
We will build trusting relationships by carefully communicating with local communities and society, working together to solve problems, and collaborating on business operations and facility development.

Supply chain
Based on equal partnerships with our business partners, we will fulfill our corporate social responsibility throughout the supply chain, and thereby contribute to the sustainable enhancement of corporate value for both our Group and our business partners.

Shareholders and investors
We will meet the expectations of shareholders and investors by continuously improving management quality and corporate value and build trusting relationships through proactive information disclosure and sustained dialogue.

Key communication methods with stakeholders

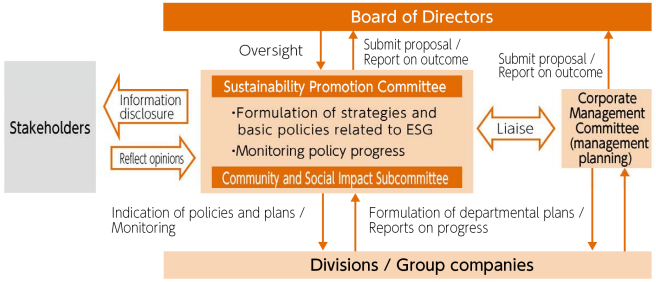
Stakeholders	Main communication methods
Customers	○Listening to customer feedback via our call centers, branch offices (50 throughout Kyushu's prefectures), and other locations ○Day-to-day sales activities Visits by our account managers to corporate customers, sales activities such as hands-on induction cooktop introductions and utility cost simulations
Communities and society	Activities that contribute to communities and activities that help solve community issues ○Dialogue with local customers ○Active communication with people throughout Kyushu ○Communication with local governments Business briefings by company management for local opinion leaders (several times a year) ○Our website, including English support ○Follow-up on inquiries received through our website (including support for people with hearing impairments and those who have trouble using the internet) ○Mass media, internet ads/announcements, social media ○Information booths at our power plants (including Hatchoubaru, Genkai, and Sendai), displays at Fukuoka City Science Museum and Eco Terrace
Shareholders and investors	○General Meeting of Shareholders (once per year) ○Business summary briefings for institutional investors (twice per year) ○Briefings for individual investors (twice per year) ○Individual meetings with domestic and overseas institutional investors
Supply chain (business partners)	○Business partner briefings (once per year) ○Discussions on sustainability with our business partners ○Survey on sustainability for business partners (once per year) ○Award ceremony for the Procurement Partner Award (once per year) ○Communication with business partners on cost reduction activities ○Safety inspections and safety-related roundtable meetings (twice per year) ○Discussions with overseas business partners through the boards of directors of operating companies
Employees	○Dialogue between employees and top management (once per year) ○Communication through the company intranet "Tsunagaru" site and other means ○Employee engagement survey about workplace conditions (once per year, as well as other separate focus surveys) ○Step-up interviews at various workplaces, management interviews (once per year) ○Labor-management roundtable meetings

Note: items without a listed frequency are held as needed

Promotion framework

The Sustainability Promotion Committee, which is chaired by the president and overseen by the Board of Directors, discusses policies, their implementation, and other important matters related to enhancing stakeholder engagement. Under this committee, we have also established the Community and Social Impact Subcommittee, chaired by the Executive Director of the Business Solution Headquarters, to conduct more specialized deliberations.
Each division and group company implements initiatives based on the discussions of the Sustainability Promotion Committee and the Board of Directors.

Promotion framework



Sustainability Promotion Committee

Composition	Meetings
Chairperson : President Vice chairperson : Chief ESG Officer Committee members : External directors, executive directors of relevant divisions, among others	Held twice per year in principle and as necessary

Community and Social Impact Subcommittee

Composition	Meetings
Chairperson : Executive Director of Business Solution Headquarters Vice chairperson: Director of District Symbiosis Division Committee members : Executive directors of relevant divisions, among others	Held twice per year in principle and as necessary

Targets

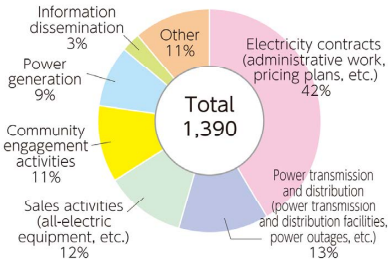
Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Improving stakeholder engagement	Improve satisfaction from stakeholders • At least 80% trust level in Kyuden Group	• At least 76.5% trust level in Kyuden Group • Percentage of group company participation in engagement activities with local communities (festivals, Korabora-Q-den Eco activities, and other regional events): 90% or more • 90% or more improvement rate of environmental conservation awareness	• 76.5% trust level in Kyuden Group • 89.3% of group company participation in new activities such as festivals, Korabora-Q-den, and activities using generative AI • 98.8% improvement rate of environmental conservation awareness

Initiatives

Business operations that value stakeholder feedback

Kyushu EP and Kyushu T&D received approximately 1,400 items of feedback from stakeholders in FY2024 through day-to-day business activities, dialogue, and other sources.
We share stakeholder feedback across the entire group, including top management, through internal systems and other means. In addition, we initiate inter-departmental discussions on measures for improvement, reflecting the results in the operational plans of each division, branch, and office in order to improve our management.
We will continue to listen carefully to the voices of our stakeholders and strive to respond promptly to their needs.
Alongside direct feedback from stakeholders, we also conduct surveys to gauge their views on business operations and expectations of our company, ensuring that our business practices prioritize stakeholder input.

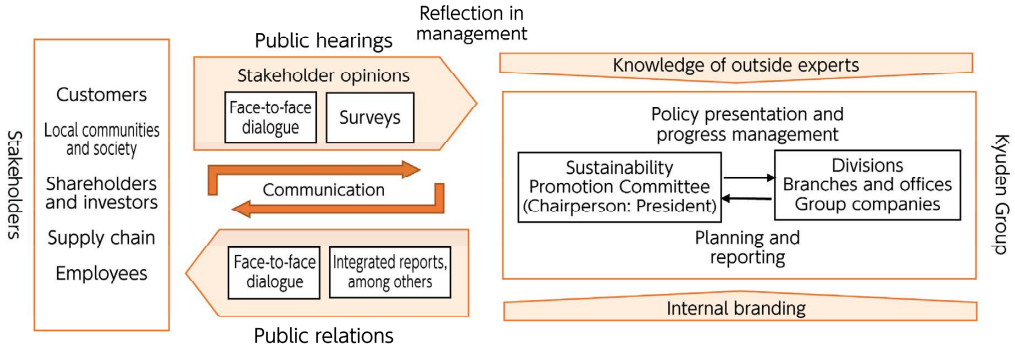
Number and breakdown of stakeholder comments



Showcasing examples of how we value customer feedback on the Kyushu EP website

The Kyushu EP website features examples of how we have used customer feedback to improve our business operations.
We showcase new examples on an ongoing basis, so please be sure to have a look.

Our method for reflecting stakeholder feedback in our business operations



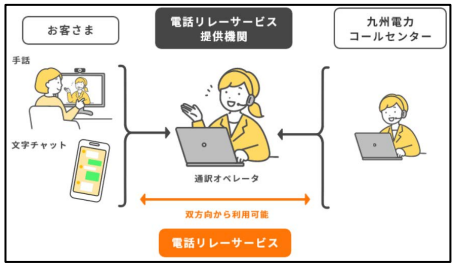
Real-life example of reflecting stakeholder feedback in our business operations

I am deaf. Please start responding to inquiries through a telephone relay service.

Customers

We now respond to inquiries by using a telephone relay service.*

* A service that enables real-time, two-way communication between individuals with hearing or speech difficulties and those without. This is facilitated by an operator that converts sign language or text into audio and vice versa.



Kyushu Electric

See customer feedback here: https://www.kyuden.co.jp/csr_customer_voice.html

Promotion of communication with stakeholders

Kyushu EP and Kyushu T&D actively engage in face-to-face dialogue with local residents and customers. By leveraging various opportunities for communication, we explain our business activities and listen to customer opinions and requests.
We are also making proactive efforts to further promote these activities, such as by preparing unique explanatory materials for local customers and forming a dialogue promotion team.(We communicated with about 18,000 people in FY2024)

Home visit

Our dialogue promotion team in action

Holding open worksite days and regional revitalization events

To express our gratitude for the continued support from our local customers, the entire Kyuden Group collaborates to hold a variety of events throughout Kyushu, including open worksite days and events held at Kyushu Electric Power Eco Terrace (Kagoshima City), which serves as a forum for sharing information on energy and the environment and for interacting with local residents, among other events that respond to community needs for regional revitalization. These events are designed to foster interactive communication with our stakeholders.

Open worksite day

An event at Kyushu Electric Power Eco Terrace (Kagoshima City)

Using a variety of opportunities for communication

We conduct communication activities using various means, such as outreach lessons and facility tours. We are also working to expand opportunities for communication through digital technology, including virtual power plant tours utilizing VR, CGI, and videos.
Additionally, to address regional challenges, we regularly host business briefings in which our management exchanges ideas with regional opinion leaders. In FY2024, we held these briefings in Fukuoka, Saga, Nagasaki, Oita, and Kumamoto prefectures.

A power plant tour

A virtual power plant tour

Community outreach by our rugby club, Kyuden Voltex

Our Kyuden Voltex rugby team encourages young people to keep healthy and promotes sports in local communities by holding tag rugby classes in cooperation with elementary schools throughout Kyushu, participating in local sports events, and running a junior rugby academy for junior high school students.
Furthermore, we actively engage in various volunteer activities, including food drives and public awareness campaigns in collaboration with the Fukuoka Prefectural Police.
About the junior rugby academy
With the goal of fostering the next generation of leaders through rugby, we aim to nurture players who can play an active role in society by not only teaching rugby skills but also by incorporating training that utilizes our human resource development program to help the participants grow into well-rounded individuals.

Tag rugby class

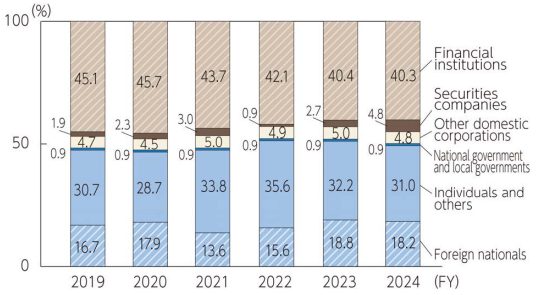
Volunteer activities

Communication that reflects the needs of shareholders and investors

Kyushu EP established its IR Basic Policy and conducts various IR activities with shareholders and investors to achieve sustainable growth and enhance corporate value over the medium to long term.
Utilizing the internet, teleconferences, and other means, we are proactively working to enhance communication through business summary briefings led by the chief IR officer, briefings on businesses and ESG that are of high interest to investors, and other activities aimed at promoting dialogue with individuals. Opinions and requests received from shareholders and investors are periodically reported to the Board of Directors for internal feedback and are appropriately reflected in the group's management.
Furthermore, we actively disseminate clear and accessible information by disclosing materials from briefings, IR tools, financial information, stock data, and other information on our website.
Moreover, we strive to make our General Meeting of Shareholders more accessible and understandable from the shareholders' perspective through the following efforts:

- Live internet streaming
- Introduction of a system for exercising voting rights online
- Enhancing the content of relevant materials, such as convocation notices and business reports, and revising the design to make them easier to read
- Early posting of relevant materials on the website

Shareholding ratio (common shares)



Dialogue Between External Directors and Investors

To foster constructive dialogue with investors, we organized a discussion between external directors and investors at the ESG small meeting held in December 2023. Being the third such dialogue since the inaugural one in FY2021, we had two external directors in attendance and strove to further improve the dialogue by such means as breaking into groups.

Sakie Tachibana Fukushima
External Director

Yuji Oie
External Director and Audit & Supervisory Committee Member

Kyushu Electric

The most recent dialogue between external directors and investors is disclosed in our Integrated Report:
(https://www.kyuden.co.jp/english/ir/library/annual.html)

Main IR activities (FY2024)

Note: "Chief IR officer" here refers to either the President or an executive appointed by the President to take charge of IR

Targets	Activities	Personnel	Frequency per year
Analysts / institutional investors	Business summary briefings by top management	Chief IR officer	Twice
	Small-group meeting with the president	Chief IR officer	Once
	Small-group ESG-related meeting	Chief ESG Officer	Once
	Dialogue between external directors and investors	External directors	Once
	Individual meetings with domestic and overseas investors	Chief IR officer, division directors, etc.	As needed
	Business briefings/facility tours with specific themes	Chief IR officer, heads of businesses, etc.	As needed
	Posting of IR-related information on our website	-	As needed
Individual investors	Briefings for individual investors	Chief IR officer, division directors, etc.	Twice
	Dissemination of information to shareholders and investors through various means	-	Once

Handling of questions and comments received during IR activities

Category	Report recipient	Frequency per year	Details
Periodic reports to the Board of Directors	Board of Directors	Two times	To appropriately and effectively reflect the feedback received during IR activities over the past six months in our business operations, the Board of Directors receives semiannual reports on this feedback, as well as future challenges, good practices of other companies, and other related topics
Reports on the results of post-financial closing meetings	Senior management and employees	Four times	Quarterly reports are made in order to quickly relay throughout the Group the questions and opinions received during the individual meetings held after the quarterly financial closing, and to incorporate them into our business operations
Reports on the results of individual IR activities	Senior management and employees	As needed	Reports are made as needed in order to quickly relay throughout the group the inquiries and feedback received through our telephone customer service, website, and IR events such as management overview briefings and small-group ESG-related meetings, and reflect them in our business operations

Dialogue between employees and top management

Every year, Kyushu EP and Kyushu T&D hold dialogues between employees and senior management. The goal is for management to directly communicate the company's direction and challenges to employees and to listen to their perspectives, thereby helping to create a shared understanding between management and employees.
These dialogues consist of "large meetings," in which senior management visits business sites and group companies to explain the business environment and management's views, and "small meetings," wherein senior management listens to employees' thoughts and issues.

Results of the FY2024 dialogues between employees and top management

Facilitator	Chairperson, President, vice presidents, managing executive officers, branch managers, external directors, etc.
Period	September 2024 to February 2025
Locations	91 locations, including branches, branch offices, power plants, sales centers, and power distribution offices 23 Group companies
Number of participants	4,678 (cumulative total)
Number of questions, opinions, and requests raised in the dialogues	1,364
Main topics	• Policies and initiatives related to group operations • Status of efforts toward achieving carbon neutrality • Measures to be taken at each business site to improve capital efficiency • Details of efforts to promote human capital management • Details of efforts to promote DX • Stable supply of electricity • Information security, safety, and compliance enforcement, etc.

Proactive disclosure and dissemination of information

Kyushu EP and Kyushu T&D believe that the trust of local communities and society is the foundation of all our business operations. We are committed to building trust and enhancing corporate value through two-way communication.

Our approach to information disclosure

In order to gain the understanding and trust of our customers and local communities by increasing the transparency of our corporate activities, we have established the Disclosure Commitment, which outlines our basic approach to the disclosure of information.
Based on this commitment, we proactively disclose and disseminate information on all aspects of our corporate activities, including management information, problems at power plants, safety measures at nuclear power plants, and corporate PR. To do so, we utilize various means, such as press releases, websites, social media, and pamphlets.

Disclosure Commitment

1. We will proactively disclose information to customers.
2. We will disclose information in an easy-to-understand, prompt, and accurate manner from the customer's point of view.
3. We will take every opportunity to understand our customers' information needs.
4. We will always examine information ourselves to ensure that there are no gaps in awareness or perception between us and our customers.

Joint efforts by the Kyuden Group to promote the disclosure of information

Kyushu EP and Kyushu T&D strive to proactively disclose and disseminate information. They have established systems for the disclosure of information, including the appointment of information disclosure officers at their head offices and other parts of the group.
We also strive to promptly and accurately disclose information on occurrences that affect customers and society, such as accidents, violations of laws and regulations, and acts that violate corporate ethics.
Furthermore, the Kyuden Group also implements joint efforts to promote the disclosure of information. In addition to making press announcements with the appropriate cooperation of group companies, we aim to raise awareness of the importance of disclosing information and share information between companies when we hold liaison meetings for the entire Kyuden Group.

Information disclosure on outages and facility problems (FY2024)

	No. of incidents	Details
Outages	7	Outages attributable to human error, etc.
Nuclear power-related	3	Deviation from operational limits during the 16th periodic inspection at Genkai Nuclear Power Plant Unit 4
Facility problems	1	Suspension of operations of Reihoku Power Plant Unit 2
Total	11	-

Opening of the Genkai Nuclear Power Plant Emergency Response Building

Disclosure and dissemination of information through press conferences by the president, press releases, and other means

Kyushu EP and Kyushu T&D disclose and disseminate information through press conferences by the president, press releases, and other means in order to promote understanding of our business activities.
Along with using charts and graphs to make press conferences easier to understand, we also hold open worksite days, tours, study sessions, and other events for the media to ensure accurate reporting on the business operations of Kyushu EP and Kyushu T&D.

Results of press releases and other initiatives targeting the media*

FY2024 results		
Press conferences by the president	4	• General Meeting of Shareholders, personnel decisions on executives • Financial results, etc.
Press releases	228	—
Open worksite days / Tours / Study sessions	179	Opening of the Genkai Nuclear Power Plant Emergency Response Building • Sendai Nuclear Power Plant tours • Study meetings for the Seventh Basic Energy Plan, etc.

* Total for Kyushu EP and Kyushu T&D. Federation of Electric Power Companies press conferences have been omitted.

Proactive dissemination of information through various means
Sharing information through our website

The Kyushu EP and Kyushu T&D website provides clear, timely, and accurate information to earn the understanding and trust of customers and local communities and build the Kyuden Group brand.
In April 2023, we launched a service that accepts applications and inquiries regarding electricity contracts via a chat function on the Kyushu EP website and official LINE account to further improve convenience.

九州電力　HP　検索

Prompt dissemination of information on power outages

In the event of a power outage, we respond to customer inquiries by phone and chat, and promptly post information on the power outage areas, date and time of restoration of power, and cause of the power outage on the Kyushu T&D website. Although we used to post separate announcements about regular outages and outages during emergencies, we began to integrate these announcements in March 2024 in order to provide information on outages quickly after they occur. We also improved convenience by adding Japanese geographic units called *chome* (districts) and *oaza* (larger areas) to our information on outage areas, which were previously provided in units based on municipalities.
We also provide services that disseminate power outage information using smartphone apps and LINE.
In the event of an emergency or disaster such as a typhoon, Kyushu EP and Kyushu T&D cooperate to promptly provide information on power outages via the companies' website and official X accounts, as well as through media outlets.
In addition, in the event of an earthquake in the Kyushu region of intensity 4 or higher on the Japanese seismic scale, we will promptly post information on the operational status of our nuclear power plants on the Kyuden website and provide a service to send this information by email to customers who have registered in advance.

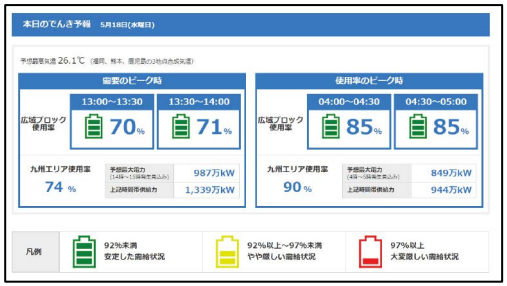
Information on regular power outages (Kyushu T&D website)

九電送配　停電情報　検索

Provision of information on electricity supply and demand

The Kyushu T&D website has a feature called "Electricity Forecast," which provides timely information on the current status of electricity consumption, in addition to same-day, next-day, and weekly forecasts.
When the supply and demand of electricity come under strain, we promptly post information on the supply and demand situation and request cooperation in saving electricity on our website and social media.

Electricity Forecast screenshot (Kyushu T&D website)



九電送配　でんき予報　検索

Power outage information during emergencies (Kyuden Group official X account)

九電グループ X　検索

Dissemination of information through online videos and TV commercials
We disseminate information about Kyuden Group's efforts to achieve carbon neutrality by 2050 through web videos, TV commercials, and other media.
In addition, Kyushu EP's official YouTube channel features a variety of videos, including a program called “Kyuden Group Presents Nishiyama Note,” in which President Nishiyama and Kyuden Group employees discuss their ambitions and passion.
On Kyushu T&D's official YouTube channel, we also showcase a variety of content, including features on the work of our employees and partner companies involved in power distribution projects.

Kyuden Group Presents Nishiyama Note

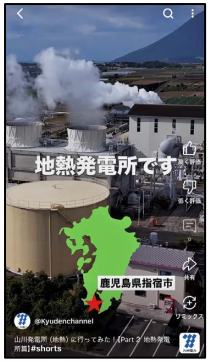
Video: “The Power of Thank You”

Transit advertisements

九州電力　YouTube　検索

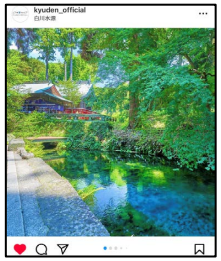
九州電力送配電　YouTube　検索

Sharing information via social media
Sharing information by using short videos
To communicate the significance of the energy mix and the necessity of nuclear power, we release a short video titled “A Visit to Kyushu's Power Plants” featuring staff from seven power plants in Kyushu, showcasing their highlights and features.
We release short videos introducing employees engaged in community engagement activities, titled “Another Side of Kyuden Group Employees”



九州電力　YouTubeショート　検索

Kyuden Group official Instagram account
We share photographs showcasing the charms of Kyushu, including its natural scenery, night views, illuminated landscapes, and local festivals



九電グループ　Instagram　検索

Kyuden Group official Facebook account
We provide coverage of volunteer activities in local communities, useful information for daily life, and various other initiatives that help people get to know Kyuden Group.
Additionally, in the event of an emergency disaster such as a typhoon, we provide timely information on topics such as the restoration of electricity.


Introduction of Korabora-Q-den Eco activities undertaken with local communities

Introduction of support personnel dispatched in response to forest fires in the vicinity of Imabari City, Ehime Prefecture, in 2025

九電グループ　Facebook　検索

Disclosure and dissemination of nuclear power-related information and communication activities
To further improve the transparency of its nuclear power business, Kyushu EP actively discloses information based on customer feedback and through conducting thorough company-wide communication activities that carefully address the concerns and questions of people in the Kyushu region.

Prompt and accurate information disclosure and dissemination
Through press releases and our website, we promptly and accurately disclose and disseminate information on the operational status of the Genkai and Sendai nuclear power plants as well as on actions taken in relation to licensing procedures.

Face-to-face communication activities
To reassure local communities that nuclear power generation is safe and reliable, it is crucial to establish trust through dialogue based on the concept of risk communication.
To this end, we strive to provide clear information on our efforts to enhance the safety and reliability of our power plants and other activities. We also engage in face-to-face communication activities, responding to concerns and questions by providing careful explanations and utilizing various opportunities, such as home visits and tours.

Chat function for nuclear power inquiries
In October 2024, we set up a chat function on our homepage to address queries about nuclear power.
This chat answers general questions about our nuclear power operations based on previously received inquiries.

Nuclear power information disclosure in FY2024

1. Press conferences on nuclear power issues: 60

Subject	No. of conferences
Issues related to regular inspections of nuclear power plants	11
Issues related to efforts to confirm compliance with new regulatory standards	3
Issues related to licensing (excluding confirmation of compliance with new regulatory standards)	16
Issues related to decommissioning efforts	1
Issues related to transporting new and spent fuel to and from nuclear power plants	8
Issues related to litigation	12
Other (efforts to ensure safety, etc.)	9

2. Content posted on the Kyushu EP website
- Overview of nuclear power plants
- Operational and regular inspections at nuclear power plants
- Information on issues at nuclear power plants
- Real-time data on output and radiation
- Efforts to ensure the safety of nuclear power plants
- Nuclear power information (announcements)

3. Nuclear power information booths
Our nuclear power information booths located at Genkai Energy Park, the Sendai Nuclear Power Plant Exhibition Hall, and other locations provide a variety of information to the public about Kyushu EP's nuclear power plants.
Examples of available information
- Public notices concerning Kyushu EP's nuclear power
- Safety agreements
- Applications for permission to install (modify) a nuclear reactor
- Incident reports
- Periodic safety review reports
- Safety regulations for nuclear reactor facilities
- Evaluation reports on aging technology
- Seismic safety evaluation results
- Data on nuclear power plants
- Disaster prevention work plans for nuclear power operators

Stable Power Supply

Policy and approach

At Kyushu EP, we recognize that our fundamental mission and prime social responsibility in the electric power business is to continually deliver environmentally friendly, low cost and stable energy while keeping safety at the forefront of our minds. To this end, we will continue to maintain the high level of supply reliability we have achieved to date by accurately responding to trends in electric power demand, forming efficient facilities, and taking steps to reduce power outages, as well as through efforts to further improve facility operation and management and to restore power quickly in the event of a major disaster.

Promotion framework

Process	Responsible divisions
Fuel procurement	Planning & Balance Optimization Division, Nuclear Power Division, Kyushu EP
Power generation	Hydro Power Division, Thermal Power Division, Nuclear Power Division, Kyushu EP
Power transmission and distribution	Distribution Division, Power System Operation & Engineering Division, Transmission & Substation Division, Power Contract Division, Kyushu T&D
Retail	Marketing Division, Kyushu EP

Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Stable supply of energy	・Maintaining a reliable supply of energy —Average outage time per house: Maintain a world-class level —Zero electric shock incidents involving the public ・Expansion of overseas operations ・Building an optimal portfolio through asset sales and asset replacement	・Power outage: 25.4 MWh or below ・Zero electric shock incidents involving the public ・Focus on developing power transmission and distribution projects in Europe and the Middle East, as well as gas-fired thermal power projects with PPAs primarily in Asia and the Middle East (Leveraging the technical capabilities of group companies, including Kyushu T&D)	・Power outage: 28.8 MWh ・Zero electric shock incidents involving the public ・Overseas equity output: 2.86 GW

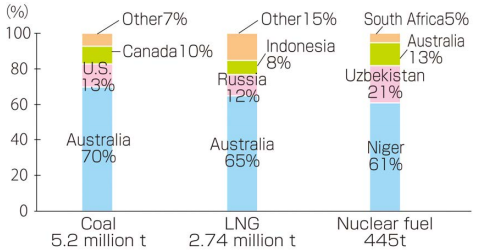
Initiatives

Fuel Procurement

Strengthening fuel procurement capabilities

Fluctuations in electricity sales volume due to deregulation, fluctuations in fuel consumption due to the expansion of renewable energy sources affected by weather conditions, and the rising risk of decreased fuel supplies due to conditions at the supply source have all brought about a need for greater stability and flexibility in fuel procurement.
To this end, Kyushu EP actively engages in every stage of the fuel value chain, from the development and production of fuel resources (upstream interests) through procurement, transportation, trading, receiving, storage, consumption, and sales, in order to enhance the stability of fuel procurement. In addition, by trading fuel flexibly and cost-effectively in response to fluctuations in power generation, we are committed to ensuring procurement flexibility as a group.
In addition, we will pursue new business opportunities and initiatives in the fuel business sector to help achieve a carbon-neutral society.

Fuel Procurement Status (FY2024 Results)



Acquisition of upstream interests
At Kyushu EP, we are committed to securing upstream interests for stable, long-term fuel supplies. For instance, we have been involved in new uranium mine development and production project in the Republic of Kazakhstan since 2007 and participated a uranium enrichment project in France in 2010 and an LNG development and production project in Australia in 2011.

Involvement in fuel transportation
In LNG transportation, we are working to reduce transportation costs by thoroughly managing and maximizing the use of Kyushu EP's LNG carriers (Pacific Enlighten). In coal transportation, we ensure economic efficiency and stable and flexible procurement by appropriately combining multi-year contracts, one-year contracts, and spot contracts, while taking into account market trends in transportation freight rates.

Utilization of LNG trading subsidiaries
With global demand for LNG as a transition energy source expected to grow, Kyushu EP will contribute to the creation of a decarbonized society by supplying LNG to meet new demand through its LNG trading subsidiary. By integrating these needs with the LNG for its own electric utility business, Kyushu EP will work to optimize supply and demand adjustments and ensure a stable fuel supply.

LNG bunkering business for ships
Due to the global trend toward stricter environmental regulations and the expected increase in demand for LNG, which has a smaller environmental impact, we began supplying LNG fuel to ships (LNG bunkering) in April 2024. Through this LNG bunkering project, we will work to reduce greenhouse gas emissions to achieve a carbon-neutral society.

Participation in uranium mining project
(September 2007)
(Republic of Kazakhstan)

- Mine name: Kharasan mine
- Production volume (at full production): 5,000 t (MTU) per year
- Preferential offtake rights: 50 t (MTU) per year

Participation in uranium enrichment plant project
(November 2010)
(France)

- Plant name: Georges Besse II
- Production volume: 7,500 t (tSWU) per year

Participation in LNG project (September 2011)
Australia

- Project name: Wheatstone Project
- Production volume: 8.9 million t per year
- Total offtake: 0.83 million t per year (amount of offtake based on this interest acquisition deal: 0.13 million t per year; long-term offtake contract: 0.70 million t per year)

Bunkering vessel (front) supplying LNG fuel to LNG powered vessels (back)

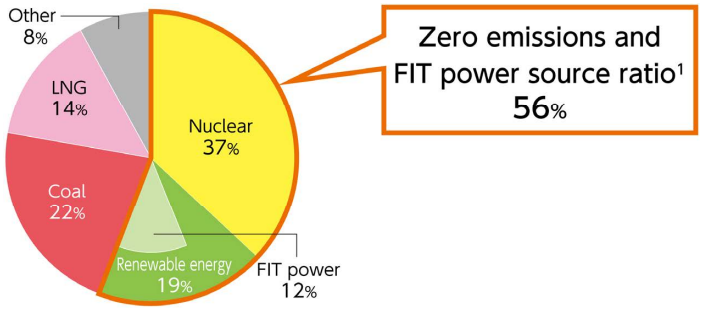
Power generation

Basic considerations for power development projects

From the perspective of securing long-term energy stability and combating global warming, Kyushu EP has been promoting nuclear power on the premise of ensuring safety and security, proactively developing and introducing renewable energy sources such as geothermal and hydraulic power, and increasing the efficiency of thermal power generation.
For future power development plans, we are committed to a balanced approach that ensures both a stable power supply and the realization of carbon neutrality, while taking national energy policy trends and other relevant factors into account.

Power supply configuration (generated and received)
Kyushu EP's power generation mix in FY2024 is as follows.

Power generation mix (kWh)



[1] The figures are the ratio to the amount of electricity generated and received by Kyushu EP before Non-Fossil Fuel Certificate trading
From the above, if a Non-Fossil Fuel Certificate is not applicable, these shall not have the value of renewable energy or zero CO_2 emissions, and shall be treated as having the same CO_2 emissions as the national average for electricity, including thermal power generation.

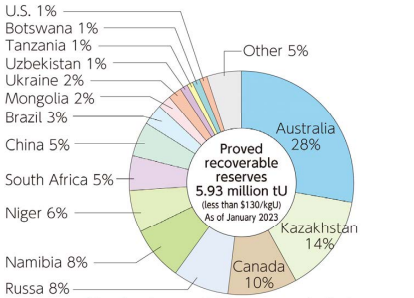
Importance of nuclear power

Nuclear power is positioned in national energy policies, including the Basic Energy Plan and GX Vision 2040, as a power source that contributes to energy security and delivers significant decarbonization benefits, with a direction set for its maximal utilization. Kyushu EP believes that the importance of nuclear power is unchanged, given its overall superiority in terms of energy security, global warming countermeasures, and other factors, with safety as a fundamental prerequisite.

Fuel supply stability
Unlike oil and natural gas, uranium, used as fuel in nuclear power generation, is not limited to specific regions, making it an excellent choice in terms of supply stability from the perspective of securing resources.
In addition, uranium can be transported and stored more easily than petroleum and other fossil fuels due to the fact that it can be used in smaller quantities to generate power.

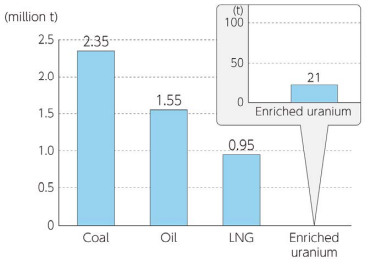
Response to global warming
Nuclear power is a power source that does not emit CO_2, a major cause of global warming, during the power generation process, and thus plays an important role in addressing global warming.
In addition, unlike naturally variable power sources such as solar and wind, once generation begins, it can provide stable electricity over the long term, unaffected by weather conditions or time of day.

Uranium reserves in the world



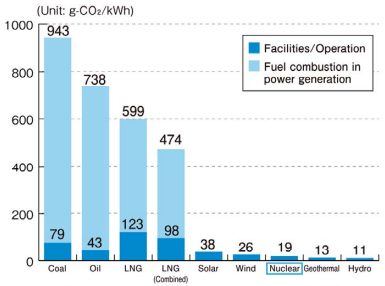
Source: Prepared based on "Uranium 2022," a joint report by the Organization for Economic Cooperation & Development (OECD)/Nuclear Energy Agency and the International Atomic Energy Agency

Fuel required to operate a 1 million kW power plant for one year



Source: Prepared based on "Graphical Flip-chart of Nuclear & Energy Related Topics 2016" by the Federation of Electric Power Companies of Japan

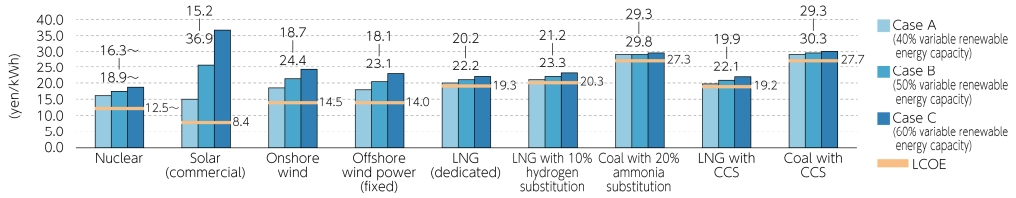
Life cycle CO_2 emissions of various power sources



CO_2 emissions are calculated for not only the combustion of fuels for power generation, but also for all phases in which energy is consumed: from the mining of raw materials to the construction of power generation facilities, fuel transportation, refining, operations and maintenance
Source: Prepared based on a report by the Central Research Institute of Electric Power Industry

Economic efficiency
Nuclear power generation is less susceptible to fluctuations in fuel prices than thermal power generation using fossil fuels, because fuel costs represent a smaller share of the total generation cost.
We believe that the report on power generation cost verification to the Subcommittee on Basic Policy released in December 2024 indicates that nuclear power generation is at a level comparable to other power sources in terms of economic efficiency.

Power generation cost per 1 kWh (2040 estimate factoring in a portion of integrated costs)

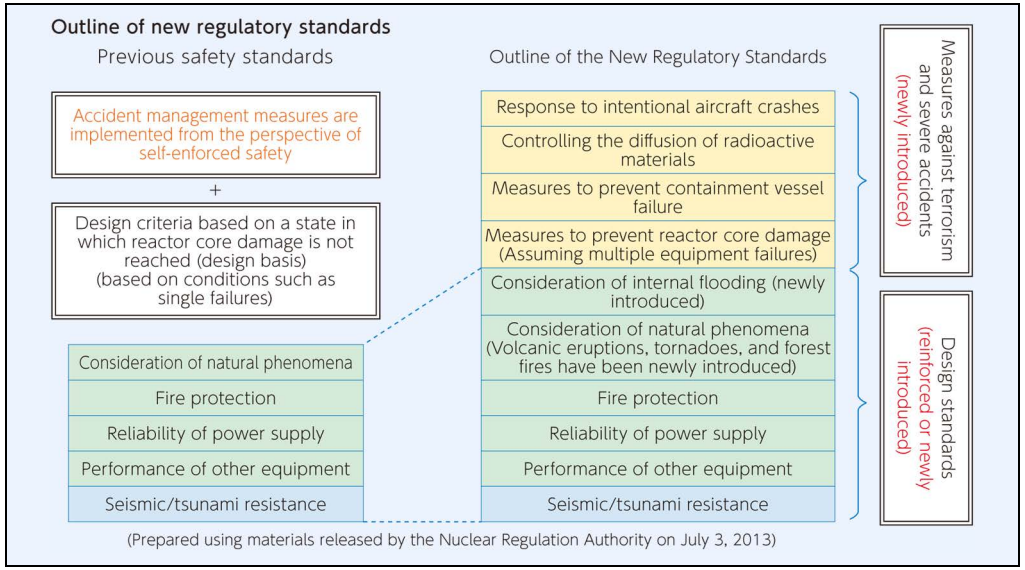


(Note)
LCOE: The mechanically calculated cost per kWh of building and operating new power generation facilities in 2040, based on specified assumptions
Power generation cost factoring in a portion of integration cost: This represents the cost that takes into account the additional integration costs incurred by the overall power system when a particular power source is added.
Source: "Material 1: Discussions Thus Far on Power Generation Cost Verification" (February 2025) by the Power Generation Cost Verification Working Group, Strategic Policy Committee, Advisory Committee for Natural Resources and Energy

Confirmation of compliance with new regulatory standards for nuclear power generation

In July 2013, Kyushu EP submitted an application to the Japanese government for confirmation of compliance with the new regulatory standards for Units 1 and 2 of the Sendai Nuclear Power Plant and Units 3 and 4 of the Genkai Nuclear Power Plant.
Sendai Nuclear Power Plant Units 1 and 2 were confirmed to be in compliance with the new regulatory standards by thegovernment in FY2015, and Genkai Nuclear Power Plant Units 3 and 4 were confirmed to be in compliance with the newregulatory standards in FY2018 and returned to normal operation.

Outline of the Nuclear Power Regulatory Commission's new regulatory standards



Further improve the safety and reliability of nuclear power generation

Under the new regulatory standards, the design criteria for earthquake and tsunami resistance, power supply reliability, cooling equipment, and other aspects of nuclear power plants have been enhanced to prevent the simultaneous loss of safety functions due to common factors such as earthquakes and tsunamis. In addition, countermeasures against major accidents were required to respond to situations that exceeded design assumptions.

1 Updating and adding design standards

(1) Earthquakes

- No active faults confirmed on site
- Formulation of basic earthquake ground motions
  - (1) Consideration of active faults in the vicinity of the power plant:
    540 gal (Sendai, Genkai)
  - (2) Consider the southern Hokkaido Rumoi Branch Earthquake:
    620 gal (Sendai, Genkai)

(2) Tsunamis

- Tsunami height at the power plant is set based on the reference tsunami height
  6m above sea level (Sendai), 6m above sea level (Genkai)
- Confirmed that the height of the sites where the main facilities of the power plants are located is sufficiently higher than the height of tsunamis
  Site elevation: approx. 13 m above sea level (Sendai), approx. 11 m above sea level (Genkai)

(3) Natural phenomena, volcanoes, tornadoes, etc.

- The likelihood of a catastrophic eruption of the caldera during the operational period of the power plant is assessed as being extremely low (monitoring of volcanic activity)
- Even if volcanic ash falls (thickness: 15 cm in Sendai and 10 cm in Genkai), it is assessed that there would be no impact on safety-critical buildings and equipment
- In the event of a tornado with wind speeds of up to 100 m/sec, materials and equipment will be tied securely and stored indoors to prevent flying debris (taking into consideration that the largest tornado ever recorded in Japan was 92 m/sec)

Storage facility for materials and equipment (Genkai)

(4) Fire and overflow

- Installation of automatic fire extinguishing systems, fire-resistant bulkheads, etc.
- Installation of dams and watertight doors, etc., as protective measures against overflowing water caused by tank or piping breakage

Overflow countermeasures (watertight door)

Automatic fire extinguishing system (Halon fire extinguishing system)

2 Countermeasures against severe accidents

(1) Measures to prevent reactor core damage

- Diversification of power supply
  - ・Installation of equipment such as large-capacity air-cooled generators to prepare for situations in which external power sources and permanent emergency power sources are lost
- Diversification of reactor cooling methods
  - ・Deployment of equipment such as portable pumps in addition to permanently installed pumps
    - (1) Injection of water into the reactor and steam generator using a portable injection pump
    - (2) Injection of water into the reactor using a permanently installed electric injection pump
    - (3) Injecting water into the reactor by containment vessel spray pump
    - (4) Seawater supplied to the reactor auxiliary cooling system using a mobile large-capacity pump truck


Large-Capacity Air-Cooled Generator


Large-Capacity Pumping Vehicle

(2) Measures to prevent containment vessel failure

- Diversification of containment vessel cooling methods
  - ・Deployment of equipment such as portable pumps in addition to permanently installed pumps
    - (1) Containment vessel sprayed with permanently-placed electric injection pump
    - (2) Containment vessel sprayed with portable injection pump
    - (3) Seawater supplied to the containment recirculation unit[1] using a large-capacity mobile pump truck
- Measures to reduce hydrogen concentration
  - ・In order to prevent hydrogen explosions, equipment has been installed to reduce the concentration of hydrogen when hydrogen is generated in the containment vessel
    - (4) Static catalytic hydrogen recombination device[2]
    - (5) Electric hydrogen combustion device[3]

[1] A device that cools the air inside a containment vessel by exchanging heat with cooling water
[2] A device that uses a catalyst to cause a reaction between hydrogen and oxygen to produce water
[3] A device that forcibly combusts and transforms hydrogen into water by means of an electric heater


Static catalytic hydrogen recombination device

(3) Controlling the diffusion of radioactive materials

- Deployment of high-capacity mobile pump trucks and water cannons to discharge water to damaged areas, such as containment vessels and silt fences (underwater curtains), to prevent the spread of radioactive materials to the sea

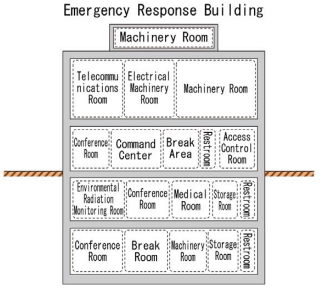

Water cannon

(4) Facility for responding to major incidents (Emergency Response building)

- Establishment of a seismically reinforced emergency response building, equipped with communication facilities and other features to meet the requirements of the new regulatory standards.
  - ・The Sendai and Genkai Nuclear power plants have been completed and are fully operational (as of the end of May 2025)

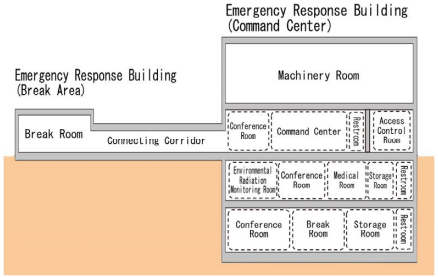
Emergency Response Building (Genkai)

Interior image of the completed Emergency Response Building (Genkai)



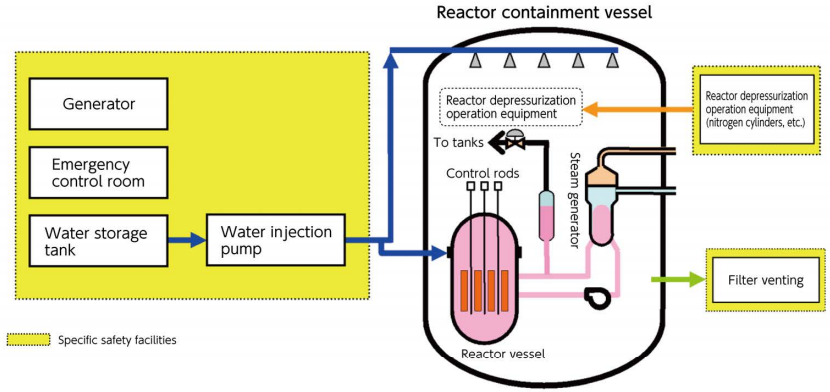
Emergency Response Building (Sendai)

Interior image of the completed Emergency Response Building (Sendai)



3 Specialized safety facilities

- These facilities are installed to prevent damage caused by acts of terrorism, such as intentional aircraft collision into a plant's reactor auxiliary building. They safeguard the reactor containment vessel in the event that reactor cooling functions are lost and the reactor core is seriously damaged.
  - ・The Sendai and Genkai Nuclear power plants have been completed and are fully operational



Overview diagram of specific safety facilities

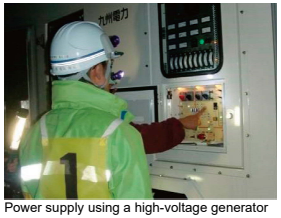
Securing personnel to respond to major incidents and conducting various training exercises

At Kyushu EP's Sendai Nuclear Power Plant Units 1 and 2 and Genkai Nuclear Power Plant Units 3 and 4, 52 personnel are stationed in or near the power plant to respond promptly should a major incident occur, even outside of working hours or during holidays (including at night). These 52 staff members regularly undergo role-specific training so that they are prepared to respond quickly and reliably to any serious incidents.

Training to respond to major incidents at a nuclear power plant

Power supply training

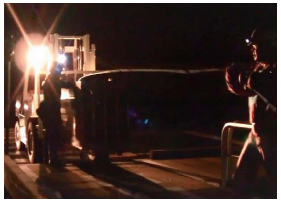

Connection high-voltage generator truck power cables

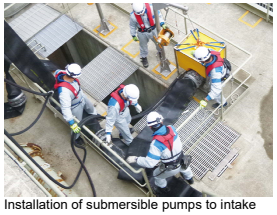

Power supply using a high-voltage generator truck (at night)


Transport of power cables

Cooling water supply training


Installation of a large-capacity mobile pump truck


Transportation and installation of hoses (at night)


Installation of submersible pumps to intake seawater

Radioactive material diffusion control training


Installation of water cannon


Water discharged from the water cannon

Fire extinguishing training (dedicated firefighting unit)


Training against a woodland fire in the vicinity of the site

Debris removal training


Debris removal using heavy machinery

Emergency operation training


Operation using simulator

Nuclear emergency preparedness drills


Training at the Emergency Response Center

Support for evacuation of residents in the event of a nuclear disaster

Local governments formulate regional disaster prevention plans and evacuation plans for nuclear disaster prevention, and we fulfill our role as a business operator in response to requests from the Regional Nuclear Emergency Preparedness Committee, which supports the creation and enhancement of these plans.
In addition to the initiatives requested by the Regional Nuclear Emergency Preparedness Committee, we are also promoting our own voluntary initiatives that will lead to further safety and security for residents.

Main initiatives pertaining to the support of nuclear emergency preparedness

- Securing assistive vehicles, buses, and drivers, which are in short supply as means of evacuation for persons in need in a PAZ and areas equivalent to a PAZ
- Support for personnel and equipment for evacuation inspection, decontamination, and emergency monitoring
- Support for stockpiling daily commodities (food, bedding, etc.) at radiation protection facilities and evacuation centers
- Assistance with refueling off-site centers, radiation protection facilities, and monitoring posts
- Deployment of additional assistive vehicles to local governments in the UPZ
- Support for improvement of access roads, etc., to evacuation roads in a PAZ and areas equivalent to a PAZ
- Improvement of employees' evacuation support skills, e.g. acquiring basic knowledge on mobility assistance (employee education)

We will continue to proactively participate in the Regional Nuclear Emergency Preparedness Committee on the recognition of the necessity for continuous review of nuclear emergency preparedness. We strive to keep improving our efforts based on insights gained during nuclear emergency preparedness training drills hosted by national and local governments, as well as the issues that arise at the time.


Assistive vehicle (stretcher compatible)


Assistive vehicle (wheelchair compatible)


Inspection and decontamination during evacuations


Assistance in refueling monitoring posts


Support for improvement of access roads, etc. (installation of gutter covers)


Implementation of employee training

Safety management system

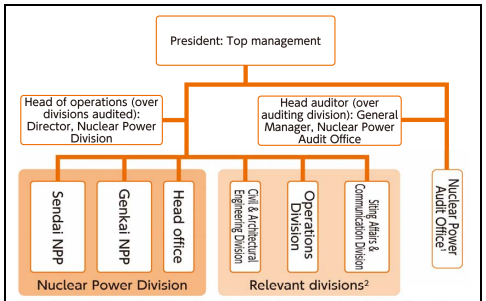
Quality assurance activities

At Kyushu EP, we are committed to maintaining and enhancing the safety and reliability of our nuclear power plants by implementing appropriate security activities based on a nuclear safety quality management system led by the President. We also pursue continuous improvement, incorporating risk management to proactively prevent any abnormal events.

Fostering a culture of safety

We continuously strive to develop and maintain a corporate culture that raises awareness of the various risks associated with nuclear power, encourages each employee to ask what can be done to improve safety, and demonstrates leadership to improve performance.

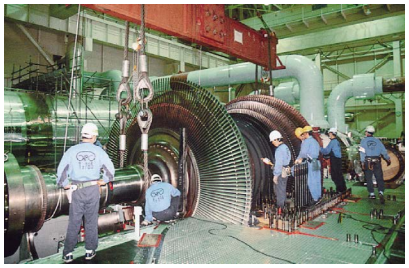
Quality Assurance System (as of the end of March 2025)



¹Conducted internal audits of audited divisions based on instructions from the president
²TheCivil & Architectural Engineering Division (Nuclear Engineering & Construction Division), the Operations Division (Material Procurement Division), the Planning & Balance Optimization Division (Nuclear Fuel Division), and the Siting Affairs & Communication Division (Nuclear Regional Communication Division) also participate in the nuclear quality assurance organization at the head office

Maintenance of nuclear power generation facilities

To ensure the safety and reliability of our nuclear power plants, Kyushu EP conducts frequent maintenance and management for facilities that adequately fulfil the requirements of laws, regulations, and private-sector standards. We also maintain and manage facilities and equipment to ensure they are capable of performing their prescribed functions.
Further, we submit reports after each periodic inspection, including maintenance plans for inspection and repair of individual equipment at nuclear power plants, to the government for confirmation.
We are also continually improving our maintenance program by introducing new maintenance technologies and other measures, and through proactive use of external support, for instance, seminars by the World Association of Nuclear Operators (WANO) and the Japan Nuclear Safety Institute (JANSI), to further enhance the safety and reliability of our nuclear power plants.


Periodic Inspection

Establishment of the Nuclear Safety and Reliability Improvement Committee

In April 2020, we established the Nuclear Safety and Reliability Improvement Committee, composed of outside experts, as a mechanism to obtain third-party opinions on our efforts to improve nuclear safety and reliability and to receive evaluations and recommendations from an objective and expert standpoint.
Based on the Committee's recommendations, we are working to further improve the safety of nuclear power.

Radiation control

Managing radiation for radiation workers

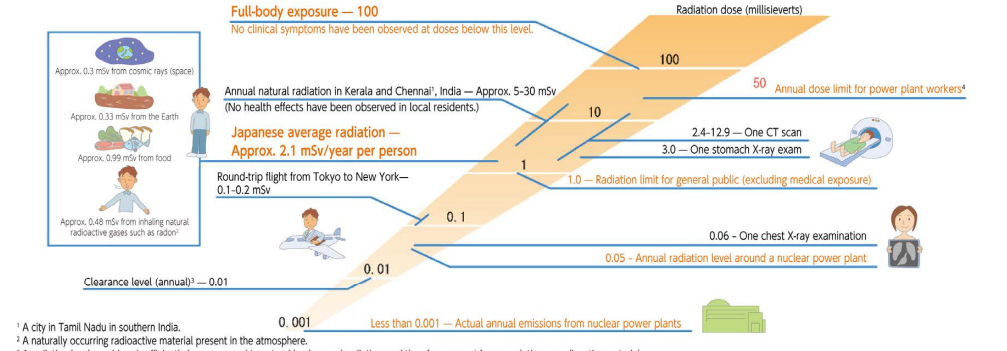
At Kyushu EP's nuclear power plants, in order to minimize radiation doses to those who work with radiation as much as possible, we have installed equipment to shield them from radiation while working or have the work done by remote control or even automated.
The actual exposure dose received by radiation workers in FY2024 was 0.2 mSv on average, which is well below the legal dose limit[1].
Annual limit for workers at power plants and other facilities: 100 millisieverts per five years and not exceeding 50 millisieverts per year

Environmental radiation control around nuclear power plants

Radiation levels are continuously monitored and measured in the vicinity of the nuclear power plant, and the data is made available in real-time on Kyushu EP's website. In addition, we regularly measure radioactivity found in environmental samples such as soil, seawater, crops, and marine products, and to date, no environmental impact has been observed due to the operation of our nuclear power plants.
The radiation dose received by people in the vicinity of the nuclear power plant is less than 0.001 millisievert per year, well below the legal dose limit of 1 millisievert per year and the target value of 0.05 millisievert per year set by the previous Nuclear Safety Commission.

Website
Power Generation ➡ Nuclear Power Information ➡ Our Nuclear Power ➡ Nuclear Power Plant Operation Status ➡ Real-time data
(https://www.kyuden.co.jp/nuclear_real.html)

Radiation Doses in Daily Life (unit: millisievert)



¹ A city in Tamil Nadu in southern India.
² A naturally occurring radioactive material present in the atmosphere.
³ A radiation level considered sufficiently low compared to natural background radiation, and therefore exempt from regulation as radioactive material.
⁴ The limit for power plant workers is 100 mSv over 5 years and no more than 50 mSv in any single year.

Source: Information based on "Radiation Q&A" by the Federation of Electric Power Companies (FEPC)

Radioactive waste management and treatment

Kyushu EP appropriately manages radioactive waste at its nuclear power plants and strives to continuously improve radioactive waste management operations by periodically reviewing the regulatory documents that stipulate management matters.

Low-level radioactive waste

Waste from nuclear power plants that contains radioactive materials is classified and managed as "low-level radioactive waste."
After waste is treated, the drums in which it is stored in the power plant are transported to the Japan Nuclear Fuel Limited (JNFL) Low-Level Radioactive Waste Disposal Center (Rokkasho, Aomori) for burial and management to ensure that the waste no longer has any impact on the environments in which people live.

Cumulative volume of radioactive solid waste (as of the end of FY2024)

Unit: Drums (equivalent to 200ℓ drum)

	Amount stored in power plants	Amount removed*
Genkai	38,833 (38,933)	20,976 (19,256)
Sendai	28,150 (27,580)	640 (640)
Total	66,983 (66,513)	21,616 (19,896)

Figures in parentheses are as of the end of FY2023.
*Cumulative amount removed to the Low-Level Radioactive Waste Disposal Center

Low-level radioactive waste treatment methods

State	Treatment method
Gaseous	(1) Attenuation of radioactivity
	(2) Radioactivity measured to confirm safety
	(3) Release into the atmosphere
Liquid	(1) Treatment equipment used to separate concentrated water from distilled water
	(2) Concentrated water hardened using cement or asphalt, packed in drums, and stored in the solid waste storage room at the power plant
	(3) Distilled water discharged into the sea after its radioactivity is measured and safety confirmed
Solid	(1) Volume reduced by incineration or compression
	(2) Waste packed in drums and stored in the solid waste storage room of the power plant

High-level radioactive waste

Highly radioactive liquid waste generated during the reprocessing of spent fuel is melted with glass materials and solidified in a stainless steel container, which is called "high-level radioactive waste (vitrified waste). Since this waste will remain highly radioactive for a very long time, it will be cooled and stored for 30 to 50 years at JNFL's High-Level Radioactive Waste Storage and Management Center (Rokkasho, Aomori) and other facilities before finally being safely disposed of, pending confirmation of the final disposal site, in a stable geological formation deeper than 300 meters underground. As of the end of FY2024, the center has accepted a cumulative total of 187 pieces of vitrified waste from Kyushu EP.
As for the location of the final disposal site of high-level radioactive waste, the government is aiming to conduct site selection surveys in multiple regions. The organization taking the lead in this project is the Nuclear Waste Management Organization of Japan (NUMO), a corporation licensed by the Ministry of Economy, Trade and Industry (METI). NUMO has been conducting a literature survey, which is the first stage of a phased investigation (literature survey, outline survey, and detailed survey) into potential disposal sites in Suttsu and Kamoenai in Hokkaido since November 2020 and in Genkai in Saga Prefecture since June 2024.
As a generator of high-level radioactive waste, Kyushu EP is working with the national government and NUMO to provide easy-to-understand information and engage in dialogue with local residents, including local governments, in order to increase awareness and understanding of the final disposal project.

Decommissioning of Genkai Nuclear Power Plant Units 1 and 2

Unit 1 ceased operation on April 27, 2015. The decommissioning plan was approved by the government on April 19, 2017, and decommissioning is currently underway, having received local prior approval on July 12, 2017.
Unit 2 ceased operation on April 9, 2019. The decommissioning plan for Unit 2 was approved by the government on March 18, 2020, and decommissioning is now underway, having received prior local approval on June 8, 2020.
Safety will continue to be our top priority when decommissioning.

Decommissioning process of Genkai NPP Units 1 and 2

	Decommissioning decision dates	Decommissioning dates	Dates of approval of decommissioning plan
Genkai Unit 1	March 18, 2015	April 27, 2015	April 19, 2017 (change approved March 18, 2020)
Genkai Unit 2	February 13, 2019	April 9, 2019	March 18, 2020

	Dismantling preparation period (Unit 1 - about 9 years, Unit 2 - 6 years) Unit 1: FY 2017 - FY 2025 Unit 2: FY2020 - FY2025	Reactor peripheral equipment Dismantling and removal period (approx. 15 years) FY2026 - FY2040	Nuclear reactors, etc. Dismantling and removal period (7 years) FY2041 - FY2047	Dismantling and removal of buildings Period (7 years) FY2048 - FY2054
Decommissioning Process (Units 1 and 2)	▼Decommissioning plan approved			
	Dismantling and removal of non-contaminated equipment			
	Investigation of contamination status			
		Dismantling and removal of low-contaminated equipment		
	Reduction of radiation levels in the reactor (safe storage)			
			Dismantling and removal of reactor unit	
				Dismantling and removal of buildings
	Removal of nuclear fuel materials outside the fuel storage facilities in Units 1 and 2			
	Decontamination			
	Disposal of contaminated materials			

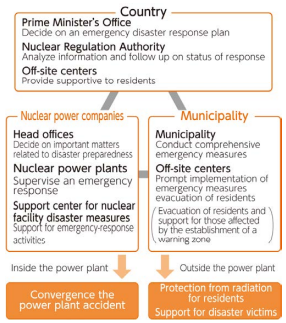
Nuclear emergency preparedness system

Kyushu EP is working to enhance disaster prevention measures by formulating a “Nuclear Power Plant Operator Emergency Preparedness Plan” that sets out the necessary work to prevent the occurrence and spread of nuclear disasters and to facilitate recovery while ensuring consistency with the regional disaster prevention plans of the relevant local governments.
In the unlikely event of a nuclear disaster, Kyushu EP will promptly notify residents of any evacuation, and in cooperation with the national emergency response center, we will do our utmost to prevent the accident from spreading. This will include monitoring of the area around the power plant.
We will also ensure that our disaster prevention measures are thorough by enhancing the effectiveness of our disaster and emergency response capabilities by implementing training based on the nuclear operator disaster prevention plan. We will also participate in the prefecture-sponsored nuclear disaster prevention training held every year to confirm the effectiveness of supporting the evacuation of residents and to familiarize ourselves with disaster prevention measures.

Major enhancements in disaster preparedness measures

- Establish an Emergency Response Center at the nuclear power plant and a Nuclear Facility Incident Response Center at the head office, and establish a system for coordination with the national disaster response headquarters and relevant local governments.
- Establish nuclear power plant disaster response support centers to aid in response activities in the event of a disaster
- Conduct nuclear emergency drills in preparation for a major incident

Response System in the Event of a Nuclear Emergency



Nuclear emergency preparedness drills

At Kyushu EP's nuclear power plants, we have taken all possible safety measures to prevent accidents that could cause radiation-related disasters in the surrounding area. However, in order to respond quickly in the event of a disaster, the government, local governments, and businesses have each established disaster prevention plans in accordance with the Act on Special Measures Concerning Nuclear Emergency Preparedness and the Basic Act on Disaster Control Measures, and are working to enhance nuclear disaster prevention systems on a regular basis.
Kyushu EP participates in prefectural-sponsored nuclear emergency drills and conducts drills based on the Nuclear Operator Disaster Prevention Operations Plan. During these drills, we have established an emergency response center at its head office and power plants, which are capable of handling such matters as notification and communication, emergency monitoring, and supporting the evacuation of residents.


In-house nuclear emergency drill simulating a major accident at Sendai Nuclear Power Plant (February 2025)

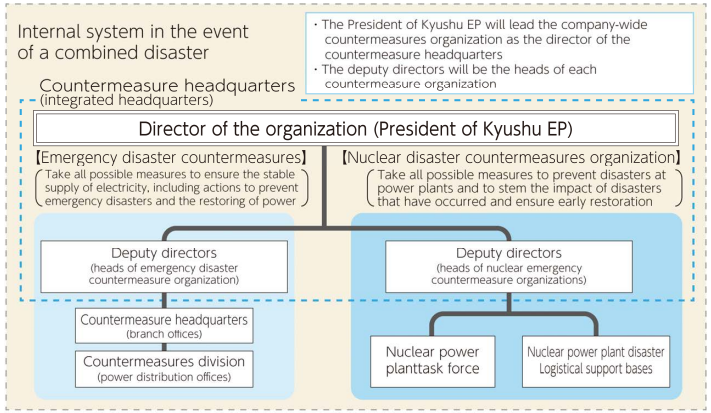
Initiatives to pass on technologies to ensure the continued safe and stable operation of nuclear power plants

In order to maintain the safe, stable operation of nuclear power plants, it is important to maintain and pass on the technical skills of employees. Kyushu EP is working to maintain and pass on technical skills related to the operation and maintenance of power plants based on on-the-job training.
After entering the company, employees are assigned as nuclear power plant operators to acquire a broad knowledge of power plant operations, facilities and the like. Subsequently, those responsible for equipment maintenance, radiation and nuclear fuel management are assigned to their respective departments to ensure that they quickly acquire the relevant expertise.
In addition, Kyushu EP effectively utilizes operation simulators and maintenance training facilities installed at the training center of the Genkai and Sendai Nuclear Power Plants to provide practical education and training.


Genkai Nuclear Power Plant Training Center Simulator Room

Responding to combined disasters

Kyushu EP has established an internal system to ensure that in the event of a natural disaster (e.g. earthquake, tsunami) and a nuclear emergency occurring simultaneously (i.e., a combined disaster), the emergency disaster response organization and the nuclear emergency response organization can be integrated into a single centralized disaster response headquarters in cooperation with Kyushu T&D.
Company-wide drills give us the opportunity to examine and improve upon the effectiveness of our response system, as well the division of roles in the event of a combined disaster, in order to improve our response capabilities.



Company-wide drills

Power Transmission and Distribution

Steady advancement of the construction of a transmission system and systematic renovation of facilities

In terms of power distribution facilities, we are working toward the formation of efficient facilities from a long-term perspective that comprehensively takes into account trends in demand, supply reliability, safety, and operational aspects of the facilities and costs.
The main grid construction work includes the expansion of the 500,000V Kumamoto substation to meet the increased demand from semiconductor-related companies moving into the Kumamoto area.
Additionally, anticipating the deterioration of facilities originally constructed to meet the growing demand for electric power alongside economic growth, we are working to maintain the long-term stability of these facilities through focused inspections and repairs of aging transmission facilities (towers, wires, etc.), substation facilities (transformers, circuit breakers, etc.), and distribution facilities (poles, wires, pole transformers, etc.), including planned facility renewals. We are also working to improve the accuracy of equipment life estimates through analysis of equipment deterioration data, which is reflected in plans for the renewal of older equipment.

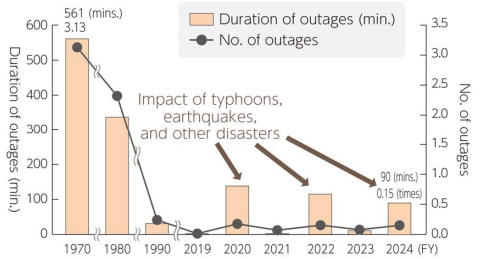
Maintaining supply reliability

In order to deliver stable, high-quality electricity to our customers and ensure their peace of mind, Kyushu T&D routinely patrols, inspects and repairs its facilities to maintain safe and efficient operations and to develop and improve construction methods.

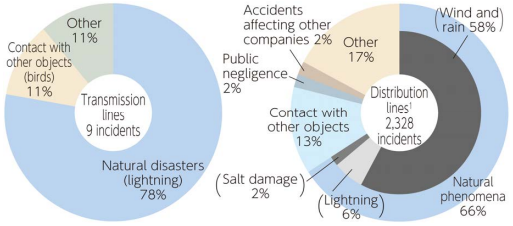
Prevention of power outage accidents

In order to prevent power outages of transmission lines and distribution lines, we are working to identify dangerous areas ahead of time and implement countermeasures through facility inspections. This is also to prevent birds and animals from nesting inside them. In addition, to prevent power outages and equipment damage caused by trees hitting power lines, we regularly conduct surveys of the distance between the power lines and trees and carry out tree trimming with the understanding and cooperation of related parties.
Other efforts include improving the facilities to reduce power outages caused by natural disasters, such as lightning and typhoons, and meticulous maintenance depending on facility conditions.

Annual outage hours and number of outages per customer per year



Breakdown of the number of power outages (FY2024)

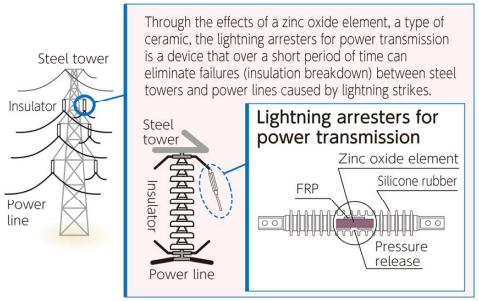


[1] 1,025 power outages due to typhoons

Measures to reduce instantaneous voltage drops

When lightning strikes a power line, the power line is instantly disconnected from the power system to prevent power outages from expanding. For a very short time (typically 50 to 200 milliseconds), the power system voltage drops (momentary voltage drop) mainly on the power line that was struck by lightning. Though momentary voltage drops have little effect on the use of home appliances, some equipment that is sensitive to voltage drops may experience a stoppage or malfunction.
This phenomenon can be mitigated by strengthening facilities, speeding up fault removal (e.g., by installing lightning protection devices for power transmission [current limiting arc horns]), and self-protection measures taken by customers (e.g., by installing uninterruptible power supplies).

Lightning arresters for power transmission



Enhanced operation and management

[Divisions responsible for the operation of the electric power system]
We monitor power quality (frequency, voltage, etc.) and grid reliability and control equipment on a 24-hour basis. During normal operations, the power supply is managed, and the power system is adjusted according to the status of the equipment and the electricity usage. In the event of a power outage, the point of failure automatically gets disconnected from the power system and power is supplied through a different route, so as to reduce the outage area and shorten its duration.
[Divisions responsible for the construction and management of power generation and transmission and substation facilities]
Through the use of IT systems, we have established a database that centrally manages all information related to facilities and operations, as well as an equipment record for each individual piece of equipment, which helps quickly identify signs of abnormality and analyze deterioration trends.
[Power Distribution Division]
We strive to maintain supply reliability by analyzing changes in current during accidents to quickly identify the cause, using mobile devices to quickly grasp and recover from emergency disaster situations, and improving operations. In addition, we aim to minimize the impact of power distribution work on customers by using generator trucks and other equipment to conduct the work without power outages.

High-voltage generator truck

Promoting safe and disaster-resistant urban development

Prevention of public electric shock accidents

Kyushu T&D conducts PR activities and requests cooperation from civil engineering, construction, and crane companies, elementary and junior high schools, boards of education, local governments, police stations, and fire stations to prevent accidents involving public electric shock during the PR period (spring and winter: twice a year) and during the Electrical Safety Month (summer).
In addition, we are strengthening safety measures by implementing equipment measures to prevent public accidents that involve electric shocks caused by contact with electrical power equipment.
Furthermore, we provide customers with information on the safe use of electricity through distributing various pamphlets and via our website.


Installation of climbing prevention devices on power transmission towers

Public Electric Shock Accident Prevention Pamphlet for the Construction Industry

Examples of equipment-related measures to prevent public accidents involving electric shocks

- Tower climbing protection devices, outer fences, and warning signs to deter climbing of towers and intrusion into power plants and substations
- Warning signs installed at river crossings and other necessary locations to prevent cranes, heavy machinery, and fishing rods from coming into contact with power lines

Public Relations for Prevention of Public Electric Shock Accidents Poster <For Businesses>

Public Relations for Prevention of Public Electric Shock Accidents Poster <For elementary and junior high school students>

Electricity Guidebook

Number of public electric shock incidents

FY	2020	2021	2022	2023	2024
incidents	0	0	0	1	0

(Note) Number of deaths or hospitalizations

Website
Corporate & IR Information ➡ Digital Pamphlet ➡ Residential Electricity
(https://www.kyuden.co.jp/company_pamphlet_book_home_index.html)

Construction work that places the highest priority on customer safety

Since power facilities such as steel towers, utility poles, and power lines are installed close to customers' living environment, Kyushu T&D has implemented various safety measures to ensure the safety of customers in the vicinity as a top priority when carrying out construction work.

Specific safety measures

- Traffic guides and signs are placed to guide people entering the work area
- Installation of barricades
- Installation of nets to prevent falling objects

Use of nets to prevent falls during power distribution work

Safety inspection of electrical equipment in customers' homes

Inspection committee members from the Kyushu Electric Safety Association and the electrical work industry association for each prefecture, commissioned by Kyushu T&D, visit customers' homes to conduct safety inspections of electrical facilities (once every four years).
During the safety inspection, we make every effort to ensure that our customers can use electricity safely by carrying out leakage inspections. We check distribution boards for loose screws and inspect the earthquake-detection breakers[1] that are intended to prevent fires.

[1] Breaker that automatically shuts off electricity when an earthquake is detected

Distribution board inspection

Promoting the elimination of utility poles

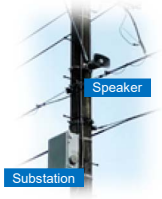
In light of the ever-rising severity of disasters in recent years, Kyushu T&D has been promoting the removal of utility poles and lines from major roads (such as emergency transportation roads designated by the government) to prevent the hindering of recovery activities by fallen poles.

Before the removal of utility poles

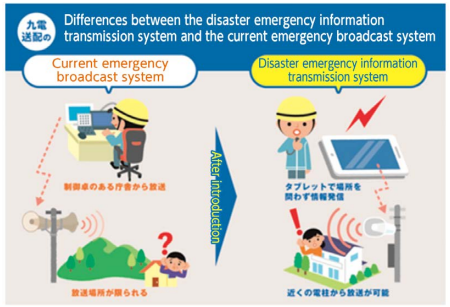
After the removal of utility poles

Disaster information transmission system using utility poles (disaster prevention utility poles)

Kyushu T&D is working on a disaster information transmission system where speakers are attached to utility poles to deliver disaster prevention information from local governments in an easy-to-hear voice. The aim is to resolve the issue surrounding the current disaster prevention radio system broadcasts not reaching every corner of the city.
A demonstration test was conducted in Higashimine, Fukuoka Prefecture, in January 2020, with favorable results, and the full-scale introduction of the system in Higashimine began in March 2022. Currently, we are proactively visiting multiple local governments in Kyushu to propose the introduction of the system.



Installation on utility poles



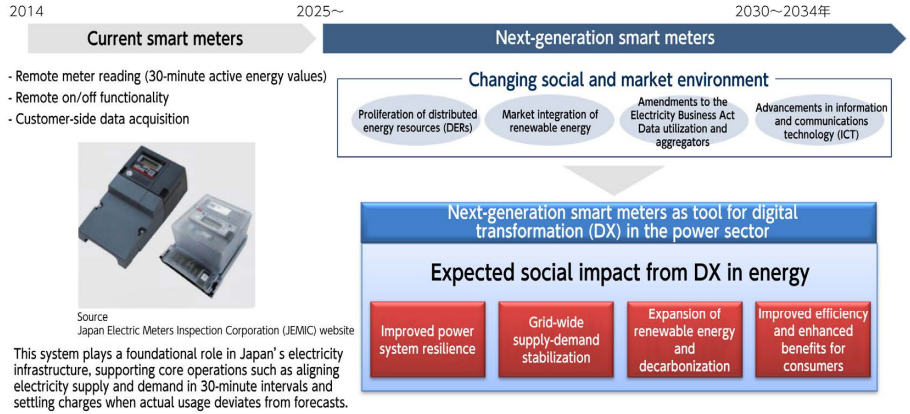
Promoting qualification as a disaster prevention specialist

Kyushu EP and Kyushu T&D hold information sessions on the operation of disaster preparedness equipment and materials for all employees who have moved to the Miyazaki area, which is expected to be severely damaged in the event of a Nankai Trough earthquake.
In addition, we train local disaster prevention leaders by promoting and supporting our employees in acquiring disaster preparedness certification in the hope of enhancing the resilience of the Miyazaki area.

Installation of smart meters

Kyushu T&D began full-scale installation of current smart meters in its service area in March 2016 to improve operational efficiency and customer service, and as of March 31, 2024, installation was completed for all customers (approximately 8.63 million units), except for some locations where replacement work is difficult.
Going forward, we plan to fully deploy next-generation smart meters from the second half of FY2025 through the end of FY2034, in accordance with the standard specifications established by the Ministry of Economy, Trade and Industry's Next-Generation Smart Meter System Study Group.
By leveraging smart meters, we will work to strengthen power resilience, stabilize supply and demand grid-wide, promote the spread of renewable energy and decarbonization, and enhance efficiency and customer benefits.

Significance of next-generation smart meters



Source
Japan Electric Meters Inspection Corporation (JEMIC) website

This system plays a foundational role in Japan's electricity infrastructure, supporting core operations such as aligning electricity supply and demand in 30-minute intervals and settling charges when actual usage deviates from forecasts.

Source: Next-Generation Smart Meter System Study Group at the Ministry of Economy, Trade and Industry

Retail

Provide rate plans and services based on current social trends and customer needs

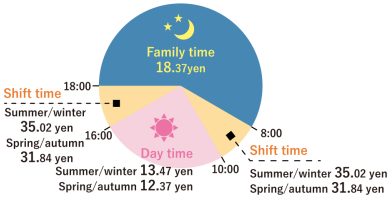
Plan for carbon neutrality and expansion of renewable energy introduction

Kyushu EP offers a variety of plans that take into account changes in the environment, e.g. realizing carbon neutrality, the effective use of renewable energy, and the growing and diversifying needs of customers for renewable energy.

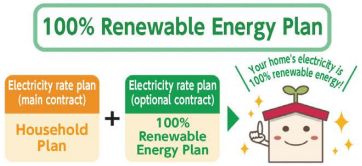
Residential plans

As a rate plan that contributes to curbing solar power generation and other renewable energy output control, we have been offering the Ohisama Daytime Value Plan with cheaper daytime electricity rates since April 2024 for customers who use EcoCute heat pump water heaters, storage batteries, and electric vehicles.

Ohisama daytime plan time zone classification



In addition, we offer the Marugoto Renewable Energy Plan. Adding 500 yen/month to your monthly electricity rate bill means your residential electricity supply comes from fully renewable energy sources and is 100% CO_2-free. Then there is the Growing the Forests of the Future Plan, where adding 300 yen/month in donations to the Kyuden Mirai Foundation means your monthly electricity bill will contribute to environmental conservation activities carried out by the foundation.



Plans for corporate customers

In response to the increasing and diversifying needs for renewable energy among our customers, driven by the recent acceleration of global decarbonization trends, Kyushu EP offers three carefully tailored plans for corporate customers.

Renewable ECO Ultimate	● Not only does this plan supply renewable electricity (hydroelectric, geothermal, etc.) and its renewable value, but it also provides additional benefits such as specifying the power source type ● Contributes to the maintenance and expansion of renewable energy sources
Renewable ECO Plus	● Adds renewable energy value to your existing electricity, providing you with "virtually renewable" electricity ● Easier and more accessible to adopt a renewable energy plan
CO_2 Reduction Plan	● Adds CO_2-free value to your existing electricity, allowing you to use "virtually CO_2-free" electricity ● Specifically designed to deliver zero CO_2 emissions

Plans and services in partnership with other companies

Kyushu EP also offers a variety of rate plans and services in partnership with other companies in order to meet the diverse needs of customers.

- **U-NEXT for Kyushu EP**
  In partnership with U-NEXT Co., Ltd., which provides video and book distribution services, we have offered U-NEXT for Kyushu EP since June 2024.

U-NEXT for 九州電力

- **Fukuoka Softbank Hawks Support Plan**
  In collaboration with Fukuoka SoftBank Hawks Corp., we offer the Club Hawks Membership Course, which allows customers to join the official Hawks fan club at a discount rate, and the Event Uniform Course, through which customers can receive a limited edition replica uniform distributed at event games.
  We also hold subscriber-only lotteries with great prizes like merchandise autographed by the players and luxury tickets to games.

- **JAL Electricity**
  In partnership with Japan Airlines Co., Ltd., we offer a rate plan that allows customers to earn JAL miles based on their monthly electricity bill throughout Japan[1] (excluding Okinawa and some remote islands).

[1] Kyushu area: Provided by Kyushu EP
Other areas: Provided by Kyuden Next

JALでんき

In addition, we offer Kyuden Group Matomete Anshin Wari, which allows customers who are currently using Kyushu EP's electricity to subscribe Kyuden Gas (provided by Kyushu EP) or BBIQ, BBIQ Lite and/or QTmobile (provided by QTnet, Inc.) at a discount. By consolidating all of their subscriptions within the Kyuden Group, customers can enjoy additional savings.

Plans and services that solve local and social issues and meet customer needs

- **Pricing plans**
  As a local Kyushu company, Kyushu EP aims to help revitalize the area by offering the Sukusuku Baby Plan and the IJU-turn Support Plan to help solve the local issues of low birthrates, aging population, and a declining population.

- **Kyuden Anshin Support**
  Kyushu EP offers a variety of support services, such as Kyuden Anshin Support, to provide peace of mind to our customers in their daily lives.

九電あんしんサポート

Anshin in case of home equipment failure
Home support

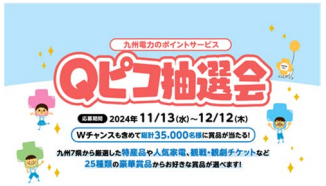
Anshin for Mom and Dad
Child raising support

Anshin when you need a hand
Lifestyle support

Point service Q-PICO

We offer a loyalty program called Q-PICO for customers who have a contract with Kyushu EP.
Points are accumulated in many ways, with no application required. In addition, we hold the Q-PICO Lottery, in which customers can use their accrued points to enter.

Advertisement for the November 2024 Lottery



My Kyuden member website

Kyushu EP provides My Kyuden, an online portal that allows low-voltage residential customers to view their electricity and gas usage.
You can easily check your monthly electricity bill and usage volume on your smartphone or PC, and we will notify up to five recipients by e-mail or other means when your monthly statement is finalized.
In addition, for customers who have a smart meter installed and are subscribed to a residential electricity plan, we offer an electricity bill forecasting feature that predicts the next electricity bill based on your recent usage, as well as a feature that allows you to check your electricity usage by month, day, and hour up to the day before you log in.

Projected electricity rates

Monthly, daily, and hourly usage data

〈日ごとの実績〉

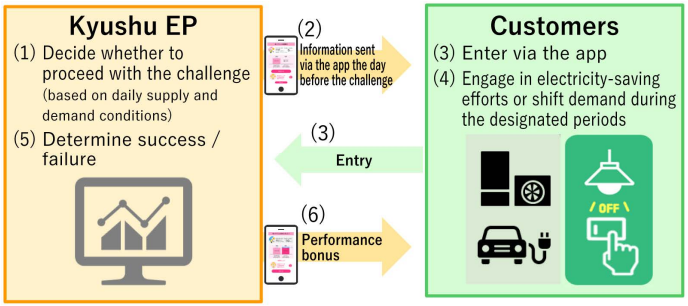
〈時間ごとの実績〉

Demand response service for residential households using the Kyuden eco app

Kyushu EP is developing a demand response service[1] for households using a smartphone app.
The Kyuden eco app offers two types of eco challenges based on daily supply and demand: the "Use it, Save it, Eco Challenge," in which users shift their electricity use to times when the amount of electricity supplied by solar power is likely to exceed their electricity use; and the "Power Saving Challenge," in which users save electricity in the evening when demand for electricity is high, and the amount supplied by solar power generation is likely to decrease.
Through this initiative, we will create a system that contributes to energy conservation and lower electricity rates for our customers, as well as the effective use of renewable energy.

[1] An initiative to balance electricity supply and demand by having customers who subscribe to one of Kyushu EP's residential electricity plans (with a smart meter installed) conserve electricity or create demand in response to offers from Kyushu EP

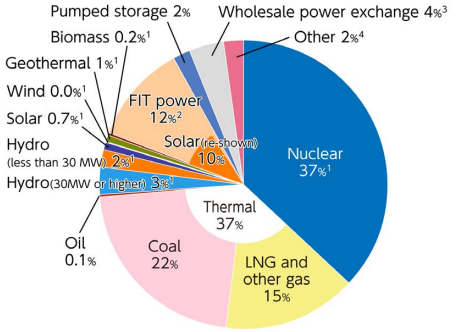
Overview of the Kyuden eco application



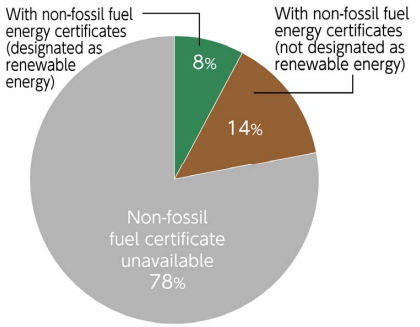
Power source composition and usage of non-fossil fuel energy certificates (retail supply)

Kyushu EP's power source breakdown and the status of non-fossil fuel energy certificates usage in FY2024 are as follows.

Power source breakdown (FY2024 actual results)



Status of Non-Fossil Fuel Energy Certificates (FY2024 actual results)[5]



[1] Non-fossil fuel power sources, including renewable energy
The portion of this electric power that does not use non-fossil fuel certificates has no value as renewable energy, or as a CO_2-free power source, and is treated as having the same CO_2 emissions as the national average for electricity, including thermal power generation.
[2] FIT electricity
Kyushu EP's procurement costs for this electric power are partially covered by surcharges collected from all electricity users, including those who are not customers of Kyushu EP.
The portion of this electric power that does not use non-fossil fuel certificates has no value as renewable energy, or as a CO_2-free power source, and is treated as having the same CO_2 emissions as the national average for electricity, including thermal power generation.
(Electricity generated by solar, wind, hydro [less than 30,000 kW], geothermal and biomass is eligible.)
[3] Electric power procured from wholesale power exchanges
This electricity includes hydro, thermal, nuclear, FIT electricity, and renewable energy.
[4] Others
This includes electricity procured from other companies and for which the power plant cannot be specified.
[5] Non-fossil Fuel Certificates Usage Status
The usage status of non-fossil fuel energy certificates in FY2024 corresponds to the electric power generated from January to December 2024

(Note)
- Kyushu EP sells renewable energy options based on the use of 100% renewable energy sources, such as hydropower and geothermal power, as well as options that use non-fossil fuel certificates and are effectively renewable energy options and options that are effectively CO_2-free to some customers. The power source composition and use of non-fossil fuel certificates for other options are as shown above.
- Calculated and published in accordance with the Ministry of Economy, Trade and Industry's Guidelines Concerning the Management of the Electricity Retail Business
- Calculated based on the amount of electricity generated by Kyushu EP and the amount of electricity procured from other companies (including electricity procured at wholesale electricity exchange prices. Does not include remote islands.)
- Kyushu EP will purchase non-fossil fuel certificates to increase the percentage of real non-fossil fuel power
- The total may not sum up to 100% due to rounding

Response to large-scale disasters

(The Kyuden Group will coordinate a response)

Improve disaster response capabilities

Enhanced disaster response system

The Kyuden Group is strengthening cooperation with related organizations and others to ensure prompt restoration in the event of a disaster.

In August 2013, we signed an agreement with the Japan Ground Self-Defense Force for airlifting of vehicles for power distribution and restoration, in the event of a disaster. In April 2017, we signed an agreement with the Japan Maritime Self-Defense Force to secure access routes from the sea in the event of a land route disruption.

Agreement signing ceremony with the 7th Regional Coast Guard, Japan Coast Guard Headquarters

In addition, we concluded agreements on mutual cooperation in the event of disasters with the 10th Regional Coast Guard Headquarters (southern Kyushu), in March 2019, the 7th Regional Coast Guard Headquarters (northern Kyushu) in February 2022, and the Kyushu Regional Development Bureau in August 2024. We also concluded disaster cooperation agreements with all local governments in the Kyushu area (7 prefectures and 233 municipalities) by the end of December 2021.

In addition, we have entered into agreements for mutual cooperation with West Nippon Expressway Company Limited, Lawson, Inc., and Aeon Co., Ltd. for such purposes as ensuring access to emergency vehicles, diversification of procurement of relief supplies, and securing sites to serve as recovery centers. Furthermore, we created a disaster coordination plan with ten general power transmission and distribution companies, including Kyushu T&D, stipulating cooperation among general power transmission and distribution companies and related organizations.

We are committed to improving on our ability to respond to large-scale disasters, by developing a response system for early recovery in the event of a disaster.

Training in preparation for large-scale disasters

To prepare for possible disasters, Kyushu EP and Kyushu T&D conduct emergency drills for large-scale disasters during the month of July, prior to typhoon season. Our objectives include confirming the chain of command and division of roles, making sure that we can provide prompt and accurate information internally and externally, and maintaining our ability to respond to the needs of customers.


Training for personnel and equipment deployment with the Japan Coast Guard Headquarters


Airlift training of high-voltage generator vehicles with the Self-Defense Forces at Omarukahan Sports Park

In addition, based on cooperation agreements with related agencies, we participate in disaster drills organized by local governments jointly with the Japan Self-Defense Forces to conduct airlift drills of high-voltage generator vehicles, and with the Coast Guard Headquarters to conduct drills for loading personnel and equipment onto patrol vessels to ensure the prompt restoration of lifelines and maintenance of a mutually cooperative system.

Responding to large-scale disasters

In the event of a large-scale disaster caused by a typhoon or torrential rain, Kyushu EP and Kyushu T&D have established a unified disaster response system, working together with partner companies and government agencies to resolve power outages swiftly and quickly disseminate information.

In August 2024, Typhoon No. 10 caused power outages affecting up to approximately 263,000 households across the company's service area. We mobilized approximately 6,500 employees, including support dispatched from the relatively less-affected northern Kyushu area to the southern Kyushu area, which suffered more extensive damage. Working closely with local governments and other organizations, we undertook prompt restoration efforts.


Status of restoration for facilities damaged by fallen trees

In addition, following the government's announcement of a Nankai Trough Earthquake emergency advisory (major earthquake warning) on August 8, 2024, Kyushu EP and Kyushu T&D established the Nankai Trough Earthquake Response Unit for the first time and implemented a prompt and appropriate initial response.

Strengthening cooperation with other companies to support affected areas in the event of a disaster

In the event of a large-scale disaster, Kyuden Group, in addition to offering response for the restoration of electric power, engages in activities to support affected areas in cooperation with other companies.

In May 2019, Kyushu EP signed an Agreement on Provision of Services in the Event of Disaster with the NTT DOCOMO Kyushu Branch Office (hereinafter DOCOMO).

Based on the agreement, DOCOMO will deploy its disaster-response chargers (multi-chargers[1]) at 50 of Kyushu EP's sales offices by the end of FY2019 and, in the event of a disaster, will cooperate in providing services to support the affected areas.

Installation of multi-chargers at sales offices

[1] Compact, lightweight, easy-to-carry chargers for smartphones and cell phones

Status of agreements with relevant organizations for disaster response (major agreements listed)

Date of agreement	Partner to the agreement	Details
August 2013	Japan Ground Self-Defense Forces	・Transportation of materials, equipment, personnel, and disaster recovery vehicles[1] ・Power supply to the Self-Defense Forces' base of operations, etc.[2] ・Mutual use of heliports[3]
April 2017	Japan Maritime Self-Defense Forces	・Transportation of materials, equipment, personnel, and disaster recovery vehicles[1] ・Power supply to the Self-Defense Forces' base of operations, etc.[2]Mutual use of off-site takeoff/landing areas[3]
June 2018	West Nippon Expressway Co. Ltd.	・Provision of service areas and parking areas that serve as hubs for emergency vehicles and other traffic and in the event of a disaster[1] ・Provision of road damage information[2]
June 2018	Lawson, Inc.	・Provision of relief supplies[1] ・Provision of information on power outages in the affected areas[2]
March 2019	10th Regional Coast Guard Japan Coast Guard Headquarters	・Transportation of materials, equipment, and personnel for restoration[1] ・Power supply to the 10th Regional Coast Guard Headquarters' facilities and bases of operations[2]
May 2019	NTT DoCoMo, Inc. Kyushu Branch Office	・Deployment of disaster-response chargers (multi-chargers) at 50 sales offices and provision of services during disasters[3]
December 2019	Aeon Co., Ltd.	・Provision of relief supplies and rental of space for setting up restoration bases[1] ・Supply of electricity to AEON facilities designated by local governments[2]
February 2022	7th Regional Coast Guard Japan Coast Guard Headquarters	・Transportation of materials, equipment, and personnel for restoration[1] ・Supply of power to the 7th Regional Coast Guard Headquarters' facilities and bases of operations[2]
August 2024	Kyushu Regional Development Bureau	・Use of parking lots at roadside stations and similar locations as bases for road clearing and restoration activities required for power outage recovery[1] ・Removal of electric power equipment, including utility poles and wires[2] ・Integrated removal of electric power equipment and debris, etc.[3]

[1] Partners' area of cooperation
[2] Our areas of cooperation
[3] Areas of mutual cooperation

Supporting restoration of disaster-stricken areas with flush toilets with a self-contained treatment system

Group company Nishimu Electronics Industries Co., Ltd. provides the Towailet, a flush toilet with a self-contained treatment system.

It does not require lifelines such as water or electricity, and one of its key features is that it can be set up anywhere. It was made available for rental and to support the recovery of the disaster-stricken areas during the heavy rains in Northern Kyushu in 2017, the heavy rains in Western Japan in July 2018, the heavy rains in Northern Kyushu in 2019, and the heavy rains in July 2020.

In addition to the Towailets installed at the Disaster Prevention Roadside Stations in cooperation with the Ministry of Land, Infrastructure, Transport and Tourism, three other Towailets were made available in Ishikawa Prefecture (Anamizu Town, Suzu City, and Noto Town) during the Noto Peninsula Earthquake in January 2024.


Relocation of the self-cleaning Towailet toilet from the Ukiha disaster prevention roadside station to the affected area (Roadside Station Anamizu)

Ministry of Land, Infrastructure, Transport and Tourism press releases
For more information see the press releases below:
・Ukiha Roadside Station for Disaster Prevention dispatched containerized toilets to the affected areas.
〜Contribution of the "Roadside Stations" Network to the 2024 Noto Peninsula Earthquake
https://www.qsr.mlit.go.jp/site_files/newstopics_files/20240112/24011201.pdf
・Containers to be used to enhance the functions of Roadside Stations
〜Establishment of Guidelines for the Use of High-Value-Added Containers at Roadside Stations
https://www.mlit.go.jp/report/press/road01_hh_001798.html

▶ Scan the code for ▶

Community

Policy and approach

The Kyuden Group has developed alongside Kyushu as a company with deep roots in the region. Based on the belief that there can be no growth for Kyuden Group without growth for Kyushu, we help create sustainable communities by building relationships of trust through careful communication with community members (local governments, academic research institutions, local companies, etc.) and by working together to solve local issues.

Promotion framework

Supervision: District Symbiosis Division, Kyushu EP
Planning Division, Kyushu T&D

Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Development of comfortable, sustainable cities	・Creating attractive cities in partnership with local communities －Number of community co-creation businesses: 8 (at least 1 in the region of each branch) (cumulative total through FY2030) －Participation in at least 10 urban development projects in the Kyushu branch regions (1 project per year) (cumulative total through FY2030) ・Development of forestry business in Kyushu －Begin efforts to expand Kyuden Group's forestry business (FY2027) －Supporters for the creation of new J-Credits: 50 (cumulative total) ・Bringing about a smart society through the creation and enhancement of businesses and services －22 new business ventures and joint ventures (cumulative total) －Create at least 10 new drone services that contribute to bringing about a smart society (1 per year) －Rollout of ICT services (Machi no Wa) in 47 prefectures that contribute to the revitalization of local economies －Expand the adoption of Q-ie Mamori, a monitoring service using smart meters	・Identification of 1 or more projects requiring the formation of an evaluation team under the community co-creation business creation scheme ・Participation in 1 or more development projects in Kyushu ・Establish a business structure for the forestry business ・5 supporters of the creation of new forestry J-Credits ・Creation of new ventures －20 investigations into new ventures, new services, and collaboration or co-creation with other companies －2 new ventures, services, and collaborations or co-creations with other companies ・Creation of at least 1 new drone service that contributes to bringing about a smart society ・Nationwide rollout of ICT services (Machi no Wa) that contribute to the revitalization of local economies －Provide services to 90 organizations ・Expand the adoption of Q-ie Mamori, a monitoring service using smart meters	・Target introduced from FY2025 onward ・Participation in 1 Kyushu area urban development and city planning project ・Target introduced from FY2025 onward ・Target introduced from FY2025 onward ・Creation of new ventures －29 investigations into new ventures, new services, and collaboration or co-creation with other companies －4 new ventures, services, and collaborations or co-creations with other companies ・1 new drone service that contributes to solving regional and social issues ・Boosted earnings through the nationwide rollout of ICT services (Machi no Wa) that contribute to the revitalization of local economies
Revitalization of local economies	・More than 50 new matches between companies and municipalities (cumulative total through FY2030) ・Commercialization of at least 2 new businesses that maintain and grow the foundation of local economies (cumulative total through FY2030)	・More than 5 new matches between companies and municipalities ・Participation in 8 or more events to attract companies ・Commercialization decisions (businesses receiving SME support)	Create new businesses that contribute to solving regional and social issues －1 demonstration of a collaborative project with another company underway ・Target introduced from FY2025 onward

Initiatives

Industry-academia-government collaboration to solve regional issues

Kyushu EP has concluded cooperative agreements with local governments in Kyushu to promote the resolution of local issues and sustainable community development.
Specifically, through leveraging our group's management resources as well as our products and services, we are pursuing electrification to achieve carbon neutrality, enhancing resilience during disasters, and advancing regional industry by utilizing tourism resources.

Partnership agreements signed with 60 local governments

Prefecture	Local government with which an agreement has been concluded
Fukuoka	Asakura City, Itoshima City, Ukiha City, Umi Town, Okawa City, Omuta City, Ogori City, Kasuya Town, Kitakyushu City, Kurate Town, Sasaguri Town, Shime Town, Shingu Town, Sue Town, Dazaifu City, Chikugo City, Chikuzen Town, Nakagawa City, Hisayama Town, Fukuoka Prefecture, Fukuoka City, Fukutsu City, Munakata City, Yanagawa City, Yame City
Saga	Kashima City, Kamimine Town, Kiyama Town, Saga Prefecture, Saga City
Nagasaki	Tsushima City, Tokitsu Town, Nagasaki Prefecture, Nagasaki City, Higashisonogi Town
Oita	Usa City, Oita City, Kitsuki City, Saiki City, Nakatsu City, Hita City, Beppu City
Kumamoto	Amakusa City, Kumamoto Prefecture, Tamana City, Nagomi Town, Nankan Town, Minamiaso Village, Yatsushiro City, Reihoku Town
Miyazaki	Kijo Town, Gokase Town, Shintomi Town, Mimata Town, Miyazaki Prefecture
Kagoshima	Aira City, Kagoshima City, Kanoya City, Satsuma Town, Satsumasendai City

Q-Den Nigiwai Startup Project

Kyushu EP launched the Q-Den Nigiwai Startup Project in July 2019 with the aim of helping to solve local issues by building sustainable business models in collaboration with local communities.
The project focuses on the areas of increasing the number of non-resident people who visit local areas for purposes such as business or leisure, increasing residents and people with connections to local areas, and promoting local industries. It involves collaborative brainstorming with local people to plan and jointly run businesses that solve local issues related to sustainability.
Kyushu EP recruited local organizations to become project partners. In October 2020, it established the Kyuden Nigiwai Startup Company, a general incorporated association that serves as the business entity for the project.

Introduction of the project locations

Ainoshima Island in Shingu Town, Fukuoka Prefecture

Product development to revitalize Ainoshima's key fishing industry

In light of the shortage of workers in the local community, Kyushu EP has been collaborating with the Council for Development of Ainoshima and Shingu Town since November 2021 to create a population of residents and people deeply connected to the island by implementing measures in the following three areas: industry creation, encouraging people to settle on the island, and daily life.
As for Kyushu EP's efforts to contribute to industry creation, it has been developing a processed fish food business to expand the scale of the fishing industry. Since January 2023, it has been manufacturing and selling products such as rod-shaped pressed sushi made using fresh fish from the Genkai Sea.
Additionally, in July 2024, we developed a new product named Kaisenzuke ("pickled seafood") and conducted trial sales on the island, based on the fish catch conditions and other factors.
Through this project, Kyushu EP will continue to work together with local residents to revitalize Ainoshima Island.


"Umisachi-bo-zushi" (rod-shaped pressed sushi), a local specialty, available since January 2023

Higashisonogi Town, Nagasaki Prefecture

Product development utilizing the specialties of Higashisonogi Town

Since December 2019, Kyushu EP has been collaborating with Higashisonogi Hitokotomono Foundation in the business of selling products to increase the number of non-resident visitors to the area, and the operation of a community hub to create a population of people who relate to and settle in the region.
As part of the product sales business, the project developed a brand of Sonogi tea, a specialty green tea from the town, as well as Kujira Monaka and Kujira Yaki, whale-themed Japanese sweets, in February 2021.
In February 2022, the project opened umino Wa, a community hub for exchanges between local residents and tourists. In May 2024, umino Wa reopened after a revamp to welcome two local companies as tenants that will start new initiatives.

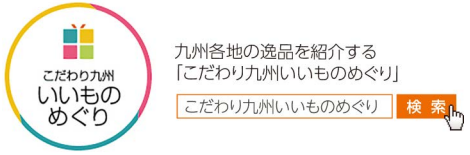
Note: Regarding the project in Higashisonogi Town, since our partners are expected to make progress in independently managing operations, the collaboration in the Q-DEN Nigiwai Entrepreneurship Project concluded at the end of March 2025. However, we will continue our efforts towards the revitalization of Higashisonogi Town.


Kujira Monaka


umino Wa, a community hub for local residents and tourists

Revitalizing primary industries

Kyuden Sangyo operates Kodawari Kyushu Iimono Meguri, an online store that showcases exceptional products from across Kyushu and promotes local products.



Testing of strawberry cultivation technology to promote the spread of smart agriculture

The Research Institute of Kyushu EP conducts research aimed at promoting the adoption of smart agriculture, which is expected to lead to labor-saving and productivity improvements in agricultural. As part of this research, we established the Kamidera Strawberry Farm, a farming facility to test our smart agriculture systems, in Asakura City, Fukuoka Prefecture, in August 2019.
The farm conducts trials to establish year-round strawberry cultivation technology through integrated environmental control, utilizing the technical expertise we have cultivated in agricultural electrification.
The strawberries are sold at a local roadside station and other locations in Asakura City, enabling the Research Institute to evaluate commercial viability.
We hope that the results of these tests will help to improve the productivity of farmers and revitalize primary industries in Kyushu.

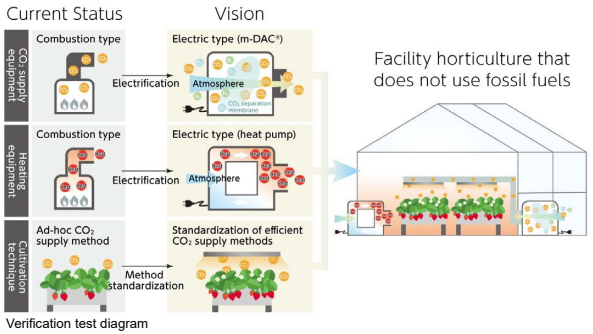

Kamidera Strawberry Farm


Inside a strawberry greenhouse

Verification test for the establishment of next-generation environmentally friendly horticultural facilities

In February 2025, Kyushu EP, along with Carbon Xtract Co., Sojitz Kyushu Co., and the National Agriculture and Food Research Organization (NARO), initiated a demonstration project to establish next-generation, environmentally friendly horticultural facilities that use minimal fossil fuels. The project commenced at Imazu Refresh Farm, which is owned by Fukuoka City and provided by the city's Challenge Farm Program.[1]
Horticultural facilities are working to cut CO_2 emissions by electrifying a device responsible for CO_2 supply[2] and heating, which traditionally relies on fossil fuels. Specifically, the project utilizes an electric CO_2 supply and heat pump device developed by Carbon Xtract Co. This device incorporates m-DAC®,[3] a system that directly captures atmospheric CO_2 using a separation membrane.

[1] The demonstration program at Imazu Refresh Farm aims for the social implementation of smart agriculture to tackle challenges faced by growers in Fukuoka City
[2] This cultivation method enhances photosynthesis and increases crop yield by supplying CO_2 to greenhouses
[3] m-DAC® is a registered trademark of Kyushu University



Verification test diagram


m-DAC® device

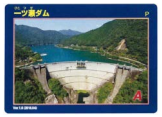
Promotion of tourism and regional revitalization by leveraging local resources

Kyuden Group is implementing a variety of initiatives to contribute to the promotion of tourism and regional revitalization by leveraging local resources.

Industrial tourism featuring electric power infrastructure such as dams and power plants

Kyushu EP has actively promoted regional development by leveraging electric power infrastructure as a tourism resource. This includes distributing dam cards, organizing dam tours, and selling promotional items like dam calendars. As part of these efforts, since FY2019, Kamishiiba Dam (Miyazaki Prefecture) has opened a portion of the inspection spillway as a public tourist attraction on different occasions. During the third event in FY2024, the site attracted over 300 visitors and was well received.


Sightseeing of the spillway


Dam card

Program providing experiences in tourism resources and energy education

Kyuden Sangyo, a Kyuden Group company, offers the Ene-Iku program for children from preschool through middle school, where they can experience various forms of energy through nature and food, learning with all five senses while having fun. Kyuden Group regards the region encompassing Kusu Town in Oita Prefecture and Karatsu and Genkai in Saga Prefecture as a theme park, offering not only tours of its geothermal and nuclear power plants but also experiences showcasing the region's farming and fishing harvests to highlight the region's attractions and contribute to local revitalization. In FY2023, these initiatives received the Japan Tourism Award Selected by Students and the Examination Committee's Special Award at the 8th Japan Tourism Awards.[4]

[4] These awards are presented at the Tourism Expo Japan, organized by the Japan Association of Travel Agents (JATA), Japan National Tourism Organization (JNTO), and Japan Tourism Promotion Association. The awards recognize outstanding efforts to revitalize the Japanese tourism industry and ensure its sustainability, with the goal of stimulating regional economic growth and creating jobs.


Ene-Iku

Supporting regional economic revitalization by providing a local information platform

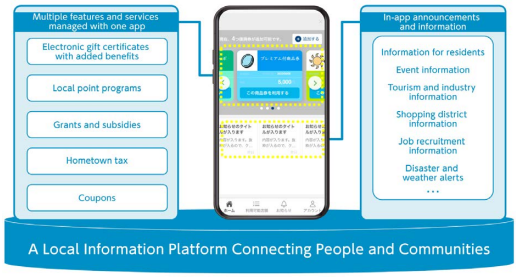
In May 2021, Kyushu EP established Machi no Wa Co., Ltd. with SBI Holdings, Inc. and The Chikuho Bank, Ltd. for the purpose of strongly promoting regional development and community revitalization. Machi no Wa offers more than 120 local governments throughout Japan a regional information platform that enables smartphone-based services, including premium gift certificates as well as local forms of currency and points that can only be redeemed in the local area.

In accordance with the policies of each local area, the platform can be used to issue digital gift certificates for childcare benefits, coupons to promote tourism, and more. In addition to circulating local funds within the area, Machi no Wa also aims to provide a local platform to attract people and funds from outside the area.

In April 2024, Machi no Wa launched a service that enables local processing of payments made through Japan's Furusato Nozei system, in which taxpayers can divert part of their residential tax payments to other local governments in exchange for gifts in the form of local specialties and experiences. Machi no Wa is also focusing on enabling local governments to offer digital gift certificates via the Furusato Nozei system for leisure experiences that encourage local consumption, including golf, hotels, and dining.

In December 2024, Machi no Wa Co. underwent an organizational restructuring, leading to the establishment of Machi no Wa Holdings Co., Ltd. Through a third-party share allocation, Change Holdings Co., Ltd., Fusic Co., Ltd., and Mynavi Corporation became shareholders in April 2025, thereby bolstering the framework for nationwide business development and innovation in new services.

Machi no Wa's vision for local communities



App screenshot

Machi no Wa Furusato Nouzei

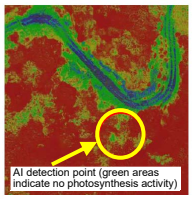
Kyuden Droneservice Company

Kyuden Droneservice Company, a group company, contributes to solving issues such as aging populations and labor shortages in local communities by providing nationwide services, including aerial photography, inspection, and surveying using drones, as well as new AI-integrated drone services.

AI service for the detection of dead trees

Through the combination of images taken by drones and AI analysis, we enable more efficient surveying through the automatic detection of dead trees. The Fukuoka City Waterworks Bureau manages watershed protection forests around dams and conducts inspections based on field surveys, while a railway company in Kansai photographs and analyzes trees along railway lines with AI to identify dead trees and prevent collisions with fallen trees.


Image with regular visibility



AI analysis results for detection of dead trees

Drone-based pesticide spraying service

Under this service, we deploy drones to spray pesticides in a variety of locations, even in mountainous areas and narrow plots of cultivated land, with an application time of about 15 minutes per hectare and low flight altitude to minimize pesticide drift. The service has been used to spray rice, wheat, pine trees, fruit trees, and other crops.

Additionally, we offer services that help address social challenges, including surveying for disaster recovery in the Noto region and inspecting aging sewage facilities.


Pesticide-spraying drone


Drone pesticide spraying contributed to the recovery of a 20-hectare area damaged by a landslide three years earlier

Urban development business

The Kyuden Group is involved in a wide range of urban development business projects in Kyushu, across Japan, and internationally. Aspiring to become a green developer that builds up the community and the future, we will leverage regional traits in the areas of living, working, play, education, and travel in order to develop and operate green businesses anchored in energy, the environment, and smart technologies. We strive to generate both economic and social value simultaneously by expanding our business with a market-in approach that anticipates market and customer needs.

Promoting development through green tech and co-creation

We seek to create attractive cities by leveraging the Kyuden Group's strengths, rooted in green initiatives, through asset development and content provision in collaboration with local communities and partners.

Increasing the value of owned assets through operational enhancements

We are committed to increasing the value of owned assets by accelerating investment, recovery, and reinvestment through asset management and by bolstering facility management and maintenance utilizing technologies in energy and DX.


Lalaport Fukuoka (opened in April 2022)


Future rendering of Fukuoka International Airport (Source: Azusa Sekkei, HOK, and West Japan Engineering Consultants, Inc. joint venture)


Project to redevelop the former Fukuoka Family Court site (scheduled to be completed in 2029)


Logi-port Fukuoka Kasuya (completed in August 2024)


Grand Oak Beppu Blue Terrace (completed in August 2024)

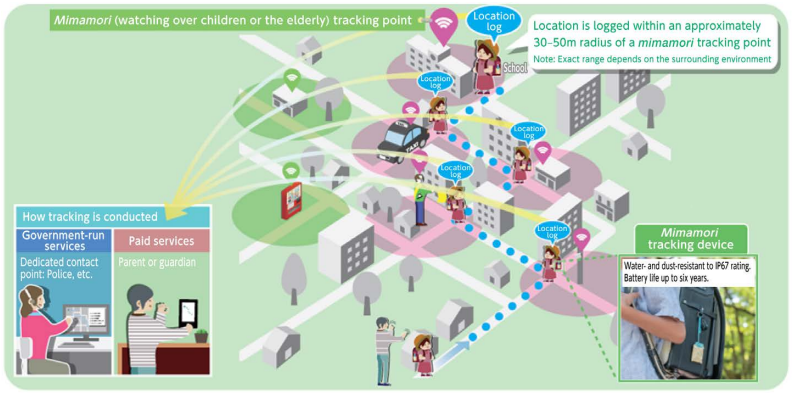

Fukuoka Maizuru Square (opened in April 2022)


Nagasaki Ekimae Denki Building (opened in August 2022)


Rental housing development in Durham, U.S. (scheduled to be completed in August 2027)

Mimamori monitoring service that leverages IoT technology to help parents□guardians□and other caregivers keep track of children and the elderly

Kyushu T&D provides its Qottaby caregiver monitoring service in Fukuoka City, Kasuya Town, Hisayama Town and Onojo City. When children or elderly people carry a monitoring device, their location can be confirmed by parents, guardians, police, and others. This service leverages ICT to help create safe, secure communities in our modern age, when community monitoring is declining due to the aging of crime prevention volunteers and the increase in dual-income households.



Air ambulance helicopters

Our Group company, Nishi Nippon Airlines, participates in the air ambulance helicopter business across five prefectures in Kyushu (Fukuoka, Saga, Oita, Kumamoto, and Miyazaki), utilizing its strengths cultivated in the helicopter business. Based on requests for dispatch from fire departments and others, air ambulance helicopters provide support for life-saving medical care by promptly sending doctors to patients in need of critical assistance.

Air ambulance helicopters

Helping solve local and social issues through the Kyuden Group's diverse products and services

Sales of the Kyuden Group's products

The Kyuden Group handles a wide variety of products and services, offering optimal solutions that help resolve issues faced by customers and local communities.

Our website features the Kyuden Group Product Guide, which categorizes our products and services by purpose, including highlights of key features and introductory videos.

In 2023, we published the Carbon Neutrality and Disaster Preparedness Guide, which focuses on the increasingly important areas of carbon neutrality and disaster preparedness. The guide is primarily aimed at local governments and businesses and offers relevant product solutions.

Introductory screen for products handled by the Kyuden Group

Carbon Neutrality and Disaster Preparedness Guide

For details, please search for the Kyuden Group Product Guide. 九電グループ取扱商品ガイド 検索

Promote industry and business clusters that lead to the development of the Kyushu region

Kyushu EP's PR flyer to attract companies to the region

Kyushu EP and Kyushu T&D are each working to address regional issues, including the decline of industry, the outflow of young people, and shrinking communities in Kyushu, amid a broader backdrop of population decline, falling birth rates, and an aging population.

Kyushu EP introduces industrial sites and shares the environmental and cost advantages of our electricity with companies considering locating in Kyushu, promoting the region as a site for conducting business. We also participate in business promotion events hosted by local governments, giving lectures and running exhibition booths on energy, while collaborating with local governments in activities to attract companies to the region.

As part of its own initiatives, Kyushu T&D works closely with local governments to gather information on matters such as industrial sites and idle land, while paying attention to regulations on business conduct. It also reviews the outline of supply measures for early supply and proposes candidate sites where early energy supply can be achieved. In addition, we publish information on the power grid in the vicinity of industrial sites (such as available capacity, distance, and the period of construction until power can be supplied) on the Welcome Zone Map.

九州電力　企業立地 検索

Community engagement activities

Under the Kyuden Group Basic Policy for Community Engagement Activities, Kyuden Group is united in its efforts to promote community engagement.

The Kyuden Group Basic Policy for Community Engagement Activities

The Kyuden Group undertakes community engagement activities to resolve local issues in collaboration with local communities, aiming to build a foundation of trust with the regions that underpin our business activities.
We aim to earn the understanding of community members, with our employees also enjoying taking part, thereby energizing and supporting the community.
Activities
- Supporting local communities through activities such as environmental conservation, supporting children's cafeterias, and *Mimamori* (watching over children or the elderly) programs
- Energizing communities by participating in festivals and displaying exhibition booths at events
- Aiding disaster-affected areas with recovery efforts, such as volunteering and providing relief supplies

By respecting the feelings of every Kyuden Group member involved in our initiatives and working proactively, we aim to foster personal development and enhance organizational collaboration as we seek to bring to life our brand message—Enlighten our Future—through community engagement activities.

Activities to enliven local communities

Kyuden Group employees participate in local festivals and events to enliven local communities and deepen ties with residents. In FY2024, around 26,000 of our employees participated.


Omura Natsukoshi Festival

Participation in local festivals
(Omura Distribution Office)
To revitalize local communities and promote regional traditions and culture, we participate in and help run local festivals, with approximately 2,600 employees participating in FY2024.


Fan Fun Family Sports Festival

Support for local sports competitions and events held by the group
(Saga Branch)
In order to promote and improve the level of local sports activities and help build bright, healthy local communities, we support sports competitions and organize events for young people, with a total of 4,500 people participating in these events in FY2024.

Activities to support local communities and assist in disaster recovery

The Kyuden Group collaborates with local communities to foster a society that is friendly to the elderly and children through various initiatives, including food drives and the provision of locations for children's cafeterias that offer meals to children in need. In FY2024, we donated about 6,700 items to local food banks and other organizations.
We also assist people affected by natural disasters to help them rebuild their lives.

Rice cultivation volunteer activities
(Kumamoto Branch)
We carried out rice planting and harvesting activities in the terraced rice fields of Aso Mizukake in Aso City, Kumamoto Prefecture. The event featured lectures on terraced rice fields and water conservation, along with a treasure hunt, providing diverse entertainment for attendees.

Torrential rain damage in July 2023
(Fukuoka Branch and Oita Branch)
The Kyuden Group delivered emergency food and drinking water to the hard-hit areas of Toho Village in Asakura District and Kurume City in Fukuoka Prefecture immediately after the torrential rain disaster. Additionally, around 200 employees from both the Kyuden Group and its business partners participated in volunteer recovery activities.

Participation in local events
(Nobeoka Sales Center)
We participated in an event held at Mt. Mukabaki in Nobeoka City, Miyazaki Prefecture, and created opportunities for children to experience nature.

Health classes for seniors
(Fukuoka Branch)
We held yoga classes and lectures on diet and electricity for senior citizens in Fukuoka City's Jonan Ward and in Nakagawa City.

Wiring inspections in the homes of elderly people who live alone
Kyushu T&D conducts wiring inspections in the homes of elderly people living alone and at facilities housing important cultural properties in collaboration with local social welfare councils, electrician cooperatives, boards of education, and other organizations throughout Kyushu.


Indoor wiring inspection
(Kumage Distribution Office)

Volunteer collection activities
Every year, we conduct volunteer collection activities in cooperation with Group companies to collect items such as prepaid postcards, used and unused stamps, and foreign currencies. The collected items are donated to local NPOs, social welfare groups, and other organizations working to help solve local and social issues.

Presentation ceremony for a local organization (Food Bank Oita)

Recipients of collected items (FY2024)

Postcards (unused or containing written errors)
- No. of postcards collected: 2,660 (equivalent to about 160,000 yen)
- Recipient: Food Bank Oita

Used stamps
- Amount collected: About 32 kg
- Recipient: Council of Social Welfare

Foreign currency
- Amount collected: About 2.5 kg
- Recipient: Japan Committee for UNICEF

Community monitoring activities
Kyushu EP and Kyushu T&D utilize their community-rooted business structures to collaborate on community monitoring and crime prevention activities through agreements and memoranda of understanding with local governments and related organizations. In FY2024, we made two reports throughout Kyushu in the course of these activities.

Participation in the Kodomo 110-ban program
Kyushu EP and Kyushu T&D are working throughout Kyushu to create a crime-free environment for children through collaboration with Kodomo 110-ban, a program that provides children with protection in case of emergency.

Illegal dumping patrols
We cooperate in environmental beautification activities through the conclusion of agreements with a total of 47 local governments, providing information on cases of illegal waste dumping that our employees spot while traveling in company vehicles.

Support for the volunteer activities of employees
Kyushu EP and Kyushu T&D are creating an environment that encourages employees to participate in volunteer activities by offering a volunteer time-off system (seven days per year), subsidies for volunteer activities, and information on in-house bulletin boards.
Additionally, in FY2015, we began including a wide variety of short-term volunteer activities in the scope of our awards for contributions to the local community, which are presented to employees who have made steady contributions to local communities over a long period of time.

Fiscal year	2021	2022	2023	2024
No. of volunteer time off days taken	66	70	124	132
Local communities and society Commendations for contributors (no. of people)	11	18	7	5

Contributing to local communities and society through donations
Kyushu EP and Kyushu T&D provide donations with the aim of building appealing communities, fostering future generations, and working to solve local and social issues.

FY2024 Total amount donated[5] 150 million yen	Stipulated in local ordinances Contributions to relief projects	20 million yen
	Donations as part of community-building and social impact activities (details below)	130 million yen

[5] Total for Kyushu EP and Kyushu T&D

Breakdown of our donations as part of community-building and social impact activities (total: 130 million yen)

Field	Percentage of total
Environmental conservation	34.0
Preservation of historic sites and traditional culture	28.8
Regional development	7.5
Science and education	4.8
Medical care and health	2.4
Sports	2.3
International exchanges	2.0
Arts and culture	1.7
Social welfare	0.5
Support for disaster-affected areas	0.1
Support for youth	0.1
Other	15.8

Digital Transformation (DX)

Policy and approach

The Kyuden Group believes that corporate transformation is essential for DX. By harnessing digital technologies and data, we are working to overhaul our services and work processes to boost profits, create new business opportunities, enhance productivity, and strengthen our operations.
Two key pillars guiding our DX efforts are business transformation through the use of digital technology and corporate transformation through data utilization. We are implementing various measures, including optimizing and automating business processes, building databases, and developing our employees' DX capabilities and literacy.
We have also developed a DX vision, which outlines our digitalization goals, as well as a DX roadmap that serves as our basic plan for promoting DX. By clearly defining and sharing our basic approach, we aim to unify the awareness and determination of the group, ensuring we achieve our targets.
Kyuden EP has been recognized externally for these efforts, and our company has been selected as one of the Noteworthy DX Companies 2025 among the Digital Transformation Stocks (DX Stocks) jointly selected by the Ministry of Economy, Trade and Industry, the Tokyo Stock Exchange, and the Information-technology Promotion Agency, Japan (IPA).

Promotion framework

To further accelerate radical operational reforms and new business development through the use of digital technologies, we appointed a Chief DX Officer and established the DX Promotion Division on July 1, 2022.
Moreover, we have established an IT Promotion Committee to consult and coordinate with management on specific actions for advancing our DX/IT strategies, ensuring the steady implementation of various initiatives.

Targets

Issue	Medium-term targets	FY2025 targets	FY2024 results
Radical business reforms using digital technology	Profit generated from DX: Approx. 40 billion yen (Cumulative total through FY2030)	Number of separate DX projects supported for implementation: 50	Number of separate DX projects supported for implementation: 51
Promotion of data utilization that contributes to corporate transformation	・Number of advanced analysis initiatives utilizing data: 36 (Cumulative total until FY2027) ・Number of data distribution initiatives: 20 (Cumulative total until FY2027) ・Number of operations performed using the Tableau (self-service business intelligence platform) dashboard: 155 (Cumulative total until FY2027)	・Number of advanced analysis initiatives utilizing data: 20 (cumulative total) ・Number of data distribution initiatives: 10 (cumulative total) ・Number of operations performed using the Tableau (self-service business intelligence platform) dashboard: 120 (cumulative total)	50 self-service BI (Tableau) projects introduced and developed
Developing and securing talent to promote DX and system development	・Train 650 DX specialists (FY2027) ・Advanced IT personnel trained: over 15 (FY2027)	・DX follower training participants: All current employees have completed the training ・DX specialist human resources training participants: Approx. 400 (cumulative total) ・Advanced IT personnel trained: over 10	・DX follower training participants: 10,000 participants ・DX specialist human resources training participants: 300 participants ・Target introduced from FY2025 onward

Initiatives

Business reforms

We have designated the executive director of each business division as a "business reform leader" in our efforts to transform our business by utilizing digital technology. It is under their leadership that these initiatives are moving forward in cooperation with the business divisions, the DX Promotion Division, and the Information & Communications Division.
Particularly with regard to generative AI, we have implemented a scheme enabling all employees to utilize this technology to boost productivity. We are also working to refine their skills in utilizing AI through training sessions and other means.
At the same time, each business department is undertaking fundamental reforms in its operating processes, utilizing AI to improve productivity further and increase earnings.

We will continue to actively promote the use of AI in accordance with the Kyuden Group Basic AI Policy, which outlines our basic stance and philosophy toward AI.
We will also strengthen efforts to promote application development among employees by utilizing low-code development tools.
After establishing guidelines, we will accelerate employee-centered DX by implementing training to enhance development skills and improving our support systems.

ICT infrastructure reforms

We have identified 8 themes and 16 measures for implementing structural reforms in our ICT infrastructure, including the establishment of a simplified development infrastructure for insourcing, the construction of a data utilization infrastructure, and the expansion of virtualization infrastructure and external cloud services, and are promoting efforts in these areas.
As structural reforms of ICT infrastructure are critical to support DX, we will promptly implement the following policies to achieve our desired aims.
・Infrastructure that can be utilized across departments and throughout the group
・Scalable infrastructure that reduces operation and maintenance costs
・Development standards and an operation system that promote efficient development and utilization of ICT infrastructure

Innovation

We are leveraging digital technology to improve the value of our products and services, reach customers in new ways, and fundamentally transform our business models.
Specifically, we engage in collaborations that integrate the technology and ideas of startup companies with the management resources of Kyuden Group through the open innovation program Inspiration & Co-Creation and Shinketsugo! Fukuoka, a co-creative consortium established in collaboration with other firms. Additionally, we offer services such as remote monitoring for seniors through the use of smart meter data analysis platforms.
Additionally, as of FY2025, we have begun relocating to the Cambridge Innovation Center (CIC) Fukuoka, which is home to startups and other businesses. Through exchanges and other events at these facilities, we are working to strengthen connections between Kyuden Group companies and other firms.
We will continue to undertake proactive initiatives, striving to develop new businesses that create new value and address societal challenges.

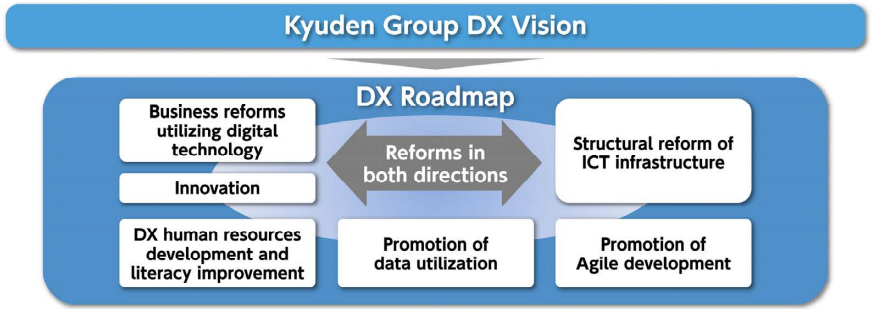
Promotion of data utilization

To achieve corporate transformation through data utilization, we are emphasizing advanced analysis, including forecasting and optimization. For example, we have introduced mathematical optimization methods into our LNG trading and allocation planning operations, enabling us to formulate the most economical plans that consider various constraints and market conditions, thereby contributing to improved profitability and operational efficiency.
By developing a well-balanced data utilization foundation that is both secure and convenient, we will continue to expand cross-organizational data utilization efforts and strengthen our business foundation.

Human resources development for the promotion of DX

To accelerate radical operational reforms and new business development through digital technology, we implement our DX Specialist Human Resources Training program as practical, exercise-based training in data analysis and visualization, report creation, and other tasks.
Additionally, we offer DX Follower Training, aimed at equipping all employees with basic knowledge and skills.
Additionally, we conduct skill assessments to visualize the DX knowledge and abilities of employees, allowing us to measure training effectiveness and uncover latent talent within the company, which can then be leveraged in future human resource strategies.
Furthermore, we implement a reverse mentoring system enabling executives to discuss IT knowledge and other topics with younger employees.
We will continue efforts to bolster executives' DX-related knowledge and cultivate an open workplace environment.

DX Vision and DX Roadmap



Promote DX by advancing business reforms, innovation and ICT infrastructure structural reforms, supported by human resources development, data utilization promotion, and the promotion of Agile development

Human Capital

Basic approach

As the business environment surrounding the Kyuden Group undergoes major changes, our human resources are the driving force for realizing Management Vision 2035. It is crucial that we accelerate our human capital enhancement initiatives to create value through the capabilities of our diverse talent.
To achieve this, the Kyuden Group is creating future value by fostering a corporate culture in which people, and the organization itself, continue to grow under our Basic Approach to Human Capital Enhancement.

Human resource strategy pillars and the value creation process in human capital development

By advancing human capital development, we strive to boost employee engagement and value added per employee, thus aiming for sustainable enhancement of corporate value.
The five pillars of our human resource strategy will guide our efforts to advance our initiatives toward achieving this goal.

Five Pillars of Our Human Resource Strategy

Pillars	Initiatives
Create value through individual and organizational growth p. 57	Accelerate the transformation of human resources and organizations to drive value creation that stems from individual aspirations and goals
Acquire and develop the human resources necessary to achieve management strategies p. 59	Acquire, train, and utilize human resources with diverse knowledge and experience aligned with our business strategies
Empower individuals to maximize their own potential p. 60	Support self-driven career development by leveraging diverse skills and experiences acquired inside and outside the company
Cultivate an environment where diverse talent thrives p. 61,63	Build systems and environments that enable each individual to maximize their potential
Build a foundation that enables employees to work with peace of mind p. 64	Prioritize safety in our operations and promote health management

Human resources targets (KGIs) and KPIs

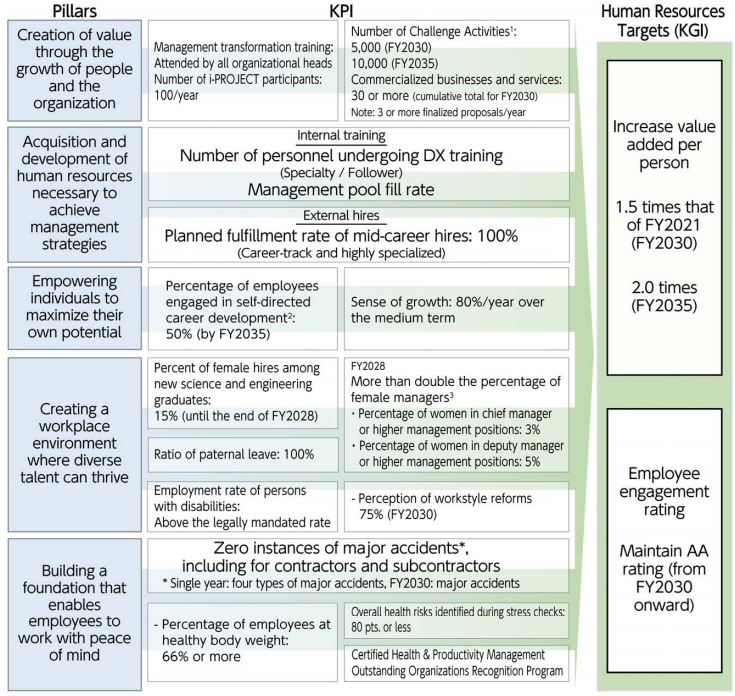
To achieve human capital development that fosters value creation while people and the organization grow together, we set human resources targets (KGIs) and monitor our level of achievement of these targets using KPI indicators set according to the initiatives of the five pillars of our human resource strategy. In doing so, we boost the effectiveness of our human resource-driven value creation process.

Human Resources Targets (KGI)

Viewpoints		Human Resources Targets (KGI)
Personal growth	Engender a sense of fulfillment from working for the Kyuden Group and foster job satisfaction	Employee engagement rating[1] Maintain AA rating (from FY2030 onward)
Organizational growth	Seek sustainable value creation by effectively implementing management strategies	Elevation of value added per employee[2] (compared with FY2021) 1.5 times (FY2030) 2.0 times (FY2035)

[1] Rating in the engagement survey created by Link and Motivation Inc.
Categorized into 11 levels from AAA to DD according to the engagement score calculated as a deviation value based on data from a total of 12,870 companies (approximately 5.32 million people).
[2] Operating revenues minus external purchase costs (e.g., fuel and outsourcing costs) and depreciation expenses (ordinary income + personnel expenses + rental fees + financial expenses + taxes and public charges, etc.)

Five Pillars of Our Human Resource Strategy and KPIs



[1] Self-driven activities aimed at added value creation, such as working on operational reforms or new businesses and services, spurred by individual goals and aspirations
[2] Participation in self-directed learning, such as attending voluntary training courses, pursuing side work while building a career within the company to acquire diverse experiences, and utilizing the Aspire & Achieve Initiative to chart a desired career path
[3] As of April 2019 (at the establishment of the second phase action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace)

Human Capital Changing Our Organizational Culture

Policy and approach

We are promoting initiatives to harness the power of each individual who shares the vision and goals of the company, department, and workplace, and takes on challenges with a positive attitude, thereby transforming that power into unified organizational strength. Aiming to transform our organizational culture to respect and support individual aspirations while linking them to value creation, we have been driving QX (Qden Transformation) initiatives company-wide since FY2023.

Promotion framework

Guided by the strong leadership and commitment of our senior management, including our president, we are driving various initiatives forward. We have also launched a cross-departmental project team, led by the Corporate Strategy and Human Resources Vitalization divisions, to further accelerate personal and organizational growth.

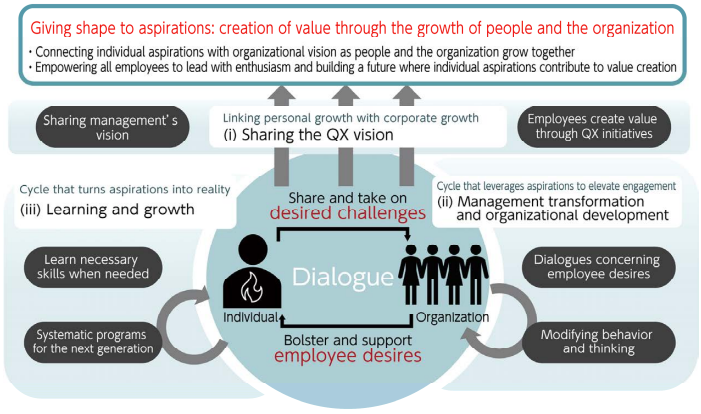
Targets

Issue	Medium-term targets	FY2025 targets	FY2024 results
Creation of value through the growth of people and the organization	Creation of new value by leveraging the will of individuals －Number of Challenge Activities FY2030: 5,000 FY2035: 10,000	Management transformation training: Training provided to all organizational heads and all group (section) managers	Accelerated and improved effectiveness of QX initiatives －Management transformation training: Attended by all organizational heads

Initiatives

Qden transformation (QX) initiatives

We strive to uncover the aspirations of each employee through dialogue and connect their will to the organization's vision, as we promote self-directed Challenge Activities where each individual takes the initiative in improvements, reforms, and the creation of new businesses and services.　To ensure the effectiveness of these efforts, we are implementing systematic initiatives in three areas: sharing the QX vision, management transformation and organizational development, and learning and growth.



Sharing the QX vision

At the launch of QX, the president's message was broadcast internally, followed by messages from all executive directors, directors, and branch managers who shared their commitment to QX and are driving its initiatives forward.
We have also launched an internal portal site to centralize knowledge about QX and foster a sense of participation. By continuously sharing examples of activities driven by individual aspiration, we aim to change the awareness and behavior of each employee.

Management transformation and organizational development

We are promoting workplace transformation to put QX into practice through a systematic approach that combines engagement surveys with management transformation training for all organizational heads. (Total number of participants as of FY2024: 1,116)
In FY2025, we will expand training to all managers, further accelerating workplace transformation.

Learning and growth

We offer a range of learning opportunities, including voluntary training and cross-departmental learning programs, so that each individual can put their will into practice through self-directed learning. Details are provided in the Securing and Developing Human Resources section. (p.59)

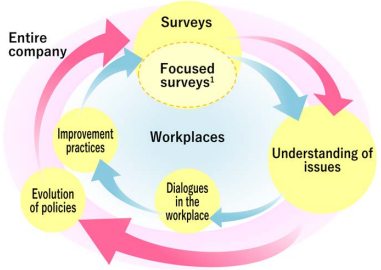
Leveraging engagement surveys to drive reforms(p.56)

We have been implementing engagement surveys to enhance employee engagement (which we define as resonating with the overall company direction and having the enthusiasm to proactively tackle challenges). We monitor the survey results and implement company-wide measures, while fostering upward-spiraling improvement cycles in which each workplace addresses its own issues.

Achievement
FY2024 (initial)
"A" rating
(Response rate: 96.7%)
(Share of organizations rated A or higher:63.2%)

Target
FY2030 and beyond
Maintain "AA" rating

How we leverage our engagement surveys



Content covered in engagement surveys (partial)

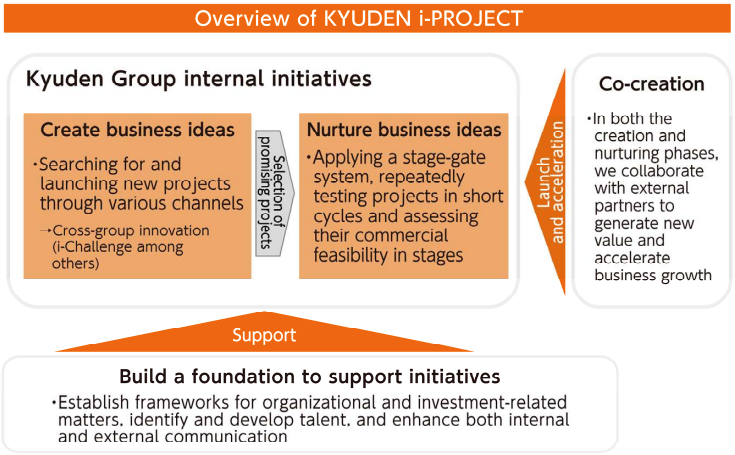
Area	Survey content
Organization	Expectations and satisfaction (happiness) levels for the following areas: ・Company status and policies ・Relations with managers ・Workplace conditions
Individual[2]	Medium- to long-term goals and capability/skill development ・Sense of growth ・Perception of work style reforms

[1] A survey limited to workplace improvement items, designed to assess the effectiveness of initiatives discussed in workplace dialogues based on engagement survey results
[2] Survey conducted using additional company-specific questions

Human Capital Innovation

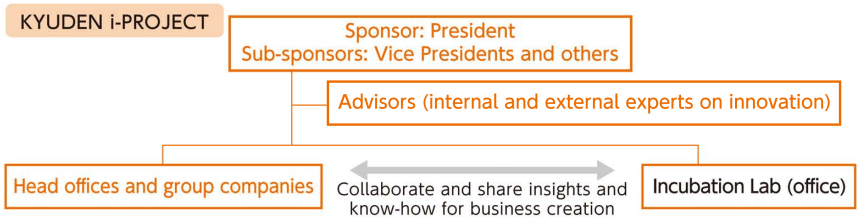
Policy and approach

KYUDEN i-PROJECT was launched in January 2017 as a project to create new businesses and services across the Kyuden Group. Kyushu is the heart of the Kyuden Group. By driving innovation here at home, we aim to make our customers' lives more comfortable and eco-friendly, creating businesses and services that have a global impact.



Promotion framework

KYUDEN i-PROJECT operates directly under the President, allowing for swift and flexible decision-making beyond traditional organizational and operational boundaries.
When assessing commercial viability and service development, we consult venture capitalists, university professors, and other external experts as advisors and incorporate their insights.



Targets

Issue	Medium-term targets	FY2025 targets	FY2024 results
Creation of value through the growth of people and the organization	Create new value by leveraging the will of individuals —At least 30 commercialized projects (cumulative total through FY2030)	・100 participants in KYUDEN i-PROJECT per year ・At least 3 separate projects leading to final commercialization proposals per year	・112 participants in KYUDEN i-PROJECT per year ・1 case of separate projects leading to final commercialization proposals

Initiatives

Business idea development project i-Challenge

The i-Challenge project has been held annually since 2017. Designed to generate promising business ideas, the project welcomes individuals and teams from across the Kyuden Group who are passionate and interested in innovation. The initial nurturing phase, which combines workshops and mentoring by external experts, is followed by the selection phase, where presentations are given. To date, the project has seen close to 900 participants propose over 600 business ideas.

Kyuden Open Innovation Program 2025: Inspiration and Co-Creation

We are engaged in an open innovation program that integrates the exceptional knowledge, technology, and ideas of startups and business enterprises with the management resources of the Kyuden Group to drive new business creation and address operational challenges. Together with each business division and group company, we conduct proof-of-concept experiments for proposed projects and promote collaboration aimed at generating new businesses and addressing operational challenges.
In FY2024, we also established a co-creation consortium, “Shinketsu-Go! Fukuoka,” together with Nishi-Nippon Railroad Co., Ltd. and TOPPAN Inc., to promote open innovation. By sharing proposed projects among the consortium’s member companies and jointly exploring new business creation, we aim to further energize open innovation in Fukuoka and Kyushu and contribute to the development of the regional startup ecosystem.

Major commercialization projects born from KYUDEN i-PROJECT

weev
weev is an electric car (EV) sharing service for apartment buildings that lets residents experience the safety, convenience, and comfort of EVs.

PRiEV
This EV charging service for apartment buildings equips each parking space with its own EV charging station, making EV charging easier and more convenient.

Lithium-ion battery pack manufacturing and sales
This business manufactures and sells battery packs for industrial machinery using EV lithium-ion batteries, leveraging our battery control and monitoring technology.

PDLOOK
This on-site diagnostic and assessment service for HV and EHV cables provides monitoring of abnormalities that can inform maintenance management without interrupting operations.

Kyuden Droneservice Company
Leveraging the expertise and experience of Kyushu EP’s electric power business, we offer drone sales as well as inspection, surveying, aerial photography, and agricultural and forestry services using drones.

Kyuden Smart Lease
This appliance subscription service offers EcoCute water heaters, induction cooktops, storage batteries, and more, with no upfront costs and a monthly flat rate that covers repair and maintenance fees.

Land-based Aquaculture Project: Mirai Salmon
We are partnering with aquaculture operators to transform decommissioned power plants into land-based salmon farms that use groundwater. The farm-raised salmon will be marketed under the brand “Mirai Salmon.”

Kyuden Electric Bus Service
A subscription-based service that supports the electrification of shuttle and other transport buses owned by local governments and private companies. The service provides a comprehensive package that includes electric buses, charging equipment, implementation consulting, and energy management solutions.

Human Capital Talent Acquisition and Development

Policy and approach

To achieve our management vision, we focus on acquiring and developing the talent required, guided by a talent portfolio aligned with our business strategies.
Additionally, by enriching opportunities for diverse training and experiences both inside and outside the group, we will help employees take ownership of their careers and foster their growth through varied experiences. We will also identify individuals who embrace these opportunities, place them in roles that match their qualifications, further develop their skills, and ensure they receive fair evaluations and treatment. In this way, we will harness each individual's efforts as a source of strength for achieving our management strategies.

Promotion framework

In our talent acquisition and development efforts, the human resources department collaborates with each business division to implement planned, strategic recruitment and development in line with our business strategies. Additionally, we engage in talent development in accordance with the Kyushu EP Education Charter, our guideline for employee education.

Targets

Issue	Medium-term targets(FY2035)	FY2025 targets	FY2024 results
Acquisition and development of talent necessary to achieve management strategies	—	• Planned fulfillment rate of mid-career hires: 100%	• Planned fulfillment rate of mid-career hires: 90%
• Empowering individuals to maximize their own potential	• Percentage of employees engaged in self-directed career development:[1] 50% (by FY2035) • Sense of growth: 80%	• Employees engaged in self-directed career development: 30%	• Participants in MY Choice Training: 2,054 participants • Sense of growth: 79.6%

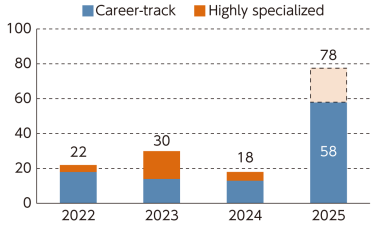
[1] Participation in self-directed learning, such as attending voluntary training courses; pursuing side work while building a career within the company to acquire diverse experiences; or utilizing the Aspire & Achieve Initiative to chart a desired career path (p. 60)

Initiatives

Acquisition and development of talent with diverse knowledge and experience

Guided by a talent portfolio aligned with our business strategies, we are advancing the recruitment of highly specialized employees and establishing a corresponding multi-track career path. Furthermore, to attract talent with diverse strengths, we are hiring individuals with experience at other companies and welcoming employees engaged in external side jobs or concurrent employment.
Moreover, to support career ownership in alignment with employee growth and self-realization aspirations, we've introduced a system that respects new graduates' preferences for department and section assignment upon joining the company.

Number of mid-career hires each fiscal year



Number of highly specialized employees hired in FY2025 is a planned figure

Initiatives geared toward attracting and empowering diverse talent

Aspect		Initiatives
Talent acquisition and empowerment	Leveraging social perspectives	• Recruitment for highly specialized expertise (aimed at our new businesses and growth businesses) • Mid-career recruitment (for people with experience working at other companies)
	Flexibly leveraging diverse hiring styles	• People with side jobs or concurrent positions outside the company • Contract employees (with advanced/specialized skills)
	Leveraging knowledge gained by retired employees and others outside the group	• System for reentering the workplace (for employees who left due to childbirth, childcare, nursing care, etc.) • Job return system (for employees who left to start their own business, change jobs, etc.) • Personal network expansion through the formation of an alumni community
Development of talent	Supporting career ownership	• Implementation of initial assignments in administrative departments, taking into account personal preferences after work experience • Opportunities to take on challenges, such as through the application-based career development program (p. 60)
	Recognizing diverse abilities	• Multi-track career paths (professional/expert)

Group-wide efforts to acquire and develop human resources

Kyushu EP aims for unified group development by conducting joint corporate briefings, school visits, and educational training sessions, considering the needs of group companies.

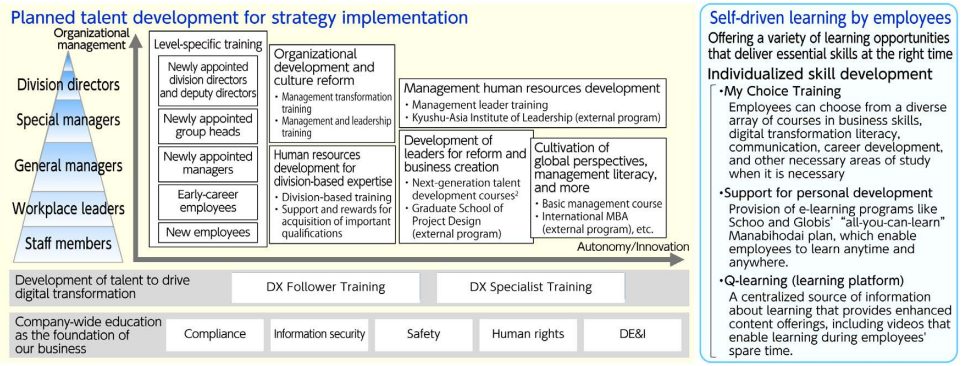
Talent development aimed at achieving our management strategies

We are systematizing training and enhancing human resources development in terms of both "planned talent development for strategy implementation" and "self-driven learning by employees."For the former initiative, we ensure technical skills are maintained and passed on through department-led education, cultivating talent to support our electric power business. Concurrently, we are systematically developing managerial talent, talent who can lead reforms and business creation, and talent with skills to lead digital transformation (DX) in order to drive further growth.For the latter initiative, we offer a wide variety of options to provide flexible learning opportunities (such as on-demand learning and e-learning) that align with each individual's lifestyle.

Average training per employee

Average training hours
42.6 hours
Average training cost
180,000 yen
(FY2024)

Outline of our training system



[2] A systematic program that connects cross-departmental learning to practical improvements, reforms, and proposals for new businesses and services

Development of leaders for reform and business creation (p. 59)
We implement the Next Generation Capability Development Course, a systematic program in which cross-departmental teams are formed to propose tangible improvements, innovations, and new businesses or services. This program is conducted on themes aligned with management strategy. In FY2024, 128 participants took part, carrying out a total of 70 proposals with mentoring and other support from training partners.

Development of talent to drive digital transformation (p. 55)
To boost productivity through fundamental business reforms and foster new business creation, we conduct DX Specialist Training to nurture talent capable of leading company-wide and divisional DX through practical exercises in data analysis, visualization, and report creation. Moreover, DX Follower Training is conducted for all employees to acquire essential knowledge and skills, fostering the talent necessary to drive digital transformation.

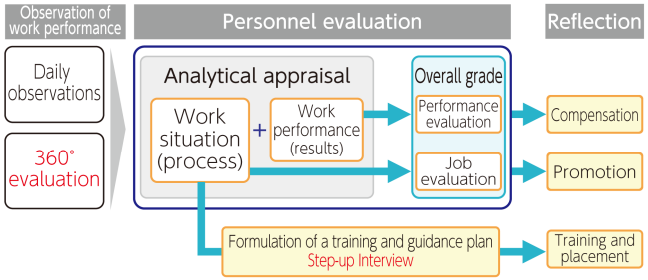
Initiatives to maintain and pass on technical skills
At Kyushu EP and Kyushu T&D, we conduct education and training systematically and in stages from the time of hiring, aiming to equip employees with the necessary knowledge and skills for business operations, while striving to maintain the technological capabilities required of our employees for ongoing business operations.

Evaluation system that recognizes, leverages, and rewards diverse capabilities

At Kyushu EP and Kyushu T&D, we inform employees of our expectations as a list of points at the start of the fiscal year, which form the basis of evaluations. Evaluations encompass not only performance but also the employee's attitude towards challenges and the business execution process.

360° evaluation
To ensure objective and persuasive personnel appraisals that promote self-awareness and further growth, we introduced a 360° evaluation system that supplements supervisors' evaluations by collecting multifaceted feedback on employees' actions and behaviors.

Performance review feedback and interviews
Step-up meetings are held for general staff to discuss their strengths, areas for improvement, and future career plans based on the past year's efforts, with the aim of motivating subordinates and facilitating systematic daily training and guidance.
In addition, we provide performance review feedback to all employees to enhance understanding of evaluations and encourage motivation.



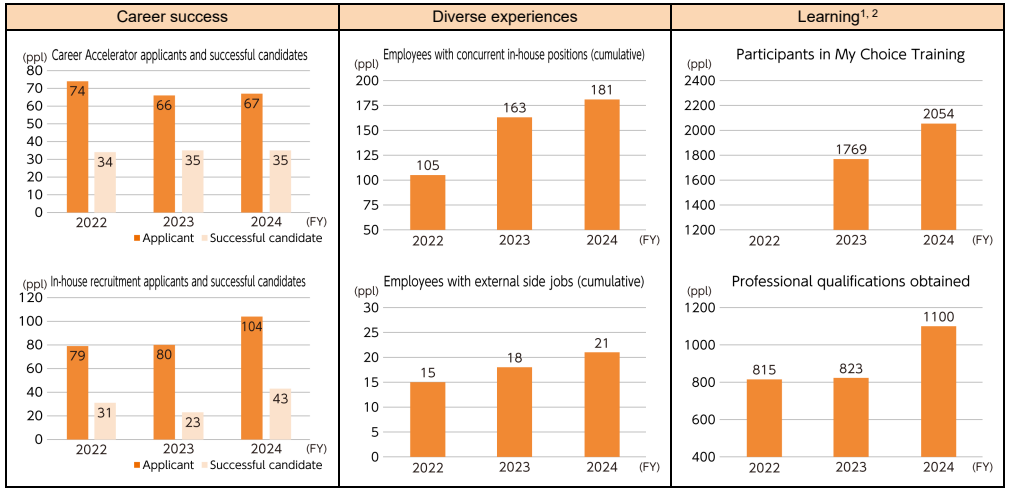
Empower individuals to maximize their own potential

Helping employees tackle new challenges of their own choosing
To harness the power of diverse talent for the creation of value at Kyuden Group, we provide diverse learning opportunities and experiences both inside and outside the company. Through a voluntary career development program, we support self-directed career development by assigning motivated and suitable personnel to appropriate roles.

Opportunities for diverse challenges

Career success	Talent bank (matching individual skills with positions)		
	Achieve career success by applying for positions	Career Accelerator (career opportunities in a specific division)	
		In-house recruitment (career opportunities in specific positions)	
Diverse experiences	Opportunities within the company	Proposals	KYUDEN i-PROJECT (new business proposals)
			Concurrent jobs within the company (propose ideas and plans to divisions)
	Opportunities outside the company	External side job/ concurrent position	Side jobs outside the company (opportunities for working outside the company)
Learning		Self-funded study abroad at a university or graduate school (study leave system)	
		Company-funded study abroad	
	Self-driven learning by employees (My Choice Training, personal development support, obtaining professional qualifications, etc.)		

Major challenge achievements (from FY2022)



[1] MY Choice Training was launched in FY2023
[2] The number of public qualifications acquired follows the national government's public qualification acquisition application system, which specifies the qualifications needed for the training and operation of each department.

Human Capital DE&I (Diversity, Equity, and Inclusion)

Policy and approach

We offer a range of support and opportunities tailored to the unique characteristics and circumstances of our employees, encompassing differences in gender, age, nationality, experience, disabilities, and childcare or caregiving responsibilities. We actively promote DE&I and aim to support the sustainable growth of the Kyuden Group by fostering a workplace where diverse employees can thrive, grow, and find fulfillment in their work while fully demonstrating their capabilities.

Promotion framework

We are committed to promoting DE&I throughout the company. In addition to appointing a dedicated specialist in the Human Resources Department, management actively leads efforts by establishing policies to promote DE&I and by clarifying our stance in announcements made by the president.

Targets

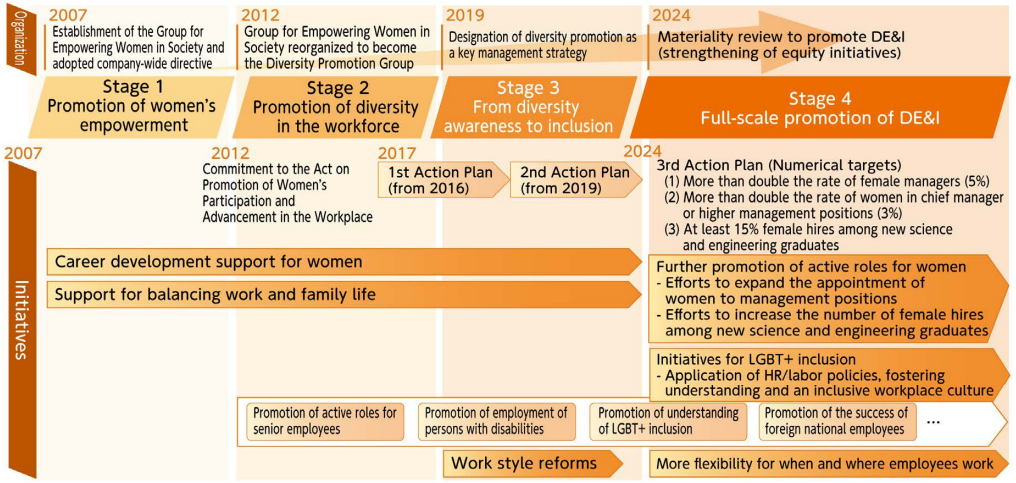
Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Creating a workplace environment where diverse talent can thrive	More than double the percentage of female managers[1] (FY2028) – Percentage of women in chief manager or higher management positions: 3.0% – Percentage of women in deputy manager (general section manager) level or higher: 5.0% Percentage of female hires among new science and engineering graduates: 15.0% (until FY2028) Employment rate of persons with disabilities: Above the legally mandated rate	At least 13% female hires in recruitment of new science and engineering graduates 100% utilization rate of childcare leave by eligible male employees At least 2.6% employment rate of persons with disabilities	Percentage of female managers – Percentage of women in chief manager or higher management positions: 1.7% – Percentage of women in deputy manager (general section manager) level or higher: 3.2% 12.8% female hires among new science and engineering graduates 105.1% utilization rate of childcare leave by eligible male employees Employment rate of persons with disabilities: 2.63%

[1] As of April 2019 (at the establishment of the second phase action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace)

Initiatives

We began initiatives in 2007 to make the Kyuden Group a place where women can thrive in their careers. Since then, we have continuously evolved our efforts to embrace a diverse workforce. In FY2024, we began accelerating the promotion of DE&I initiatives by incorporating an “equity” perspective, which involves providing support and opportunities aligned with the individual characteristics and circumstances of employees. To ensure each employee recognizes and deepens their understanding of DE&I, we conduct educational programs during training sessions at each career stage.

Evolution of initiatives geared toward empowering diverse talent



Creating a work environment where women can thrive

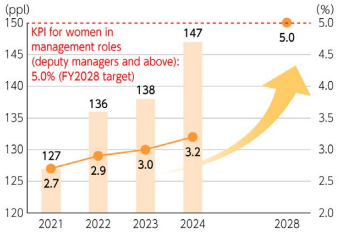
To fully leverage the potential of our valuable human resources, we are promoting the advancement of women as a key management strategy. Thanks to our ongoing efforts, the advancement of women in our workplaces has steadily progressed. To build on this progress, we are working to further increase the number of women in management positions and expand the hiring of women in technical roles among new graduates.

Efforts to expand the appointment of women to management positions

There is a disparity between men and women in terms of the appointment to management positions, primarily due to life events such as childbirth and child-rearing activities that impact work. Therefore, with an emphasis on equity, we are implementing initiatives such as accelerating career development by assigning core departmental responsibilities early, ensuring fair opportunities for evaluation and career advancement following childbirth and childcare, and building conducive environments for further success by offering accommodating work locations during major life events.

Framework of initiatives to expand the appointment of women to management roles

Number and percentage of women in management roles (deputy managers and above)



Efforts to increase the number of female hires among new science and engineering graduates

In technical departments, where women are underrepresented, we are engaging in proactive recruitment efforts and developing a strategy for long-term talent pool formation to expand their representation.

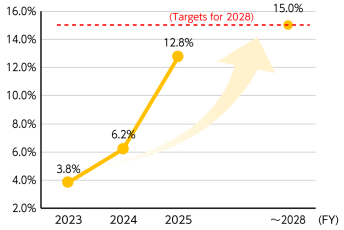
Short-term initiatives (active recruitment measures)

- Internships and company information sessions for female students
- Female engineering and technical employees share the appeal of their work and workplace through informative videos

Medium- to long-term initiatives (*Rikejo* Training Project for women in STEM)
In partnership with local governments and educational institutions, we offer facility tours and hands-on learning experiences for female junior and senior high school students, as well as networking events with our female employees
(We conducted these activities 12 times at 8 branches in FY2024, with 179 students and 90 parents participating, helping to build the talent pool.)

The *Rikejo* Training Project (tours of company facilities)

Trend in female hires among new science and engineering graduates (%)



Activities of the Women's Council

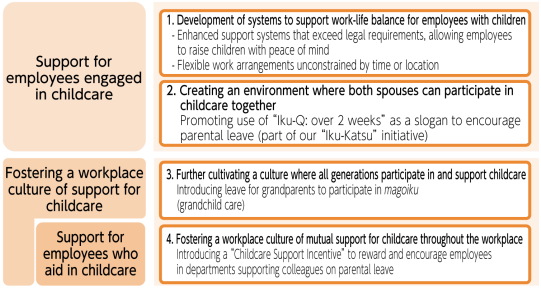
From FY2024, we have established a Women's Council spanning our headquarters and all nine branch office locations to incorporate the perspectives of female employees in our efforts to creative supportive work environments. The council comprises 62 female employees who have presented recommendations to management addressing challenges and initiatives for advancing the success of women in our company. Management discusses these proposals and translates them with concrete measures to further accelerate the advancement of women in the workplace.


Recommendations made to management

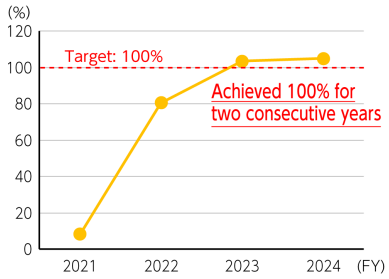
Support for balancing work and family life

Kyushu EP and Kyushu T&D have given the nickname 'Iku-Katsu' (an acronym for *ikuji katsudo*, "childcare activities") to the childcare leave system, framing the period devoted to childcare as a phase of personal growth, and actively promote its utilization. Moreover, we are not only supporting employees involved in childcare but also cultivating a workplace culture that supports childcare through cooperative means, taking a multifaceted approach to the development of an environment where employees can thrive while balancing work and home life.

Support for balancing work and family life



Trends in the paternal leave utilization rate (%)



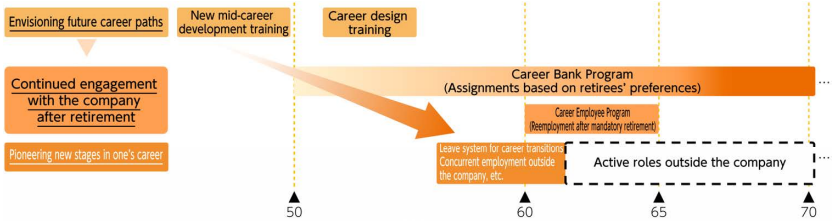
Promotion of employment for persons with disabilities

The Kyuden Group promotes employment of persons with disabilities as part of our group-wide commitment to helping create a society where all people with and without disabilities can thrive in their communities.
Through regular recruitment, we are advancing systematic hiring. At our subsidiary Q-CAP Co., Ltd., for example, we are further expanding job opportunities for people with disabilities by launching a new "health keeper" business[2] in FY2024, in addition to the current subtitling production and business support services.

[2] A program providing acupuncture, moxibustion, massage, and other services to employees as part of the company's welfare program

Promoting employment of seniors

Kyushu EP and Kyushu T&D conduct phased training and have established a consultation service comprising external experts to enhance career awareness and support career-building before employees reach retirement age.
Furthermore, to broaden the engagement of senior employees, we are revising the career employee system and striving to create an environment that leverages their extensive knowledge, skills, and rich experience.



Initiatives for LGBT+ inclusion

We respect sexual orientation and gender identity as important aspects of diversity and are establishing both the systems and the culture needed to create a workplace where employees can work with confidence and authenticity.

Initiatives	Details
Implementation of personnel and labor systems	• Same-sex partners and their children are recognized as family within the company's framework, granting them access to various personnel and labor benefits,[3] including company housing and childcare leave • Support includes enabling transgender employees to work according to their self-identified gender, with leave available for gender dysphoria treatment and approval for the use of preferred names
Fostering understanding and building workplace culture	• Establish internal and external LGBT+ consultation services and develop a system to respond to consultations from individuals and workplaces • Promote comprehensive understanding of LGBT+ issues through training programs for all employees • Publish company-specific guidelines organization-wide, covering basic information on LGBT+ and other diverse genders, along with guidelines on harassment prevention

[3] Even if a local government lacks a partnership declaration system, our company's unique declaration form can still be used

External assessment of our company's initiatives

Our company's DE&I initiatives are acknowledged externally and have been awarded various certifications.
Eruboshi Stage 2 certification awarded by the Minister of Health, Labor and Welfare, acknowledging companies with outstanding initiatives promoting women's participation and advancement in the workplace
Kurumin certification recognizing "childcare supporting companies" that meet specified criteria under the Act on Advancement of Measures to Support Raising Next-Generation Children
Bronze certification in the PRIDE Index 2024,[4] which evaluates initiatives for sexual minorities within companies

[4] Index created by the work with Pride Association that evaluates corporate and organizational initiatives to advance and establish diversity management related to LGBTQ+

Eruboshi certification logo

Kurumin certification logo

work with Pride Bronze 2024

Human Capital Work Environment Improvements

Policy and approach

At Kyushu EP and Kyushu T&D, we are committed to company-wide workstyle reforms. We aim to foster a vibrant work environment, enhance labor productivity through fundamental improvements to work efficiency, and transform our organizational culture to encourage employees to embrace new challenges.

Promotion framework

Kyushu EP and Kyushu T&D senior management are continuously promoting workstyle reforms by discussing and evaluating the details and status of their implementation. Additionally, we are accelerating efforts to create a better working environment by fostering communication and dialogue between management and employees and incorporating employee feedback.

Targets

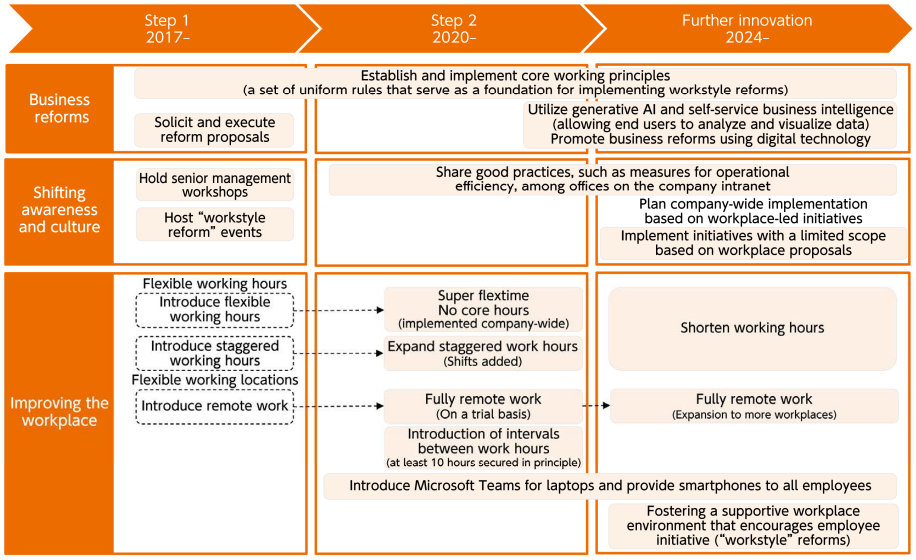
Issue	Medium-term targets	FY2025 targets	FY2024 results
Creating a workplace environment where diverse talent can thrive	75% of employees perceive progress in workstyle reforms by 2030	70% of employees perceive progress in workstyle reforms	59.9% of employees perceive progress in workstyle reforms

Initiatives

Promotion of workstyle reforms

To boost productivity and improve work-life synergy, Kyushu EP and Kyushu T&D promote workstyle reforms through a three-pronged approach of implementing business reforms, changing mindsets and workplace culture, and improving work environments. We will continue to implement innovative initiatives by leveraging digital technology, encouraging flexible work arrangements regardless of time or location, and fostering a workplace environment that empowers employees to take initiative.

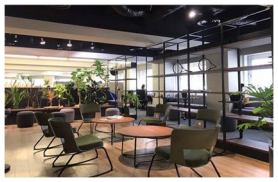
Status of workstyle reform initiatives



Fostering a supportive workplace environment that encourages employee initiative

We are pursuing workplace reforms from the following perspectives to create a workplace where diverse talent can thrive and maximize their potential, boosting productivity and fostering new value creation.

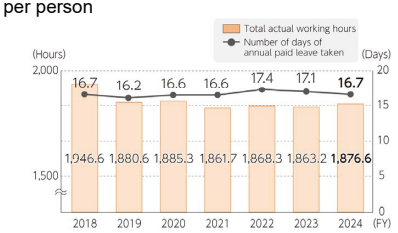
Aspect	Approach
Efficiency	Individuals can focus and maximize their potential through diverse work styles
Creativity	Encouraging interactions that inspire free and flexible thinking
Comfort	A healthy, vibrant, and positive environment where employees are excited to go to work


Creativity: Cafeteria spaces for refreshment and spontaneous interaction

Improving work-life balance

Kyushu EP and Kyushu T&D are working to reduce total actual working hours to enhance employee work-life balance. These measures include promoting flexible work styles, boosting productivity through workstyle reforms, and encouraging employees to take advantage of company-wide no-overtime days and annual paid leave.
Additionally, to maintain employee mental and physical health and compliance with laws and regulations, working hours are strictly managed by monitoring computer usage.

Total hours worked and annual paid leave taken per person



Labor-management relations

Kyushu EP and Kyushu T&D work to maintain healthy and positive relationships with labor unions based on the recognition that they are business partners working toward the common goal of ensuring the company's viability and growth. To maintain and strengthen this relationship, we hold meetings with the Labor-Management Committee and the Management Expert Committee and conduct labor-management roundtable meetings to ensure close communication and regular sharing of information.

Initiatives to integrate employee feedback

Dialogue between employees and top management

Kyushu EP and Kyushu T&D facilitate ongoing dialogue between top management and employees to foster two-way communication and build a shared understanding. Senior leaders directly communicate management's direction, challenges, and vision, while also listening to employees' thoughts, concerns, and feedback. (P35)

Leveraging engagement surveys

Kyushu EP and Kyushu T&D conduct company-wide engagement surveys, including topics such as employees' perception of progress in workstyle reforms. Measures are taken based on employee feedback collected through these surveys. (P57)

Internal pilot initiatives

Kyushu EP has launched internal pilot initiatives aimed at boosting productivity by trialing new business operation methods based on employee reform proposals, with the goal of expanding these initiatives company-wide. We will continue to utilize employee feedback to further drive innovation in our initiatives.

Employee welfare initiatives

Kyushu EP and Kyushu T&D offer a variety of welfare programs designed to support independent career development, including assistance with obtaining qualifications and self-improvement, as well as flexible work systems tailored to different life stages. Additional programs are in place to enhance employee engagement by supporting the well-being of employees and their families. In FY2024, in response to increasingly diverse values, lifestyles, and work styles among our employees, the company revised its housing and dormitory programs, renovating existing properties and expanding housing options by offering private-sector rental choices.

Initiative	Details
Corporate Housing and Dormitories	Renovation of company housing and dormitories throughout Kyushu and adoption of company-leased housing* in urban areas
Asset-building programs and company stock	Support for wealth accumulation through savings programs and company stock purchase plans
Flexible benefit plan	Diverse support tailored to individual needs, such as subsidies for education, travel, childcare, and more.
Mutual aid payments	Celebratory and condolence payments (e.g., for marriage, childbirth), as well as subsidies for infertility treatment, babysitters, and helpers

*The company rents a property chosen by the employee on the open market and then leases it to the employee

Human Capital Safety and Health

Safety

Policy and approach

We have established our Safety and Health Management Policy under a fundamental and unconditional approach that prioritizes safety over all else. This policy not only ensures compliance with laws and labor agreements but also proactively aims to ensure the safety of employees. It also emphasizes checking the safety management status of contractors and subcontractors and providing them with thorough guidance about how to improve.
The Safety and Health Management Policy defines priority items to implement, such as promoting activities focused on major accidents and fostering a culture that values safety. Based on the principles of the Occupational Safety and Health Management System (OSHMS), we are working to improve the level of safety by formulating goals and activity plans for each item. This involves implementing a PDCA cycle, which consists of planning, doing, checking, and taking action.
In the event of an accident, we investigate its causes at the relevant business site and take measures to prevent recurrence through accident prevention review meetings and the Safety & Health Committee. We also strive to prevent similar accidents from occurring by sharing accident case studies and measures to prevent recurrence within the group.

Promotion of safety initiatives based on the Kyuden Group Safe Conduct Charter

The Kyuden Group promotes initiatives that center safety as the foundation of management by using the Kyuden Group Safe Conduct Charter, which outlines our safety goals and fundamental policies, as the basis for our awareness and actions.
The Safe Conduct Charter was deliberated and established by the Corporate Management Committee. In addition to Kyuden Group companies, we will also work to ensure that our contractors and subcontractors understand the content of the Charter by incorporating it into their contractual compliance requirements. In doing so, we will endeavor to put it into practice on a permanent basis throughout our entire business.We will also aim to embed a culture of prioritizing safety into our organizational DNA, ensuring it is passed down through the generations within the Kyuden Group.

Kyuden Group

Kyuden Group Safe Conduct Charter

The Kyuden Group is committed to protecting the safety of all people involved in our business, and thereby fostering a sense of security and trust.
To achieve this, we prioritize safety as the foundation of our management and are committed to the following five actions from the perspectives of occupational safety and equipment security:
1. Creating and evolving safety measures
2. Reflecting stakeholder opinions and sharing information
3. Creating open and friendly work environments
4. Encouraging self-improvement
5. Passing on the Group's DNA to future generations

Workplaces

Kyuden Group Safety Pledge

We are committed to maintaining safe and secure workplaces so that our employees' families can feel at ease when they leave for work each day.
To this end, each of our employees consistently thinks and acts while prioritizing safety, with strong determination and unwavering teamwork.

Individuals

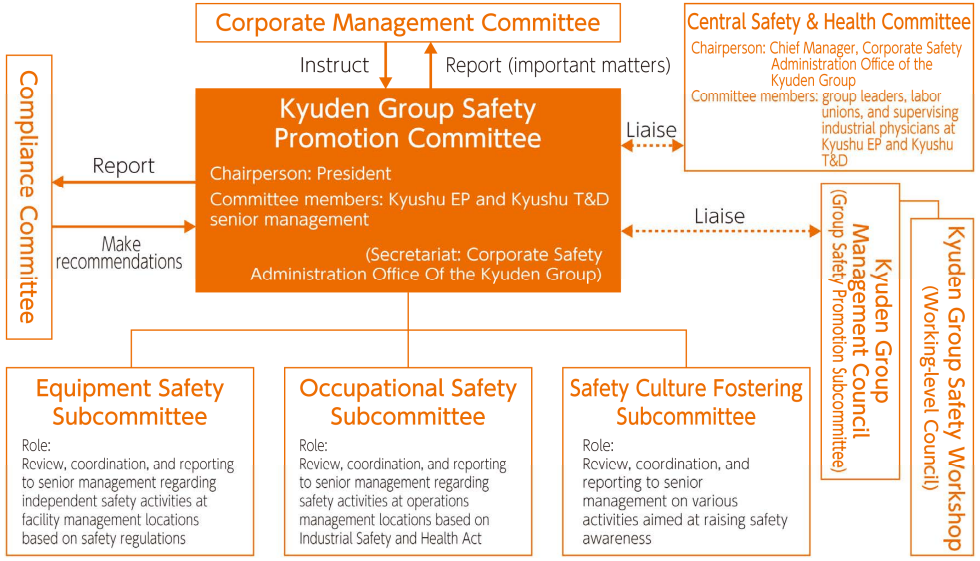
Three principles of safe conduct for all employees

1. Learn and adhere: Learn the core elements of safe conduct and consistently adhere to the principles.
2. Stay alert: Listen to the community and your colleagues, engage in discussions, and stay alert to recognize new risks.
3. Evolve: Evolve safe conduct by incorporating what you notice.

Promotion framework

The Kyushu EP Safety Promotion Committee, chaired by the President, meets twice a year to deliberate on the safety of the entire Kyuden Group. Through discussions and coordination at the management level, we are strengthening safety-related governance to strive to prevent accidents.
In order to jointly promote various safety and health initiatives between labor and management, we have established a Central Safety & Health Committee as a forum for regular discussions on matters and policies related to health and safety, thereby building a system for promoting health and safety through labor-management cooperation.
In addition, the Safety Promotion Committee works with the Group Safety Promotion Subcommittee, composed of executives in charge of safety at group companies, to build a group-wide safety promotion system for the purpose of promoting and coordinating the efforts of Kyuden Group as a whole.

Kyuden Group safety promotion framework



Targets

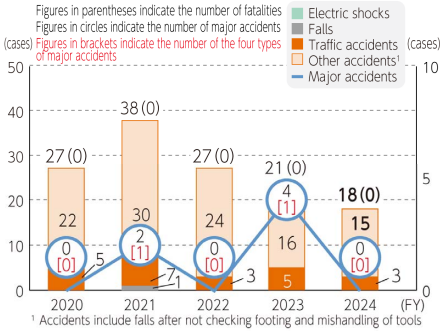
Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Building a foundation that enables employees to work with peace of mind	Zero serious occupational accidents, including contractors and subcontractors	Zero instances of any of the four types of major accidents,[1] including for contractors and subcontractors [1] The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery.	Instances of any of the four types of major accidents, including for contractors and subcontractors: 8 incidents

Initiatives

Initiatives to eliminate all major accidents

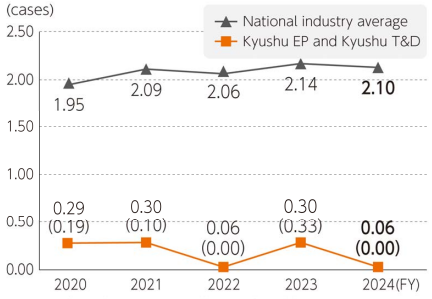
We aim to eliminate all major accidents by promoting disaster prevention measures and ensuring safe work practices on-site. These measures include conducting risk assessments, implementing prevention strategies based on thorough investigations of root causes after accidents, and verifying the implementation of these strategies.
In addition to conventional safety activities, we are implementing recurrence prevention measures that delve into the underlying factors of risk-taking behaviors at work sites. Embracing a Safety II perspective, we consider near misses as successful instances where disasters were averted and investigate their causes for strategy formulation. To better visualize these activities, we create explanatory materials that enhance employees' understanding and facilitate the practical application of these practices on-site.
Furthermore, we provide safety education and level-specific training as mandated by occupational health and safety laws, with the goal of enhancing participants' safety awareness and knowledge.

On-the-job accidents (Kyushu EP and Kyushu T&D)



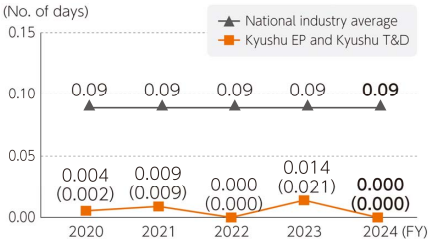
[1] Accidents include falls after not checking footing and mishandling of tools

Rate of work-related accidents[1]



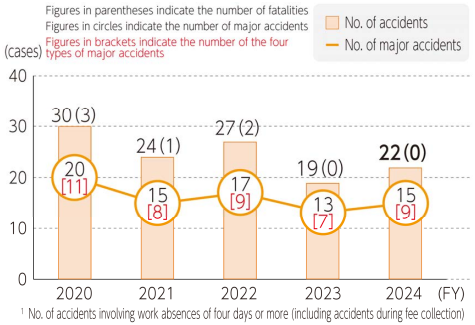
[1] No. of accidents per one million paid work hours
Figures in parentheses are non-consolidated figures for Kyushu EP

Severity of work-related accidents[1]



[1] Days of labor lost due to work-related accidents per 1,000 work hours
Figures in parentheses are non-consolidated figures for Kyushu EP

Accidents involving contractors and subcontractors[1]



[1] No. of accidents involving work absences of four days or more (including accidents during fee collection)

Promoting safety activities with contractors and subcontractors

In cooperation with contractors and subcontractors, we promote safety activities targeting the most frequent types of accidents to ensure thorough safety practices.
Specifically, we are working to raise safety awareness by sharing basic information on how to eliminate the four major types of serious accidents, checking the status of safety management at work sites through safety inspections and examinations by safety consultants, and engaging in direct dialogue with workers at work sites.

Safety inspections

Safety training at Anzen Mirai Kan

Opened in April 2023, Anzen Mirai Kan provides safety training for all Kyuden Group employees to foster their commitment to safety and create a culture of safety that unites the group.
At the facility, we use content such as disaster reenactment videos to help participants truly grasp the devastating impact of disasters and their effects on others. We deepen our understanding of human traits that can lead to accidents in terms of human error, risk-taking, and psychological safety. We also utilize disaster simulator equipment to teach the effectiveness of safe practices and enhance hazard awareness. This “resonating” training aims to further raise safety awareness among our group employees.
2,826 employees attended training at the facility in FY2024.

Employees during a training course

Kyuden Group Safety Convention

The Kyuden Group Safety Convention is held to further foster a culture that places the highest priority on safety and to provide an opportunity for the entire Kyuden Group to further promote safety initiatives. The convention deepens awareness of safety among senior management and employees at all workplaces through lectures by external experts, and commends and showcases outstanding initiatives to promote safety at each workplace of the Kyuden Group. The contents of these activities are shared throughout the group, encouraging employees to take personal responsibility for safety and enhance and evolve safety initiatives in their workplaces.

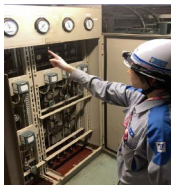
Participants being recognized for efforts in safety promotion

Ensuring safety at facilities

Initiatives for the stable operation of thermal power plants
With the growing adoption of renewable energy and particularly the rapid increase in solar power connections, thermal power plants play a major role in balancing supply and demand to ensure a stable power supply.
For this reason, Kyushu EP prioritizes safety to prevent accidents and implements comprehensive measures to maintain stable operations, including the following:

- ○ Inspections and repairs on weekends and national holidays (year-end and New Year holiday period, Golden Week, etc.) when electric power demand is low
- ○ Early detection of equipment abnormalities through employees and subcontractors working together to step up inspections and monitoring of operating conditions
- ○ Establishment of a reliable communication system in case of trouble and early restoration of operations by the manufacturer and group companies working together in the event of a problem

Early detection of equipment abnormalities through inspections


Checking equipment by pointing and calling


Checking for abnormal sounds with a stethoscope

Safety measure initiatives at hydroelectric power plants
Record rainfall caused by Typhoon Nabi in 2005 led to serious mudslides along the Mimikawa River in Miyazaki Prefecture due to causes such as mountain landslides and the worst flooding in the area’s history. Because of this, we are engaged in various collaborative efforts with all parties involved in the river region, from mountainous areas to the rivers and coasts, to ensure the safety and security of the local community and coexistence between humans and all other living things there. (Based on the Mimikawa River Integrated Sediment Management Plan formulated by Miyazaki Prefecture in 2011.)
Amid these developments, Kyushu EP retrofitted dams to lower the water level in reservoirs during floods and started sediment sluicing operations at dams in FY2017 to use the force of water to allow sediment to flow downstream. This is expected to improve flood safety upstream from dams and the downstream river environment.

Retrofitting dams to allow sediment flow downstream


Saigou Dam (before retrofitting)


Saigou Dam (after retrofitting)

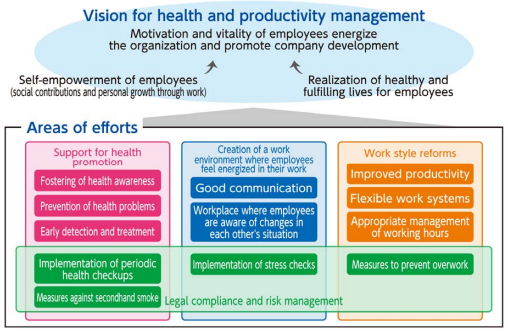
Health

Policy and approach

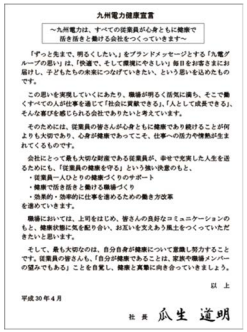
Our employees are the very foundation of all our business operations. At Kyushu EP and Kyushu T&D, we aim to increase employee morale and enthusiasm through the Health and Productivity Management®[1] initiative so that their energy revitalizes us as an organization and helps us achieve lasting corporate development.
In 2018, we established the Kyushu EP Health Declaration and Kyushu EP Health Management Policy. Based on our strong resolve to protect the health of our employees, we are working to support each employee's health, create a workplace where employees can work with health and enthusiasm, and reform work styles to promote effective and efficient work.

[1] Health and Productivity Management® is a registered trademark of the Non-profit Organization Kenkokeiei

Conceptual diagram



Kyushu EP Health Declaration


九州電力健康宣言

～九州電力は、すべての従業員が心身ともに健康で活き活きと働ける会社をつくっていきます～

「ずっと元気で、明るくしたい。」をブランドメッセージとする「九電グループの思い」は、「快適で、そして環境にやさしい」毎日をお客さまにお届けし、子どもたちの未来につなげていきたい、という思いを込めたものです。

この思いを実現していくにあたり、職場が明るく活気に満ち、そこで働くすべての人が仕事を通じて「社会に貢献できる」、「人として成長できる」、そんな喜びを感じられる会社でありたいと考えています。

そのためには、従業員の皆さんが心身ともに健康であり続けることが何よりも大切であり、心身が健康であってこそ、仕事への活力や積極的な生まれてくるものです。

会社にとって最も大切な財産である従業員が、幸せで充実した人生を送るために、「従業員の健康を守る」という強い決意のもと、

・従業員一人ひとりの健康づくりのサポート
・健康で活き活きと働ける職場づくり
・効率的・効率的に仕事を進めるための働き方改革

を進めていきます。

職場においては、上司をはじめ、皆さんの良好なコミュニケーションのもと、健康状態に気を配り合い、お互いを支えあう風土をつくっていただきたいと思います。

そして、最も大切なのは、自分自身が健康について意識し努力することです。従業員の皆さんも、「自分が健康であることは、家族や職場メンバーの望みでもある」ことを自覚し、健康と真摯に向き合っていきましょう。

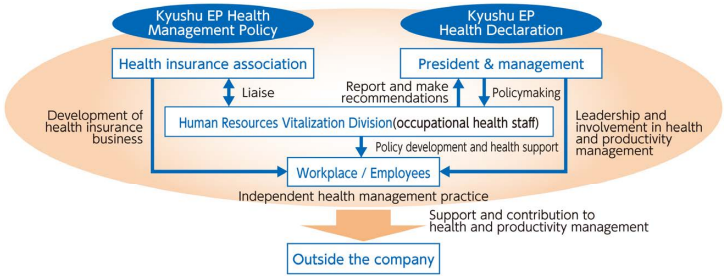
以 上

平成30年4月

社長 瓜生 道明

Promotion framework

Industrial health staff (industrial physicians and public health nurses) play a central role in various Health and Productivity Management initiatives in cooperation with the Human Resources Department, workplaces, and the Kyushu EP Health Insurance Association.
In addition, as part of our efforts to promote Health and Productivity Management, our senior management regularly receives reports on the physical and mental health of employees.



Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Building a foundation that enables employees to work with peace of mind	・Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program ・80 or fewer overall health risks identified during stress checks	・Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program ・Percentage of employees at healthy body weight: 66% or more[1] ・80 or fewer overall health risks identified during stress checks	・Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program ・Percentage of employees at healthy body weight: 63.6% ・Overall health risks identified during stress checks: 75

[1] Among employees in their 40s and older who are the target of the Health and Productivity Management survey

Initiatives

Health maintenance and promotion initiatives

In addition to company-wide initiatives such as regular health checkups, we engage in activities like disseminating messages from management, organizing enjoyable events for employees, and offering advice based on the expertise of healthcare professionals. This encourages employees to personally recognize the importance of health and actively engage in health management.
Furthermore, we perform company-wide stress checks to assess the stress levels of employees and workplaces and implement stress reduction activities based on the results. These initiatives help maintain and enhance the physical and mental well-being of employees.

Raising awareness through management-led initiatives

・Top management drives Health and Productivity Management through internal broadcasts of messages from the President and other means
・Created a radio calisthenics video with broad participation from executives and employees, and broadcast it internally to raise health awareness and workplace unity


Radio calisthenics video featuring top management

Changing awareness and behavior through company-wide initiatives

・Provide information in the company newsletter on smoking cessation, women's health, and other topics to raise health awareness
・Conduct initiatives like the company-wide walking campaign[1] during Health Promotion Month (October), encouraging colleagues to participate together

[1] 525 teams and 4,109 employees participated in FY2024 (an increase of 52 teams and 601 participants from FY2023, with the exercise habit rate also improving)


In our company-wide walking campaign, employees encourage one another, helping to establish voluntary exercise habits

Professional support by public health nurses

・Held physical fitness tests and various health lessons to raise awareness of the need to improve lifestyle habits
・Public health nurses offer advice on health promotion, smoking cessation support, and other information
・Employees are interviewed based on health check results to proactively prevent and detect mental and physical health issues

Mental health care for individuals and in the workplace

・Conduct stress checks[1] throughout group companies to ascertain the stress levels of employees and workplaces
・Conduct self-care activities based on stress check results and engage in discussions about strengths and weaknesses in each workplace, focusing on activities to reduce stress and improve the work environment

[1] The average overall health risk result of the stress check was 75, a favorable result that is lower than the national average of 100

Changes in various health indicators

Regular exercise	Smoking rate	Alcohol consumption	Stress check attendance / Overall health risk
Percentage of respondents who answered that they get regular exercise	Percentage of respondents who answered in the medical interview that they smoke	Percentage of respondents who drink an average of two drinks (360ml) or more per day	
21.4% (2022)	23.9% (2022)	8.4% (2022)	94.8% (2022)
20.4% (2023)	23.2% (2023)	9.1% (2023)	95.8% (2023)
21.0% (2024)	22.8% (2024)	9.4% (2024)	94.9% (2024)
			76 (2022)
			76 (2023)
			75 (2024)

Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program

Kyushu EP and Kyushu T&D have been recognized as Certified Health & Productivity Management Outstanding Organizations for their initiatives in maintaining and enhancing health and productivity management for employees.

Eighth consecutive year selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program
Recognized as a "White 500" company for the third consecutive year and the seventh time overall

Governance

Corporate Governance

Policy and approach

At Kyushu EP, we believe that conducting socially meaningful business activities from a long-term perspective in line with the Kyuden Group's mission will continue to generate sustainable value for all stakeholders. Strengthening corporate governance to ensure that we conduct these business activities properly is a top priority for our management.
Moreover, recognizing the rapidly changing business environment surrounding our company, we have adopted an Audit & Supervisory Committee model in order to strengthen governance and accelerate decision-making, enabling us to respond more flexibly and swiftly to changes.
We will continue to improve our corporate governance, aiming for sustainable growth and the enhancement of our corporate value over the medium to long term.

Promotion framework

Basic Internal Control Policy Overview

Established: July 2006
Revised: March 2024

1 Framework to ensure compliance with laws and regulations in directors' execution of duties
- Board of Directors deliberates and decides on important management matters and oversees the execution of duties by directors and executive officers
- Regular assessment of the effectiveness of the Board of Directors' decision-making and oversight functions by Board members
- Appointment of external directors to comprise at least one-third of the total number of directors
- Nomination of candidates for director and determination of remuneration decided by committees chaired by external directors and composed of a majority of external directors
- Establishment a Compliance Committee
- Board of Directors leads the way in implementing the Kyuden Group's Corporate Code of Conduct, Compliance Action Guidelines, and the Code of Conduct for Ensuring Neutrality in General Power Transmission and Distribution Operations
- Refusal of any inappropriate demands from antisocial forces
- Respect for the recommendations and advice given by the Audit & Supervisory Committee or its members in regard to the execution of duties by directors or executive officers

2 Framework for the storage and management of information related to directors' execution of duties
- Ensure proper storage and management of information and information security

3 Risk management structure
- Appropriately respond to major risks in management and individual projects or other matters
- Relevant departments share information, clarify response mechanisms, and implement appropriate measures for risks involving multiple departments and significant risks that may become material
- Facilitate the continuous mitigation of nuclear power-related risks by broadly identifying risks and sharing information based on external insights and opinions
- Establish a Crisis Management Framework for emergency disasters, situations that could cause us to lose society's trust, and any other events that may have a significant impact on corporate management or society

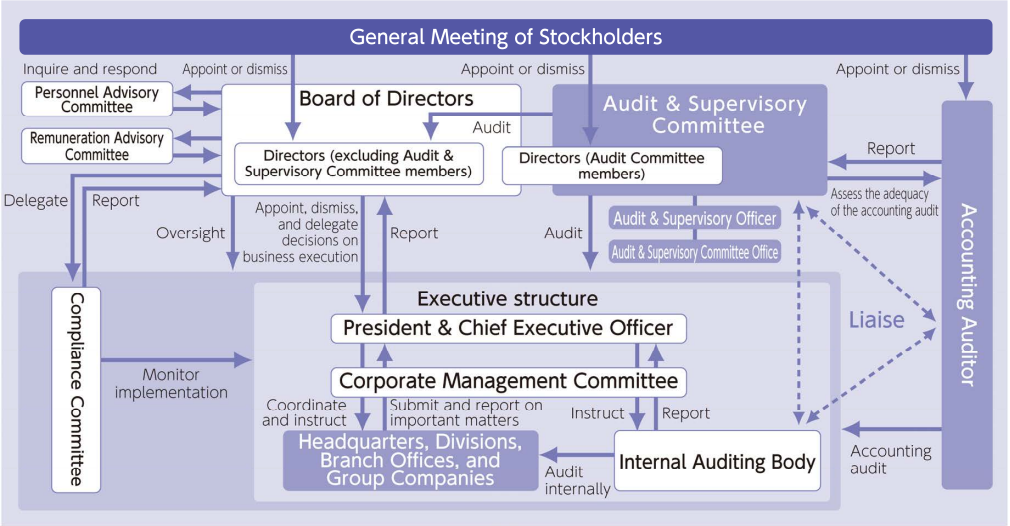
4 Framework to ensure the efficiency of directors' execution of duties
- Proper and efficient business execution structure and clarification of responsibilities and authority

5 Framework to ensure compliance with laws and regulations in employees' execution of duties
- Compliance with corporate ethics, laws, and regulations promoted through the Compliance Committee
- Ensure widespread adoption of the Kyuden Group's Corporate Code of Conduct, Compliance Action Guidelines, and the Code of Conduct for Ensuring Neutrality in General Power Transmission and Distribution Operations
- Establish a system to safeguard those who seek advice or raise concerns through the operation of internal and external compliance consultation services
- Establish a system to safeguard those who seek advice and to ensure compliance with conduct regulations through the operation of a conduct regulation consultation service
- Ensure the reliability of financial reports
- Conduct internal audits of the execution of duties and monitor quality assurance for nuclear power

6 Within the corporate group Framework to ensure appropriate business operations
- Address group management issues, promote compliance, and ensure close information sharing

7 Framework to ensure the effectiveness of the Audit & Supervisory Committee's execution of duties
- Appointment of an Audit & Supervisory Officer and establishment of a dedicated Audit & Supervisory Committee Office to assist the Audit & Supervisory Committee
- Ensure the independence of Audit & Supervisory Committee staff from directors
- Ensure a framework for reporting to the Audit & Supervisory Committee, including from group companies
- Establish a framework to ensure the effectiveness of other audits

Corporate governance structure (as of July 2025)



We have established a basic policy for internal controls to ensure the integrity of operations throughout the company as we strive to continuously improve our systems.
- Strengthen oversight functions through the appointment of independent, full-time external directors, who constitute at least one-third of the total number of directors
- Ensure efficient operation of the Audit & Supervisory Committee through close coordination with our Internal Auditing Body
- Clarify the roles of oversight and execution between directors and executive officers
- Ensure thorough compliance
- Enhance the neutrality of our internal audit structure (with a separate, dedicated internal auditing body established for nuclear power)

Our Articles of Incorporation, aiming to invigorate deliberations and strengthen oversight functions, stipulate that the Board of Directors shall consist of up to 19 directors, including up to 5 who are Audit & Supervisory Committee Members.

Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Improving the effectiveness of corporate governance	・Ensure the diversity and appropriate structure of the Board of Directors, including the proportion of external directors ・Enhance monitoring structures ・Ensure transparency and objectivity regarding nominations and compensation	・Improve the functioning of the Board of Directors	・Conducted evaluations pertaining to bolstering the governance of the Board of Directors of a pure holding company and enhancing monitoring across the group's business activities
	・Enhance corporate value by driving the intellectual creation cycle of creation, protection, and utilization	・Roll out specific actions laid out in the IP strategy	・Explored specific initiatives within the intellectual property strategy ・Provided intellectual property support for determining the need to properly maintain ownership rights and for the technological development required to prioritize and resolve critical issues ・Enhanced training programs by sharing program content and reflecting feedback from evaluations

Initiatives

Overview of internal organizations at Kyushu EP

Organization	Roles	Members (As of the end of March, 2025)	Meeting frequency
Board of Directors	・Decides on important corporate management matters ・Oversees the execution of duties	・All 14 directors (including 5 external directors)	Generally once a month (14 meetings held in FY2024)
Corporate Management Committee	・Deliberates on matters requiring prior discussion among the matters decided by the Board of Directors ・Makes important decisions regarding business execution	・President, Vice President, Senior Managing Executive Officer, etc. 13 to 23 members (10 of whom attend, depending on the agenda) Note: 2 external directors also attend in addition to the above	Generally once a week (28 meetings held in FY2024)
Audit & Supervisory Committee	・Performs audits of the overall execution of duties by directors ➡ Attends Board of Directors and other important meetings ➡ Receives feedback from executive divisions and other departments ➡ Performs site inspections ➡ Deliberates and decides on important matters related to audits stipulated by laws and regulations and the articles of incorporation	・All 4 Audit & Supervisory Committee members (including 3 external Audit & Supervisory Committee members) *The Audit & Supervisory Committee Office, which has 9 members, was established to assist Audit & Supervisory Committee members and the Audit & Supervisory Officer in their duties	Once a month in principle (14 meetings held in FY2024)
Internal Auditing Body	・Performs audits on compliance with laws and regulations and the status of business execution at each company division, business site, and group company ・Performs audits on quality assurance systems related to safety initiatives and the status of business execution based on them	・19 Internal Audit Office members ・10 Nuclear Power Audit Office members	Conducted continuously as part of their duties

Discretionary committees at Kyushu EP equivalent to the Nominating Committee and Remuneration Investigation Committee

Personnel Advisory Committee (which acts as a discretionary nominating committee)
The committee deliberates and decides on the selection of director candidates (including executive directors and representative directors) and executive officers and makes recommendations to the Board of Directors. In FY2024, the committee met four times, with all members in attendance.

Remuneration Advisory Committee (which acts as a discretionary remuneration committee)
The committee deliberates on decision-making policy and individual remuneration standards for directors (excluding Audit & Supervisory Committee members), executive officers, and corporate officers, as well as the individual compensation amounts, and makes recommendations to the Board of Directors. In FY2024, the committee met four times, with all members in attendance.

Committee	Total	Internal directors	External directors	Chairperson
Personnel Advisory Committee	4	1	3	External director
Remuneration Advisory Committee	4	1	3	External director

Director Remuneration

Individual compensation for directors (excluding those who are members of the Audit & Supervisory Committee) consists of both basic remuneration and performance-linked remuneration. Basic remuneration is determind according to job responsibilities, and performance-linked remuneration is determined based on metrics such as consolidated ordinary income aligned with the Management Vision, ROIC, GHG reductions toward carbon neutrality, and dividend payments to shareholders.
Furthermore, based on the establishment of human resources target as one of the management goals in the Management Vision 2035 formulated in May 2025, we will add a new performance indicator, employee engagement rating, from FY 2025.
For external directors, compensation is limited to a base salary only, considering their role, without applying performance-linked compensation.
The compensation amounts are determined by the Board of Directors within the total amount and maximum number of shares set at the General Meeting of Shareholders, based on the deliberations of the Remuneration Advisory Committee, which is chaired by an external director and composed of a majority of external directors.
Additionally, Audit & Supervisory Committee members attend the Remuneration Advisory Committee meetings to ensure the appropriateness of the committee's discussions.

Director remuneration structure (FY2024 compensation system)

Type of remuneration			Weight	Range of variation	Payment	Performance indicator		Evaluation method	Base value	Actual result	Payment rate[1]
Base remuneration	Fixed	(Monthly salary)	55 to 69%	–	Once a month Fixed period	–		Determined according to responsibilities	–		
Performance-linked remuneration	Variable	Short-term (Bonus)	15 to 22%	0 to 120%	Once a year Fixed period	Consolidated ordinary income		Payment rate determined based on the current year's performance relative to the base value set by the Remuneration Advisory Committee	FY2024 ¥117 billion	¥194.6 billion	120%
		Stock compensation[2] (Medium- to long-term)	15 to 22%	–	Upon resignation	–		Determined based on position at the end of each fiscal year	–		
				0 to 150%	Upon resignation	Financial indicator	Consolidated ordinary income	Payment rate determined based on the performance in the final fiscal year within the target period (three business years), relative to the base value set by the Remuneration Advisory Committee	FY2026 ¥130 billion	–[3]	
							ROIC	Payment rate determined based on the final fiscal year's performance within the target period (three business years), relative to the base value set by the Remuneration Advisory Committee	FY2026 2.6%		
						Non-financial Indicator	Supply chain GHG emission reduction volume	Payment rate determined based on the final fiscal year's performance within the target period (three business years), relative to the base value set by the Remuneration Advisory Committee	FY2026 Reduction of 10% (compared with FY2020)		
							Incremental electricity consumption in the residential and commercial sectors	Payment rate determined based on cumulative performance since FY2021, relative to the base value set by the Remuneration Advisory Committee	FY2021–FY2026 Cumulative total of 1.33 billion kWh		

[1] When determining the amount of performance-linked remuneration, the Remuneration Advisory Committee deliberates on the matter, taking into account the above indicators as well as the dividend status.
[2] Stock compensation consists of points based on position and points linked to the level of performance achievement.
[3] Each target period consists of three fiscal years, and evaluations are based on the end date of each period (current target period: fiscal years 2024 to 2026).

Director remuneration amounts (Reference: FY2024)

Category	Base Remuneration		Performance-linked remuneration				Total compensation (million yen)
	Monetary compensation				Non-monetary compensation		
	Monthly remuneration		Bonuses (short-term performance-linked)		Stock compensation (medium- to long-term performance-linked)		
	Members	Total (million yen)	Members	Total (million yen)	Members	Total (million yen)	
Director (excluding Audit & Supervisory Committee members)	12	347	8	117	8	84	548
Director Audit & Supervisory Committee Member	6	79	–	–	–	–	79
Total (including external directors)	18 (7)	426 (60)	8 (–)	117 (–)	8 (–)	84 (–)	628 (60)

Note: The above amounts were paid based on the director remuneration system for FY2024.

Kyuden Share Ownership Guidelines

We have formulated Kyuden Share Ownership Guidelines for directors and executive officers, setting stock ownership targets for each position to align their interests with those of shareholders.

Director candidate selection policy

Kyushu EP deliberates on the selection of director candidates within the Personnel Advisory Committee, which is chaired by an external director and composed of a majority of external directors, ensuring independence, transparency, and objectivity. Final decisions are made by the Board of Directors. Candidates for internal director positions are selected based on a comprehensive evaluation of their character, insights, ethical standards, background, and abilities. Furthermore, external director positions comprise at least one-third of the entire Board of Directors. We select candidates with rich experience and knowledge in corporate management or specialized fields who meet our independence criteria. Furthermore, three of the directors are women, and candidates are chosen to ensure diversity and an optimal size for the Board of Directors, considering gender, international perspective, career background, and age, with a comprehensive view of the business domain.

Succession plan for the development of management

Kyushu EP is advancing its succession plan involving efforts to develop the top echelon of management executives.
- Expansion of executive development programs, beginning with Management Leader Training
- Assessment of management executives by Personnel Advisory Committee members through meeting attendance and more.

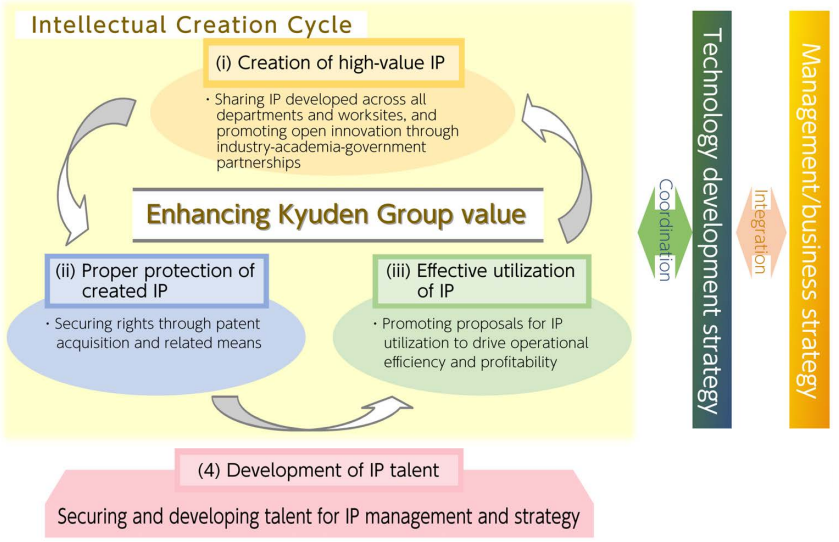
Establishment of an IP governance system

Following the Corporate Governance Code revised in June 2021, companies are expected to design and implement intellectual property strategies according to the Intellectual Property and Intangible Assets Governance Guidelines. Our company will continue to steadily advance intellectual property initiatives in accordance with our Basic Policy on Intellectual Property Strategy.

Basic policy

By advancing the cycle of intellectual creation, protection, and utilization, we will enhance corporate value and contribute to management and business strategies from an intellectual property perspective in coordination with technology development strategies.

Overall view



*Developed based on the Ministry of Economy, Trade and Industry's Strategic Intellectual Property Management (April 2007).

Risk Management

Policy and approach

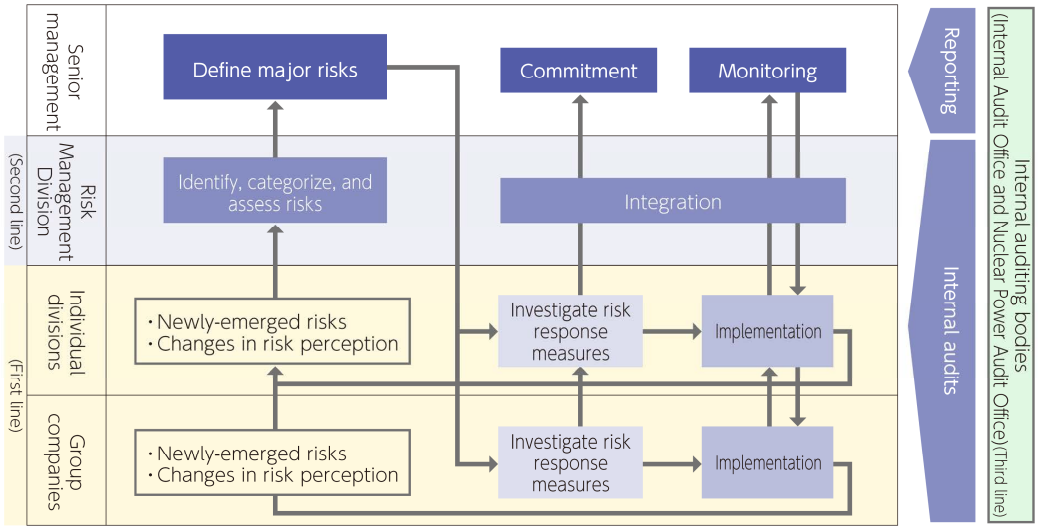
At Kyushu EP, we remain committed to risk management as outlined in the following objectives:
- Address new risks associated with changes in the business environment in a timely and appropriate manner
- Allocate management resources based on risk priorities to conduct business operations
- Promote shared risk awareness at each level of our organization, including all directors
- Be vigilant in preventing emerging risks

As the risks we face continue to multiply and grow more complex, we have established a Crisis Management Framework to minimize impact as soon as a risk emerges.

Promotion framework

Each year, we identify, categorize, and assess risks to Kyuden Group operations in accordance with Kyushu EP's risk management regulations, clearly defining key risks faced by individual divisions and the company as a whole.
These key risks inform the measures put in place at individual divisions and business sites to ensure that they, as well as any risks to individual projects, are managed appropriately.
For risks that affect multiple areas of the group or pose a significant threat of materializing, relevant departments share information, define a clear response framework, and address these risks appropriately.
In particular, we work to understand the wide range of risks associated with nuclear power by incorporating external knowledge and opinions, while also promoting information sharing among directors, executive officers, and others, and making continuous efforts to reduce risk.
We have also preemptively established a response framework and procedures in our regulations for prompt, targeted action when natural disasters occur, and periodically conduct drills and other training.
Our internal auditing bodies remain neutral in the execution of business, conducting audits of how risk management—including information security—is implemented in individual divisions and group companies to ensure that there are appropriate risk management measures in place.

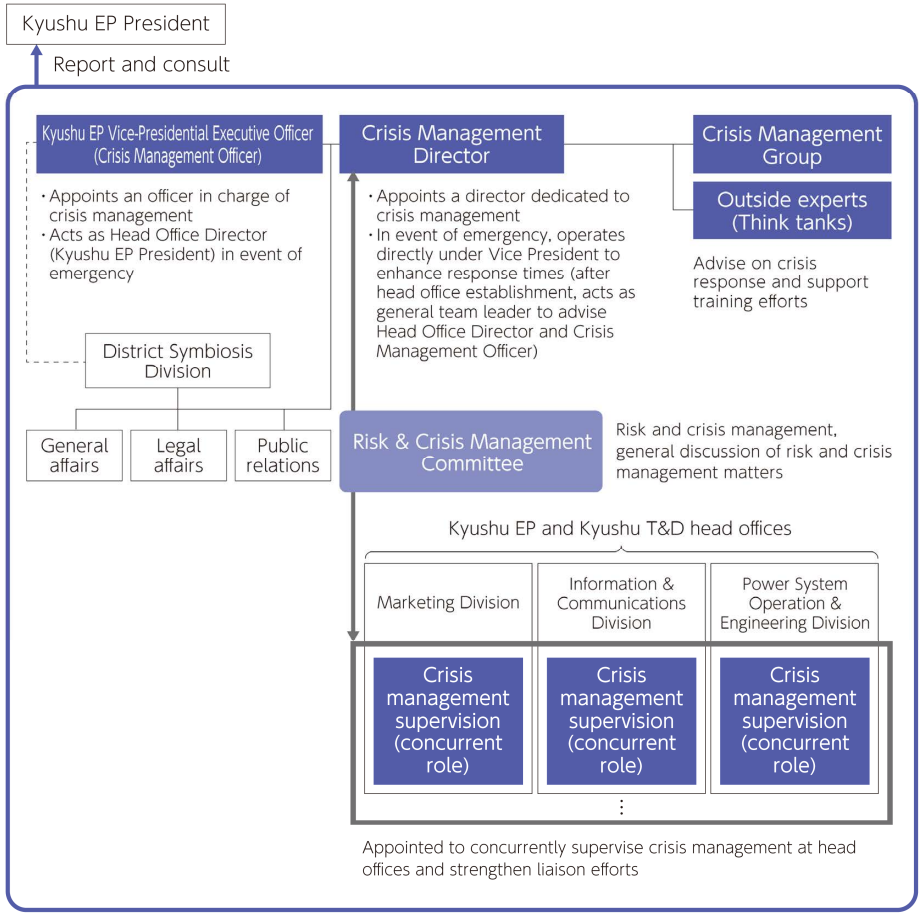
Risk management framework



Our group develops and maintains a comprehensive risk management framework based on the three lines of defense model.

Establishment of a Crisis Management Framework

As part of our Crisis Management Framework, a Crisis Management Officer (Kyushu EP's Vice-Presidential Executive Officer) and a Crisis Management Director have been appointed along with crisis management supervisors at Kyuden EP and Kyushu T&D head offices to share information and liaise in the event of a crisis.
In our constant efforts to strengthen and improve our crisis management capabilities, we have also established a Risk & Crisis Management Committee alongside a support system of outside experts who offer specialized, advanced knowledge.



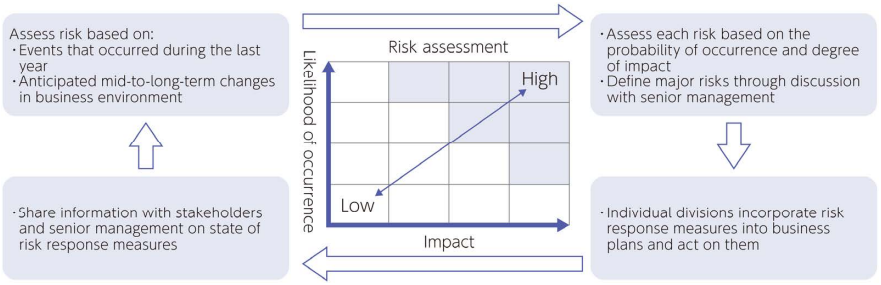
Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Strengthening risk management systems	Improve accuracy of risk management	Improve accuracy of risk management	A company-wide risk analysis was conducted and discussed by the Board of Directors. Each department subsequently incorporated risk countermeasures into its mid-term plan, with monitoring conducted using management indicators.

Initiatives

Kyushu EP has established the following risk management process to promptly and appropriately respond to new risks associated with changes in the business environment and to prevent potential risks from emerging.

Risk management process



Business risks disclosed by Kyushu EP (as of June 2025)

Key potential risks that may affect our group's (consolidated) business performance and financial position include the following:

Risk	Details	Solutions
Changes in the competitive environment		
Domestic energy business	Impacts including temperature changes and economic trends Intensification of competition with industry peers Trends in the fuel and electricity markets	Maximize use of non-fossil value and competitively priced power sources Develop pricing plans that meet customer needs Expand energy solution business
Other businesses (overseas, etc.)	Increasingly competitive market environment, changing business environment Country risk Market fluctuations (prices, power and fuel prices, interest rates and exchange rates, etc.) Institutional change	Establish risk management framework for each project Monitor market fluctuations Assess profitability and risk Optimize business portfolio Reduce costs Engage with new technologies
Current state of nuclear power		
Maximizing nuclear power usage while always placing safety first	Operational restrictions due to new regulatory standards Successful anti-nuclear litigation	Comply with new regulatory standards (enhance safety) Respond appropriately to litigation
Nuclear fuel cycle and back end business	Japan Nuclear Fuel Limited's deteriorating financial situation Uncertainty associated with very long-term operations	Provide support to complete reprocessing projects ahead of schedule Leverage national measures, etc. to mitigate impacts
Market price fluctuations		
Fuel price fluctuations	Fluctuations in international fuel market and foreign exchange rates Changes in procurement criteria	Diversify sourcing and ensure flexibility Utilize forward exchange contracts and fuel price swaps
Interest rate fluctuations	Macroeconomic situation	Utilize long-term loans and fixed interest rates for financing
Fluctuations in wholesale electricity market prices	Price hikes caused by supply-demand gap Market-related cost increases for purchasing renewable energy	Optimize energy source portfolio Utilize derivatives trading Reflect market prices in some pricing plans
Power industry-related institutional change		
	Institutional changes in state energy policy Development of electricity markets	Gather information about system and take appropriate action
Climate change-related initiatives		
	Tighter environmental regulations Procurement needs arising from decarbonized energy sources ESG-related changes in investor behavior Lack of initiatives and information disclosure	Promote low-carbon/decarbonized energy sources and electrification Establish framework to promote ESG Information disclosure and dialogue on low-carbon and decarbonization initiatives
Facility accidents/breakdowns and system failures		
Natural disasters	Large-scale natural disasters	Formulate business continuity plan (BCP) Liaise with relevant organizations and local governments
Aging of equipment/facilities, etc.	Accidents due to aging equipment and facilities	Perform targeted inspections and repairs and enhance maintenance
Fuel supply challenges	Fuel supply challenges caused by supply chain disruptions	Diversify fuel procurement sources Leverage fuel trading capabilities
Instability in procurement of materials and services	Strain on manufacturing lines and labor shortages	Strengthen partnerships with business partners and ensure manufacturing and construction capacity
System failures	Malfunctions or halts in information processing systems	Constantly monitor system operations and perform scheduled equipment updates
Cyberattacks	Information leaks, etc. caused by cyberattacks	Maintain and improve level of information security
Operational risks		
Work-related shortcomings (Employee oversights and accidents)	Workplace accidents such as electric shocks Large-scale or prolonged power outages	Plan thoroughly in advance and establish a task management framework Conduct job training and drills Establish internal framework to promote safety
Legal and regulatory violations	Violations due to inadequate understanding of laws and regulations Insufficient action taken in response to institutional changes Misconduct	Promote compliance with laws and regulations through training, culture, and systems Establish framework to promote compliance
Human rights violations	Discrimination Accidents due to products and services	Conduct human rights due diligence
Infringement of intellectual property rights, etc.	Inadequate initiatives for the creation, protection, and utilization of intellectual property	Develop intellectual property strategies
Insufficient environmental impact reduction; environmental pollution	Lack in initiatives to reduce impact on environment Environmental factors in business operations and supply chain Pollution	Formulate and implement action plan to reduce environmental impact Engage in efforts to prevent environmental pollution Promote understanding among suppliers
Challenges in securing talent and decline in employee engagement	Difficulty in securing talent and lack of training Decline in employee engagement	Strengthen measures for securing talent Enhance education and training Reform workplace culture and improve environment

Compliance

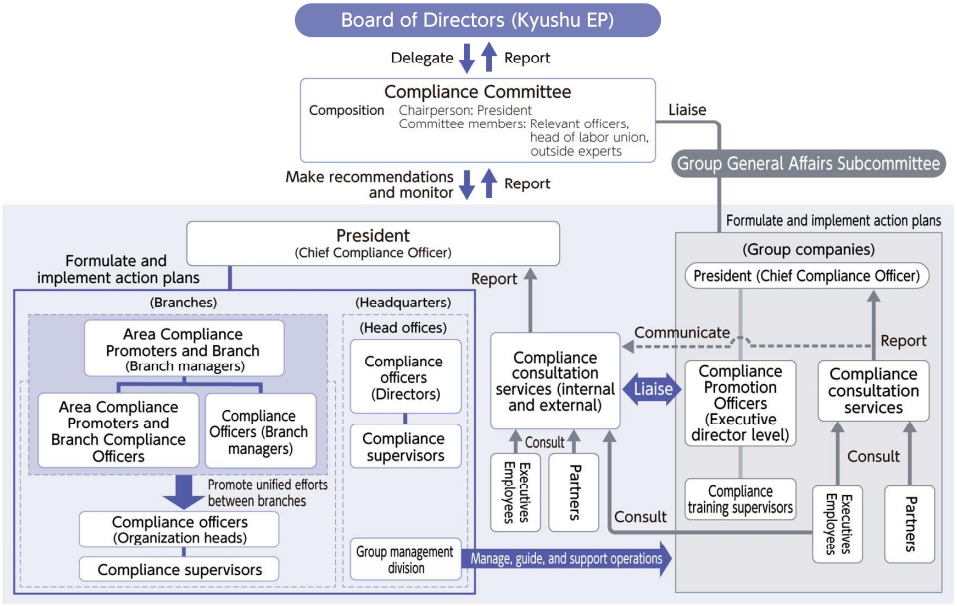
Policy and approach

At Kyushu EP, we firmly believe that the public's trust is essential to the group's existence. We therefore promote compliance management to ensure that everyone in our group conducts business operations with integrity and fairness.
In response to the FY2022 events involving administrative action taken by the Japan Fair Trade Commission and the inappropriate handling of customer information belonging to other retail electricity providers, we will continue to advance measures to prevent recurrence while making a united, group-wide effort to ensure that compliance is our top priority in all business activities.

Promotion framework

Kyushu EP has created a framework for promoting compliance and preventing corruption through the establishment of a Compliance Committee. This committee, delegated and supervised by the Board of Directors and headed by business operation directors acting as compliance officers, formulates and implements action plans. We have also established internal and external consulting services as part of our compliance promotion framework.
Our Group General Affairs Subcommittee, composed of representatives from each company, shares information and exchanges opinions with group companies to align compliance promotion efforts. We also promote integrated initiatives across the group and clarify the roles of management divisions in guiding and supporting group companies, thereby strengthening the overall promotion framework of the Kyuden Group.

Compliance promotion framework



Compliance Committee
Chaired by the President, the Compliance Committee includes external experts and the head of the labor union, among others, and regularly provides recommendations and monitoring of compliance from an objective and neutral standpoint. In the event of misconduct that results in significant social impact, the committee seeks advice from external experts.
The recommendations made by the Compliance Committee are also shared with group companies and integrated into the initiatives of the entire group.

Compliance Committee structure

Compliance Committee	**Role:** Compliance-related functions • Making recommendations and holding discussions on policies and measures • Monitoring implementation External experts on the Compliance Committee advise the company in the event of misconduct with significant social impact **Composition:** Chairperson: President Committee members: Three External experts Head of the labor union Relevant executives **Meeting:** Generally twice a year

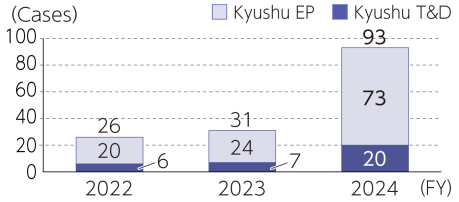
Key items deliberated and reported on in FY2024

- Status of compliance efforts at each site
- Usage of compliance consultation services
- Causes of compliance violations and measures to prevent recurrence

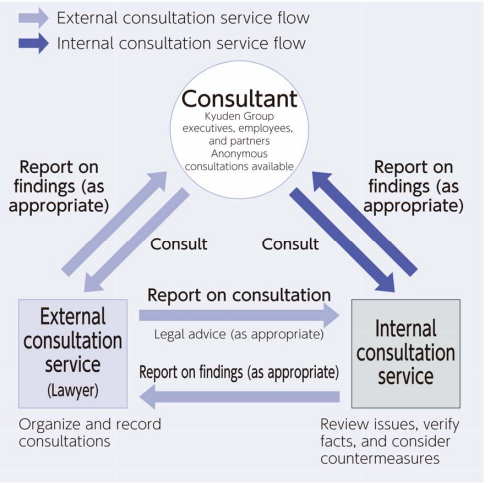

Compliance Committee

Compliance consultation services
We have established compliance consultation services at both Kyushu EP and Kyushu T&D for the early detection and prevention of legal, regulatory, and corporate ethics violations. These services provide a space for Kyuden Group executives, employees, and business partners (contractors, etc.) to discuss questions about business operations or employee behavior in relation to regulations and corporate ethics. We have supplemented this framework by establishing a consultation service with an external law firm as well. (Anonymous consultations are accepted through any one of these channels.)
We strictly protect the privacy of individuals using our consulting services in accordance with laws, regulations, and our internal rules. There is no retaliation for consulting or reporting, and these protections are regularly communicated to employees.
Employees are encouraged to use these services via documents and the company intranet, and 93 cases of consulting or reporting were recorded in FY2024. (This figure includes all inquiries received during FY2024.)We subsequently took appropriate action to address these cases, including conducting investigations and looking into measures to prevent recurrence.

Trends in consulting and reporting



Compliance consultation services



Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Ensure thorough compliance	• Zero serious compliance violations • Create a climate conducive to discussion	• Zero serious compliance violations • Disseminate information to improve the effectiveness of whistleblowing	• Zero serious compliance violations • Conducted training and awareness programs on Kyushu T&D compliance code and standards of conduct

Initiatives

Commitment from Top Management

To date, the Compliance Committee established under Kyushu EP's Board of Directors has played a central role in our efforts to strengthen compliance management throughout the entire Kyuden Group. In June 2020, the President made a formal pledge to place compliance as the highest priority in all business activities under any circumstances, reaffirming our commitment to society (published on the company website).

Commitment to thorough compliance management (excerpt)

I believe compliance is fundamentally about not inconveniencing others, not harming society, and not ignoring unfair behavior.
As the leader of the Kyuden Group, I will personally adhere to these fundamentals,instill them in its members, and prioritize compliance in all business activities, no matter the circumstances.
Understanding that any act against compliance can instantly erode the trust society places in us, I promise that we will continuously and rigorously promote compliance management within the Kyuden Group.

June 2020
Kyushu Electric Power Company,Incorporated
Member of the Board of Directors,
President & Chief Executive OKicer
Kazuhiro Ikebe
池辺 和弘

Efforts to prevent bribery and corruption

We are committed to rigorous compliance in line with our action guidelines and will not engage in dishonest behavior that violates corporate ethics, including acts to acquire or provide improper gains in relation to customers, business partners, local communities, or other stakeholders. We uphold our commitment to appropriate conduct in our overseas operations as well and avoid entertaining or giving gifts to foreign public officials or any acts that could be construed as such. Relevant personnel in divisions and group companies undergo anti-bribery training before being sent to work overseas, and we also conduct periodic checks on these efforts.
In FY2024, there were no incidents involving improper donations, political contributions, or related expenditures.

Efforts to raise compliance awareness

In our efforts to further raise employee awareness about compliance and the need to prevent corruption, we are undertaking a wide range of initiatives, including compliance-focused training.

Compliance Action Guidelines
All executives and employees are familiarized with our Compliance Action Guidelines and Handbook, which clearly define standards for interactions with customers, shareholders, and investors, and provide guidelines to keep in mind when in doubt about the best course of action.
All employees also carry a Compliance Card detailing the standards of conduct set forth in the Compliance Action Guidelines, which helps to guide judgment when they may be unsure of the best action to take.

Compliance Card

Key points of the Compliance Action Guidelines

- Building trust with customers
- Ensure a stable power supply, quality maintenance, and safety
- Build strong relationships with partners
- Maintain fair market practices
- Implement strict procedures for license and permit applications

Key points of the Compliance Action Handbook

- Protecting customers' trade secrets
- Prohibiting bribery in the form of money or goods offered to politicians or public officials, as well as political contributions to heads of local governments
- Prohibiting improper spending on donations and cooperation fees
- Prohibiting disclosure or leakage of confidential information (during and after employment)
- Avoiding conflicts between private business activities and company interests
- Maintaining a healthy workplace free from discrimination and harassment

Raising employee awareness through education and training
We conduct workplace training where all employees are encouraged to actively think about compliance and apply it to their daily actions through activities such as discussions on familiar topics.
A compliance officer is assigned to each branch to facilitate education and training.
Furthermore, we enhance compliance awareness through level-specific training programs, such as onboarding for new employees and training for newly appointed managers, designed to provide the appropriate compliance knowledge for each role and career stage.
We also provide group companies with training materials to support their employee education efforts.

Compliance awareness surveys
We periodically conduct surveys of Kyuden Group employees to determine how well compliance awareness has permeated their organization and to hear their thoughts on the company's efforts.
The survey results showed that while overall compliance awareness is high, there are still areas requiring further improvement in awareness and in our initiatives.
The survey results are communicated to all offices and group companies, where the identified issues are incorporated into their strategies, contributing to the continuous improvement of our initiatives.

Sharing information via the company intranet
We have established the CompliaNet service on our company intranet to share compliance-related information. CompliaNet can be viewed by our entire group, and in addition to offering information on compliance initiatives, it provides useful content for workplace-based dialogues and workshops.
In FY2024, we published educational materials and issued a Compliance Newsletter that introduced timely case studies of other companies related to the Antimonopoly Act.

Examples of materials available on CompliaNet

- Commitment to thorough compliance management (President's pledge)
- A wide variety of educational and training materials
- Case studies of compliance violations
- Guides and checklists

Overview of compliance awareness surveys

- Survey period: June–August 2024 (group companies)
  October 2024 (Kyushu EP, Kyushu T&D)
- Number of respondents: 27,496 (approx. 94% response rate)
- Main survey questions:
  - Is the company actively engaging in compliance?
  - Have there been any instances of power harassment or sexual harassment?
  - Do you promptly report issues?
  - Are relationships with partners fair and equitable? Etc.

CompliaNet

Fair business operations

Initiatives to prevent misconduct and legal violations

We provide legal support to the entire group in our extensive efforts to prevent misconduct, legal violations, and regulatory infractions due to a lack of awareness or understanding.

Preventing misconduct

Our efforts heighten employees' sensitivity to potential issues and encourage them to monitor both their own thoughts and actions as well as the workplace culture for any signs of potential misconduct. Misconduct, including at group companies, lowers our image and damages the trust placed in the entire group, so all head offices are responsible for managing and guiding the efforts of group companies. By working as one united group to avoid and reduce compliance risks, we proactively prevent misconduct from occurring.

Providing legal information to group companies

We support our group companies' efforts to prevent legal violations by providing them with guidebooks and self-inspection checklists covering the laws and regulations that affect us all.

Accurately understanding revisions to laws and regulations

We have introduced an external service to receive information on revisions to laws and regulations in Kyushu's seven prefectures and ordinance-designated cities, keeping us abreast of any changes and helping to prevent violations.

Legal consultation

Our legal division provides robust support and advising via telephone, in-person discussions, and dedicated email channels to address any legal questions or concerns employees may encounter while performing their duties. For matters requiring a high level of expertise, we consult with attorneys and other experts as appropriate to ensure compliance with laws and regulations.

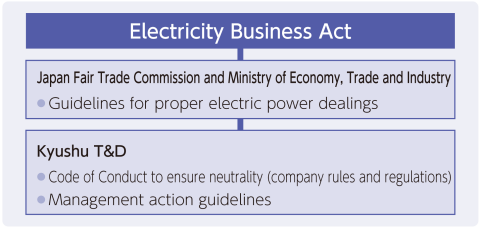
Main topics of consultation

- Contract review
- New business ventures
- Protection of personal information
- Intellectual property rights

Ensuring fair, transparent usage of the power transmission and distribution network

We have established rules and regulations on conduct and network use to ensure the fair, transparent usage of the power transmission and distribution network, and we strictly adhere to these rules in our operations.
We will continue to comply with regulations and rules while striving to ensure fairness and transparency, and strictly manage information.
Kyushu T&D's Code of Conduct and other conduct-related rules can be viewed on the Kyushu T&D website.

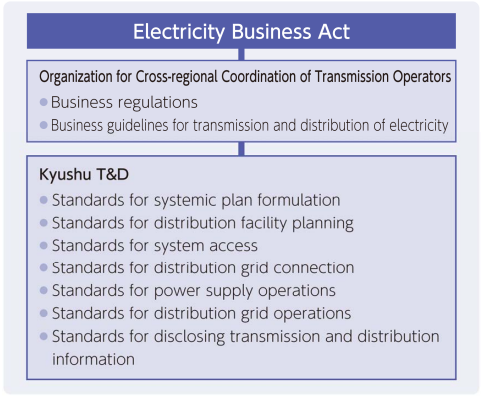
Code of Conduct



Homepage

Our business and initiatives ➡ Initiatives to ensure neutrality
https://www.kyuden.co.jp/td_supply_neutrality.html

Network use



Supply Chain

Policy and approach

At the Kyuden Group, we believe it is essential to procure safe and high-quality materials and equipment in an economical and stable manner to provide products and services of value to our customers. We recognize the importance of helping to create a sustainable society by considering the environment and by fulfilling our corporate social responsibility, including compliance with laws and regulations (such as the prohibition of child labor and forced labor) throughout the entire supply chain—from raw material procurement to manufacturing, transportation, maintenance, operation, and disposal.
Kyushu EP and Kyushu T&D have established the Sustainable Procurement Guidelines, which incorporate both our Basic Policy for Procuring Materials, outlining our fundamental approach to procurement, and the Request to Our Partners, a set of requests that we would like our business partners to observe to implement procurement activities in line with this policy. We are working to promote understanding of these guidelines among all parties involved in our supply chain, and we are also conducting in-house training to deepen understanding of the guidelines among employees.
As part of our efforts to realize a sustainable society, we will continue to ensure that our purchasing practices are aligned with these guidelines across the entire supply chain moving forward, while also striving to avoid inconsistencies between the guidelines and the sustainability expectations of our customers and society.

Basic Policy for Procuring Materials and Basic Policy for Fuel Procurement

1 **Open procurement**
We procure materials and fuel from a wide range of domestic and international suppliers who meet the operational needs of our business and are superior in quality, price, and delivery.

2 **Fairness and equitable business practices**
We conduct fair and equitable business practices concerning our business partners in every step of the procurement process, including the fair selection of partners based on rational and impartial evaluations that comprehensively take into account quality, technical capabilities, price, managerial and social reliability, delivery stability and reliability of delivery, after-sales service, compatibility with existing facilities, environmental friendliness, and efforts for continuous improvement.

3 **Compliance with laws, ordinances, and conventions**
We not only respect human rights but also comply with domestic and international laws and regulations and the ethos behind them, as well as social norms, in all of our procurement practices, and we expect the same level of compliance from our partners.

4 **Dissociation with antisocial forces**
In all of our procurement activities, we will sever ties with any antisocial force that poses a serious threat to the order and security of civil life. We also expect our partners to sever ties with any such groups or parties.

5 **Environmental considerations**
We conduct procurement practices that consider environmental preservation and the efficient use of resources.
As part of these efforts, we work together with our partners to promote initiatives aimed at achieving carbon neutrality across the supply chain, as well as Green Procurement, which involves sourcing environmentally friendly products and materials.

*The underlined portion is only mentioned in the Basic Policy for Procuring Materials

6 **Safety assurance**
We place the highest priority on public safety and the safety of workers. Therefore, we require our partners to implement appropriate safety and health management, and we work together to ensure safety and prevent accidents.

7 **Thorough information security and personal information protection**
We properly manage and protect confidential and personal information obtained through transactions with our partners.

8 **Compliance with contracts and honoring obligations in good faith**
We observe contracts concerning business transactions and fulfill contractual obligations in good faith while requiring the same of our partners.

9 **Promotion of communication and establishment of mutual trust**
We aim to establish mutual trust through transparent procurement and the promotion of open communication and sound, reasonable relationships with our partners.

10 **Creation of new value**
We regard our partners as collaborators in value creation and respect companies that are proactively engaged in creating new value.
We aim for mutual prosperity with our business partners by pursuing optimal quality and prices.

11 **Contribution to local communities and society**
In our procurement practices, we aim to be a good corporate citizen and contribute to solving local and social issues with our partners.

Request to Our Partners

At Kyushu EP and Kyushu T&D, we request that our business partners comply with the following items to promote sustainability throughout the supply chain.

1 **Compliance with laws, ordinances, and conventions**
- Compliance with domestic and international laws and regulations, their ethos, and social norms

2 **Compliance with contracts and honoring obligations in good faith**
- Compliance with contracts with our company and execution of the obligations contained therein in good faith

3 **Reduction of procurement costs and stable delivery**
- Engagement in activities that contribute to reducing procurement costs, such as collaborative activities and VE proposals, as well as establishing systems for stable delivery and construction

4 **Human rights and labor**
- Prohibition of forced labor and child labor
- Prohibition of discrimination
- Consideration for working hours
- Prohibition of inhumane treatment

5 **Safety and health**
- Ensuring worker and public safety
- Ensuring the safety and hygiene of facilities
- Communication on health and safety

6 **Environment and biodiversity conservation**
- Reduction of energy consumption and greenhouse gas emissions
- Efficient use of resources and proper management of waste

7 **Fair and equitable business practices and ethics**
- Prevention of corruption
- Dissociation with antisocial forces
- Appropriate information disclosure
- Responsible mineral procurement

8 **Quality and safety**
- Ensuring product safety
- Provision of after-sales service and accurate product/service information

9 **Information security**
- Protection against cyberattacks
- Protection of personal information and prevention of leakage of confidential information

10 **Business continuity plan**
- Formulation of business continuity plans in the event of a large-scale natural disaster

11 **Building management structures**
- Supply chain management
- Establishment of complaint mechanisms

12 **Promotion of open communication**
- Submission of feedback, requests, and suggestions

Promotion framework

Main offices: Kyushu EP Operation Division, Planning & Balance Optimization Division, Kyushu T&D Planning Division

Targets

Issue	Medium-term targets	FY2025 targets	FY2024 results
Strengthening supply chain management	Raise ESG awareness throughout the supply chain – Exchange views on sustainability with 50 major partners (cumulative total by the end of FY2025)	Exchange views on sustainability with 17 major partners	Exchanged views on sustainability with 19 major partners

Initiatives

Conducting partner surveys

We request that our partners cooperate in disseminating information, which includes briefings and other opportunities to raise awareness and deepen understanding of our Sustainable Procurement Guidelines.
Kyushu EP and Kyushu T&D also conduct questionnaires among our major business partners* on their sustainability initiatives, investigating how they address social issues such as the SDGs and carbon neutrality. After compiling examples of initiatives that help to improve sustainability, we share the questionnaire results with our partners through briefings and other opportunities. Based on questionnaire results, we exchanged views with business partners regarding improvements to sustainability, which included 19 companies in FY2024.

*Partners over a specific order volume

Introduction of ESG data analysis platform

In FY2024, we introduced an ESG data analysis platform that enables visualization of ESG initiatives based on data entered by our partners, along with comparisons to industry data.

Information Security

Policy and approach

Kyushu EP has established a basic policy regarding information security and the protection of personal information. This policy promotes awareness of information security among executives and employees, maintains information security, and protects personal information.

Basic Policy on Information Security

At Kyushu Electric Power Company, Incorporated (Kyushu EP) and Kyushu Electric Power Transmission and Distribution (Kyushu T&D) (hereafter "the two companies"), we believe that maintaining information security throughout the entire Kyuden Group is an essential aspect of operations that enables us to continue providing energy services. Operating from a framework in which the Kyushu EP president acts as chief executive, the two companies emphasize joint efforts with group companies and partners to ensure information security.

Compliance with laws and regulations
We comply with laws related to information security, information security guidelines established by the two companies, and other relevant societal norms.

Enacting countermeasures
We properly manage and utilize information assets by securing all necessary management resources and establishing organizational, personnel-related, physical, and technical countermeasures. This prevents information leaks due to loss or theft and provides a suitable response framework for threats including internal misconduct and cyberattacks.

Regular review and reforms
We continuously strive to manage risk, conducting regular reviews to improve our efforts.

Responding to new threats
We seek to identify new threats early on and take swift action to address them.

Education and training
We are committed to our ongoing education efforts to prevent information security issues and conduct training with the assumption that such incidents may occur.

Promptly addressing incidents
In the event of an information security incident, our swift initial response aims to prevent further damage. We then establish the cause of the incident, implement countermeasures to prevent future occurrences, and promptly make disclosures.

Basic Policy on the Protection of Personal Information

At Kyushu Electric Power Company, Incorporated (Kyushu EP) and Kyushu Electric Power Transmission and Distribution (Kyushu T&D) (hereafter "the two companies"), we value the rights and interests of individuals, and have established the following Basic Policy on the Protection of Personal Information in order to properly handle personal data[1], ensuring that all executives and employees are informed of this policy and that personal information is suitably protected.

1. **We are committed to complying with laws, regulations, guidelines, and social norms related to personal information, as well as with the personal information-related rules and regulations of the two companies.**
2. **We manage personal information appropriately and in accordance with our Basic Policy on Information Security and implement safety control measures to address risks including unauthorized access, leakage, loss, and damage.**
3. **We handle personal information in the following ways:**
   (1) Designation, notification, and disclosure of purpose of use
   We designate the purpose of use for personal information in as specific terms as possible.
   When obtaining personal information, we disclose the purpose of use in advance or notify the individual or make disclosure promptly after obtainment.
   (2) Obtaining and handling information
   We obtain personal information through appropriate means and handle it within the scope of its specified purpose of use.
   Note that when receiving an Individual Number[2], we verify the identity of the individual. Moreover, when an Individual Number is no longer needed, we swiftly dispose of or delete it.
   (3) Providing personal data to third parties
   Except in the following cases, we do not provide personal data[1] to third parties.
   Furthermore, we do not provide Individual Numbers to third parties except where required by law.
   - When the individual in question provides consent to use their information.
   - When the protection of life, health, or property necessitates providing personal information, and it is difficult to obtain consent from the individual in question.
   - When it is necessary to cooperate with a national agency, local government, or an individual or entity authorized to execute the law on their behalf, and obtaining consent from the individual in question is likely to impede the execution of duties.
   - When providing information in connection with the succession of a business.
   - When providing information to subcontractors, within the scope necessary to fulfill the purpose of use.
   - When providing information to third parties is permitted under other laws or regulations.

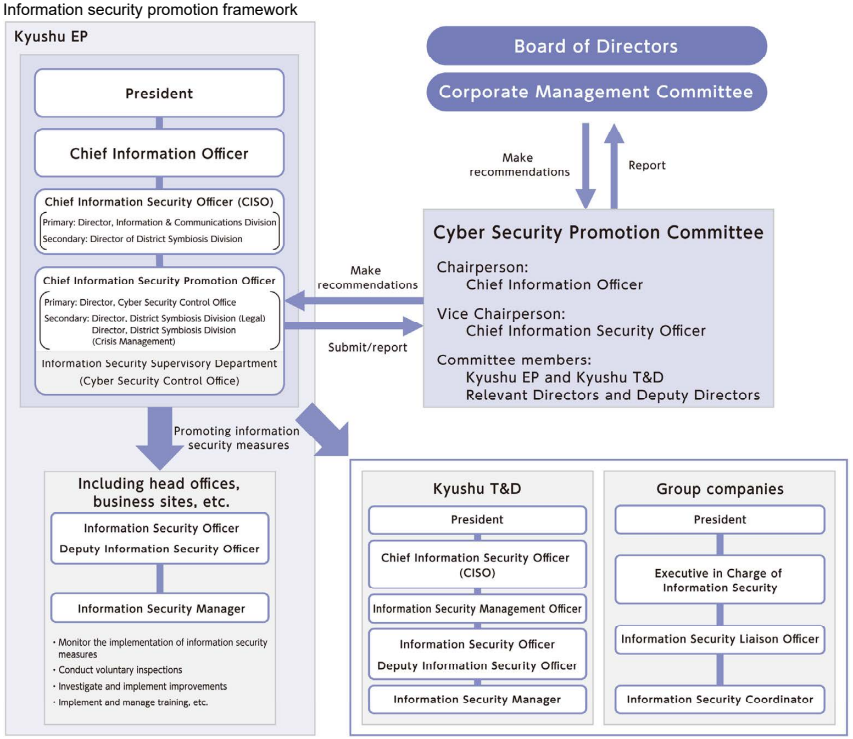
   (4) Responding to notification and disclosure requests
   When an individual requests notification of the purpose of use, disclosure, correction, addition, deletion, suspension of use, elimination, or suspension of provision to third parties with regard to their retained personal data[1], we believe it is essential to respond without delay.
4. **We regularly review and constantly seek to improve our efforts to protect personal information.**
5. **In the event of a serious grievance, top management becomes personally involved in resolving the issue by establishing the root cause, taking immediate corrective action to prevent future recurrence, and promptly and accurately disclosing information. We also have a framework in place to respond swiftly and appropriately to any objections about the handling of personal information.**

[1] As defined by the Act on the Protection of Personal Information (Act No. 57 of 2003)
[2] Individual Number (or "My Number") as defined by the Act on the Use of Numbers to Identify a Specific Individual in Administrative Procedures (Act. 27 of 2013)

Promotion framework

Under a governance structure headed by the president of Kyushu EP, the Cybersecurity Measures Office serves as the central pillar for promoting initiatives to strengthen information security across the entire Kyuden Group. In addition, we have established a Cybersecurity Promotion Committee, chaired by the Chief Information Officer (CIO) and vice-chaired by the Chief Information Security Officer (CISO), which deliberates and coordinates specific information security measures for the Kyuden Group at the executive level. The outcomes of these discussions are reported to the Board of Directors through the Corporate Management Committee, thereby ensuring oversight.

Information security promotion framework



Cyber Security Promotion Committee structure

Cyber Security Promotion Committee	**Role:**	Deliberation and coordination of concrete measures to ensure and advance information security across the Kyuden Group
	Composition:	Chairperson: Chief Information Officer Vice Chairperson: Chief Information Security Officer(CISO) Members: Relevant Directors and Deputy Directors of Kyushu EP and Kyushu T&D, and others
	Meetings:	In addition to two regular meetings per year, the chairperson may convene additional sessions as needed, such as in response to significant information security incidents.

Key Deliberation and Reporting Items

- Policies and strategic direction of information security initiatives
- Issues related to information security management
- Information sharing on security risks, incidents, and countermeasures
- Information security matters concerning group companies

Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Ensuring information security	• Zero personal information leak incidents • Zero serious information security incidents due to cyberattacks within the Kyuden Group	• Zero personal information leak incidents • Zero serious information security incidents due to cyberattacks	• Three personal information leak incidents • Zero serious information security incidents due to cyberattacks

Initiatives

Information security measures

Our multipronged approach to information security includes organizational, personnel-related, physical, and technical measures focused on our Cyber Security Control Office. We liaise with personnel responsible for information security at each site, including at group companies, to implement these measures.

Organizational measures
We promote the PDCA cycle based on the above framework, checking the status of information security measures at each and every workplace and continuously improving our efforts.

Physical measures
We have taken the necessary security measures to restrict building and office access, such as outfitting facilities with security gates and electronic locking systems.

Personnel-related measures
We strive to raise awareness and promote understanding about information security and improve our employees' ability to respond to issues by having everyone undergo education and training for handling threats such as targeted cyberattacks via email.

Technical measures
In response to increasingly advanced cyberattacks, we are constantly strengthening our security countermeasures, including utilizing antivirus software and establishing security firewalls.

Protecting personal information

Our commitment to managing personal information includes the establishment of internal rules and regulations, and an emphasis on only handling information within the scope of its specified purpose of use.
However, in FY2022 it came to light that new power customer information had been improperly viewed and handled. Subsequently, in FY2023, we received a request from the Personal Information Protection Commission for guidance and reports based on the Personal Information Protection Law. In the same year, we reported to the Commission on measures we had taken based on the guidance received. In our ongoing commitment to preventing the recurrence of similar incidents, we have taken thorough preventive measures, including those reported to the Commission, and will continue our efforts to properly handle personal information in strict accordance with all relevant laws and regulations.

Handling Individual Numbers

When provided with an Individual Number (My Number), we always verify the identity of the individual providing it, in accordance with the intent and requirements of all relevant laws and regulations. When an Individual Number is no longer needed, we promptly delete and dispose of the information.
Note that we do not ask customers to provide their Individual Number when signing an electricity contract.

Human Rights

The Kyuden Group upholds international standards such as the United Nations' Guiding Principles on Business and Human Rights. We are committed to respecting the human rights of all stakeholders involved in our business activities.
This policy applies to all group companies (130 companies as of April 1, 2025).

Policy and approach

Kyuden Group Human Rights Policy

Guided by the Group Philosophy with the brand message Enlighten Our Future, the Kyuden Group is committed not only to preventing and mitigating potential negative impacts on human rights associated with our business activities, but also to promoting business practices that respect human rights. Through these efforts, we aim to contribute to a sustainable society and enhance the corporate value of the Kyuden Group.

1 **Commitment to respect human rights**
The Kyuden Group abides by the laws and regulations of each country and region where it conducts business. We support and uphold international standards related to human rights, including the United Nations' Guiding Principles on Business and Human Rights, and fulfill our responsibility to respect human rights in all of our business activities.

2 **Scope**
This policy applies to all executives and employees of the Kyuden Group.
We also seek understanding and support for this policy from all partners in our supply chain.

3 **Human rights due diligence**
We will establish a human rights due diligence framework to identify and assess any negative impacts our business activities may have on human rights. We implement measures to prevent and mitigate such risks and work to ensure their thorough application.

4 **Remediation and redress for human rights violations**
If the business activities of the Kyuden Group cause or contribute to negative impacts on human rights, we promptly assess these impacts and establish a system for remediation and redress.

5 **Dialogue and consultation with stakeholders**
We engage in ongoing dialogue and consultation with stakeholders regarding impacts on human rights related to our business activities, striving for continuous improvement and enhancement in our efforts.

6 **Education and awareness-raising for executives and employees**
We carry out the necessary education and awareness-raising activities to ensure that executives and employees understand this policy and conduct appropriate business activities in accordance with it.

7 **Information disclosure**
We appropriately disclose information on the status of efforts to respect human rights under this policy.

Promotion framework

The Sustainability Promotion Committee, which is chaired by the president and overseen by the Board of Directors, discusses human rights policies, their implementation, and other important related matters. Under this committee, we have also established the Community and Social Impact Subcommittee, chaired by the Executive Director of the Business Solution Headquarters, to conduct more specialized deliberations. Each division and group company implements initiatives based on the discussions of the Sustainability Promotion Committee and the Board of Directors.

Promotion structure

Sustainability Promotion Committee

Composition	Meetings
Chairperson : President Vice chairperson : Chief ESG Officer Committee members : External directors, executive directors of relevant divisions, among others	Held twice per year in principle and as necessary

Community and Social Impact Subcommittee

Composition	Meetings
Chairperson : Executive Director of Business Solution Headquarters Vice chairperson: Director of District Symbiosis Division Committee members : Executive directors of relevant divisions, among others	Held twice per year in principle and as necessary

Targets

Issue	Medium-term targets (FY2035)	FY2025 targets	FY2024 results
Respecting human rights	Zero significant human rights violations (including entire supply chain)	Zero significant human rights violations (including entire supply chain)	Zero significant human rights violations (including entire supply chain)

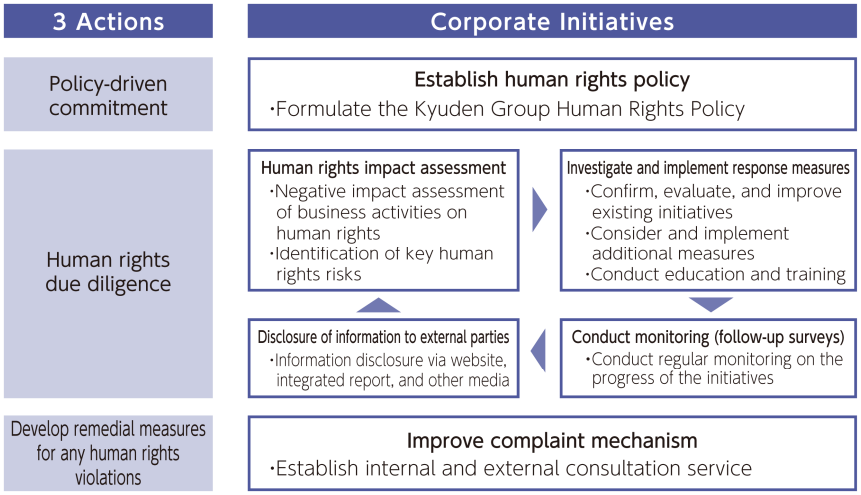
Initiatives

Human rights due diligence

The Kyuden Group has established a mechanism for human rights due diligence* (hereinafter referred to as "human rights DD") for the execution and continuous improvement of human rights initiatives.

*A series of actions taken by the company to identify, prevent, and mitigate negative impacts of our business on human rights and explain how we have addressed any issues that arise.

Overview of our human rights initiatives



Identify salient human rights risks

At the Kyuden Group, we have identified and assessed human rights risks that may arise from our business activities, classifying them into five salient human rights risk areas that must be addressed on a priority basis. The appropriate divisions in charge of relevant business operations are in charge of implementing countermeasures to reduce these salient risks. Additionally, we conduct an annual assessment of salient human rights risks in light of changes in social conditions and the business environment.

Salient human rights risks	Overview
Discrimination (including gender gap)	• Discrimination based on gender, sexual orientation, gender identity, age, generation, disability, *Burakumin* (members of historically discriminated communities) discrimination, nationality, religion, employment status, or other factors
Accidents due to products and services (e.g., fatal electric shock accidents among the public)	• Harm to consumers' mental and physical health due to product or service defects
Environmental pollution and destruction	• Leakage of radioactive materials due to nuclear power plant accidents, etc. • Environmental destruction due to the construction of power plants, etc. • Air and soil pollution, water contamination, and deforestation due to business activities
Inappropriate rights restrictions on local residents	• Adverse effects on local residents and forced relocation resulting from inappropriate processes in facility construction • Harmful impacts on the lives of local residents due to nuclear power plant accidents • Occurrence of large-scale power outages • Violation of Indigenous people's rights
Harassment	• Power harassment, sexual harassment, harassment of employees caring for family members who require nursing care, or harassment related to pregnancy, childbirth, childcare leave, etc.

Other human rights risks

Human rights risk	Overview
Hindrance to occupational health and safety	• Workplace accidents in hazardous conditions or neglecting to remedy poor working environments
Non-compliance with collective agreements	• Non-payment of wages and accident compensation, forced long working hours, or non-compliance with equal pay for equal work
Unjustifiable coercion of labor	• Forced labor, coercion into unfair transfers, or involvement in human trafficking
Infringement of rights such as the right to collective bargaining	• Infringement of the three labor rights, unfair treatment related to union-related activities, or violation of freedom of association
Establishment of discriminatory working conditions against foreign workers	• Discriminatory treatment in wages and other conditions on the basis of foreign nationality
Child labor	• Employment of children below the legal working age
Leakage of personal information	• Leakage of employees' or customers' personal information
Lack of transparency	• Lack of, or failure to, appropriately disclose information
Deterioration of the internal whistleblowing system	• Inadequate or dysfunctional whistleblowing channels
Deterioration of corporate consultation services	• Inadequate or dysfunctional corporate consultation services
Acceleration of global warming	• Increase in extreme weather and severe disasters due to excessive greenhouse gas emissions from business activities (health hazards due to heatwaves, poverty and hunger arising from reduced food resources, and reduction of habitable land due to rising sea levels)
Infringement of intellectual property rights	• Infringement of intellectual property rights, non-payment of compensation for employee inventions
Offering bribes	• Obstruction of public service provision due to unjust benefits to public institutions or other similar factors
Overlooking human rights violations in the supply chain	• Failure to request corrective action against companies complicit in human rights violations • Continued transactions with companies complicit in human rights violations

Process for identifying salient human rights risks

Extract risks

(1) Screen for general human rights risks for businesses based on the Ministry of Justice's guidelines*
(2) Refer to global risks by industry and direct feedback from our stakeholders to broadly screen for human rights risks specific to the Kyuden Group
(3) Arrange the human rights risks extracted in (1) and (2) into levels that facilitate the implementation of specific countermeasures

* *Responding to the "business and human rights" required of companies today*, published by the Human Rights Bureau, Ministry of Justice

Assess risks

- Evaluate and map the extracted human rights risks based on the Keidanren guidelines, using the two axes of "severity" and "likelihood" (Risk Map of Salient Human Rights Risks)
- Identify and draft salient human rights risks based on the results of the evaluation

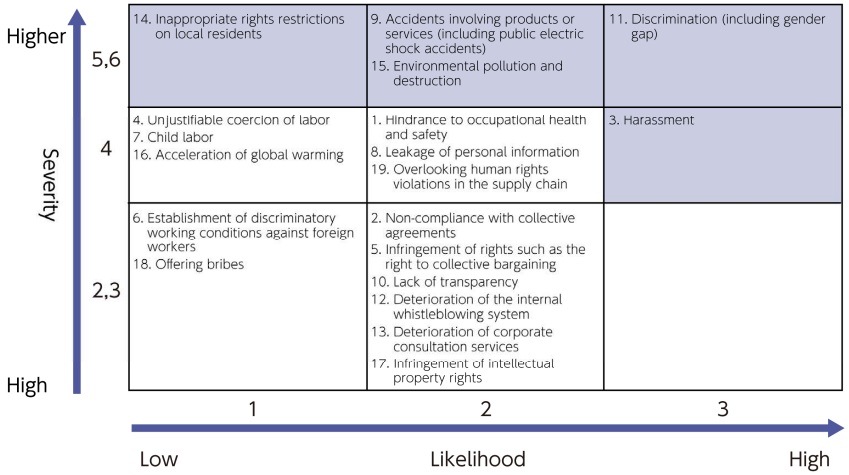
Exchange ideas internally and externally

- The Sustainability Promotion Committee deliberates over the draft of salient human rights risks
- Reflect the results of the committee and engage in dialogue with Kyuden Group employees and external experts

Identify salient human rights risks

- A risk is identified as a "salient human rights risk," reflecting the content of the previous assessments and exchanges, and based on the decision of the subcommittee chair under the Sustainability Promotion Committee to conduct a more in-depth review

Risk Map of Salient Human Rights Risks



Human rights DD initiatives

In each step of the human rights DD process, we refer to the United Nations' guiding principles and other guidelines as we continue to expand specific efforts

Actions required of the company at each step of the human rights DD process		Main initiatives
Identify and assess negative impacts	Identify potential negative impacts on human rights (human rights risks) that may be caused by business activities, and analyze and assess their impact and significance	• Analyze and assess human rights risks • Identify salient human rights risks
Prevent and mitigate negative impacts	Conduct awareness education and training, improve the internal environment and systems, and manage the supply chain to prevent and mitigate human rights risks	**Internal environment/systems** • Incorporate measures to address salient human rights risks into the medium-term plan to promote sustainability management • Reflect in action guidelines **Education and training** • Conduct education and training to foster awareness of human rights **Supply chain management** • Establish the Sustainable Procurement Guidelines • Conduct partner surveys • Conduct surveys to assess human rights risks in overseas energy businesses and fuel supply chains
Assess the effectiveness of our initiatives	Monitor the effectiveness of human rights initiatives and promote continuous improvement through follow-up surveys, including exchanges of views with stakeholders	• Manage salient human rights risks • Monitor via various surveys and evaluation results from ESG rating agencies
Transparency and information disclosure	Disclose information about the company's human rights initiatives through reports and explanations to stakeholders	• Enhance the content on our own media channels • Utilize opportunities for dialogue with investors and shareholders to share information

Human rights risk assessment overseas

In FY2023, we began conducting surveys to assess human rights risks in our overseas energy businesses and fuel supply chains.
For our overseas energy projects, we conducted a survey on human rights risks targeting our corporate energy partners overseas and confirmed that there are initiatives and corrective mechanisms in place to mitigate such risks. We plan to continue conducting these surveys on a regular basis. We will continue to conduct surveys with new energy partners and take corrective actions as necessary.

Remedial measures

The Kyuden Group has established a consultation service to handle reports and consultations from stakeholders, including matters concerning human rights.
In the event that it becomes clear that the Kyuden Group's business activities have caused or contributed to negative impacts on human rights, we will take corrective and remedial actions. In FY2024, there were no serious human rights violations, including discrimination, across the entire supply chain.

- Established a compliance consultation service **for Kyuden Group executives, employees, and partners**
- Established an email inquiry service available on our website **for all stakeholders**

Conducted human rights and Buraku anti-discrimination training

Across the entire group, we are united in our efforts to promote human rights awareness and contribute to the creation of a society of comfort and prosperity.
We have established the Human Rights and *Buraku* Anti-Discrimination Policy and conduct regular education and awareness-raising activities based on the recognition that a correct understanding and proper actions regarding human rights and *Burakumin* discrimination by employees will lead to the creation of a better, brighter workplace that respects human rights.

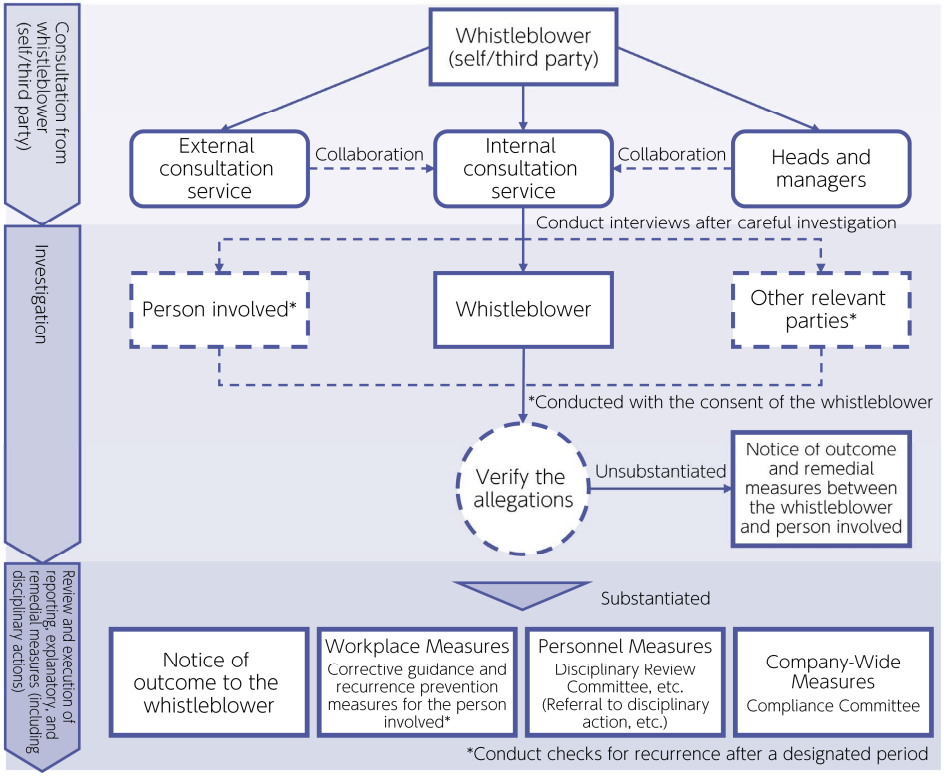
Achievements of education and awareness-raising activities in FY2024

Type of training		Result
Kyushu EP Kyushu T&D	In-house training	10,165 participants
	External training	205 participants
Group companies		10,299 participants

Responding to Harassment

Not only is harassment, as typified by sexual harassment and power harassment, extremely harmful to the dignity of the targeted employees, but it also hinders their ability to perform. It is also a significant problem for companies and one that must not be tolerated, as it disrupts the order of the workplace, impedes the seamless execution of work, and tarnishes the company's reputation.
We are working to prevent harassment by raising employee awareness of the issue through education, training, and reading materials, and by establishing a consultation service for harassment both inside and outside the company.
In light of the increasing prevalence of remote work, we are also taking steps to prevent new forms of harassment by promoting understanding of the precautions to be taken regarding remote harassment.
In the event of a harassment case, we verify the allegations with the persons concerned and, based on the confirmed facts, take appropriate corrective and preventive measures to prevent its recurrence.

Flow of consultations to the Harassment Consultation Service



Performance Data

Environmental Management

Reduction of environmental impact in business operations (Kyushu EP, Kyushu T&D, and Kyuden Mirai Energy)

Expected reductions		Unit	FY2021	FY2022	FY2023	FY2024
CO_2 reduction*	Power generation and purchase	10 kt -CO_2	2,486	1,551	2,215	2,093
SF_6 recovery		10 kt -CO_2	19	28	24	39
SOx reduction		10 kt	5.1	6.8	4.8	5.3
NOx reduction		10 kt	2.4	2.6	1.8	1.7
Actual reductions		**Unit**	**FY2021**	**FY2022**	**FY2023**	**FY2024**
Recycled industrial waste		10 kt	78	101	77	82
Low-level radioactive waste reduction (200 L drum equivalent)		drums	3,279	3,840	3,657	2,695
Recycled paper		t	979	808	749	869
Gray water/rainwater utilization		10 kt	7.6	8.2	8.8	8.9

*CO_2 emission reductions include geothermal power generation by Kyuden Mirai Energy

CO_2 reduction
Nuclear power generation (at generation end) × FY2023 CO_2 emission factor
+Hydroelectric power generation (at transmission end) × FY2023 CO_2 emission factor
+Geothermal power generation (at transmission end) × FY2023 CO_2 emission factor
+New energy generation (at transmission end) × FY2023 CO_2 emission factor
+in-house thermal power generation (excl. internal combustion) × (FY2024 in-house steam power gross generating efficiency [at generation end] ÷ (FY2013 in-house steam power gross generating efficiency [at generation end] − 1) × FY2023 CO_2 emission factor
+CO_2 reductions from CO_2 emissions credits
Note: Facilities efficiency improvement: Calculated using thermal efficiency rate for FY2013 as a baseline

SF_6 recovery
(SF_6 handled−SF_6 released) × 23,500 (GWP) (22,800 before FY2022)
Note: Calculated using a baseline that assumes SF_6 is not recovered from machinery into which it is injected during inspection and removal

SOx reduction
(Amount of sulfur in fuel × fuel consumed × 64 ÷ 32) − SOx emissions) + (SOx emissions − [SOx emissions × reported amount of sulfur in fuel ÷ amount of sulfur in fuel])
Note: Calculated using a baseline that assumes no flue gas treatment and no use of low-sulfur fuel at power plants.

NOx reduction
Actual NOx emissions ÷ (1 − denitrification efficiency × treated volume) − actual NOx emissions
Note: Calculated using a baseline that assumes no denitrification is performed at power plants

Recycled industrial waste
Amount of industrial waste generated and recycled

Low-level radioactive waste reduction
The reduction in volume achieved by incinerating, compressing or otherwise disposing of the low-level radioactive waste (converted into an equivalent number of 200 L drums)

Recycled paper
Amount of recycled paper that includes newspapers, magazines, cardboard, and confidential documents in addition to copy paper

Gray water/rainwater utilization
Grey water (purchased + treated water) + rainwater consumption + amount of water used produced by seawater desalination plants

Introduction of fuel-efficient vehicles (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Electric vehicles introduced* (total)	vehicles	259	354	555	657

*Total for EVs and PHVs

Environmental breaches (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Violations of laws or regulations	cases	1	0	0	0
Number of fines or penalties related to these violations	yen	0	0	0	0
Environmental liabilities recorded as unpaid at year-end	yen	0	0	0	0

Economic effects of environmental activities (Kyushu EP and Kyushu T&D)

Classification of environmental activities		Main activities	Unit	Economic effect			
				FY2021	FY2022	FY2023	FY2024
Resource circulation	Waste management	Sale of unused valuables	100 million yen	11.9	13.9	11.2	16.1
	Waste reduction	Reduction of processing costs such as final disposal by recycling		64.8	85.3	66.8	77.4
Total				76.7	99.2	78.0	93.5

Effects of environmental activities (Kyushu EP* and Kyushu T&D)

Category	Item		Unit	Effects of Environmental Activities			
				FY2021	FY2022	FY2023	FY2024
Preservation of the global environment	CO_2 reduction	Nuclear power generation	10 kt-CO_2	1,589	800	1,430	1,302
		New energy generation and electricity purchase		606	490	507	482
		Hydro and geothermal power generation and electricity purchase*		247	198	232	275
		Improved thermal efficiency		44	62	46	34
		SF_6 emissions reduction		19	28	24	39
	SOx reduction		kt	51	68	48	53
	NOx reduction			24	26	18	17
	Particulates reduction			54	63	83	119
Resource circulation	Industrial waste	Amount recycled	kt	777	1,014	775	816
		Appropriate disposal volume		5	24	86	82
	General waste	Amount recycled		4	4	3	4
		Appropriate disposal volume		1	2	6	3
	Low-level radioactive waste reduction (200 L drum equivalent)		drums	3,279	3,840	3,657	2,695
	Spent fuel storage volume		rods	4,742	4,946	5,086	5,242

* CO_2 emission reductions from geothermal power generation include Kyuden Mirai Energy

Nuclear power generation
Since it is not possible to strictly calculate the impact due to the inability to identify alternative power sources, we have independently estimated the amount of electricity generated by nuclear power using our FY2023 CO_2 emission factor

New energy generation and electricity purchase, hydro and geothermal power generation and electricity purchase
Since it is not possible to strictly calculate the impact due to the inability to identify alternative power sources, we have independently estimated the amount of electricity generated by renewable energy (excluding pumped storage hydro) using our FY2023 CO_2 emission factor

Improved thermal efficiency
Calculated based on FY2013 value (the base year was changed from FY1990 to FY2013 in line with national greenhouse gas reduction targets since 2020)

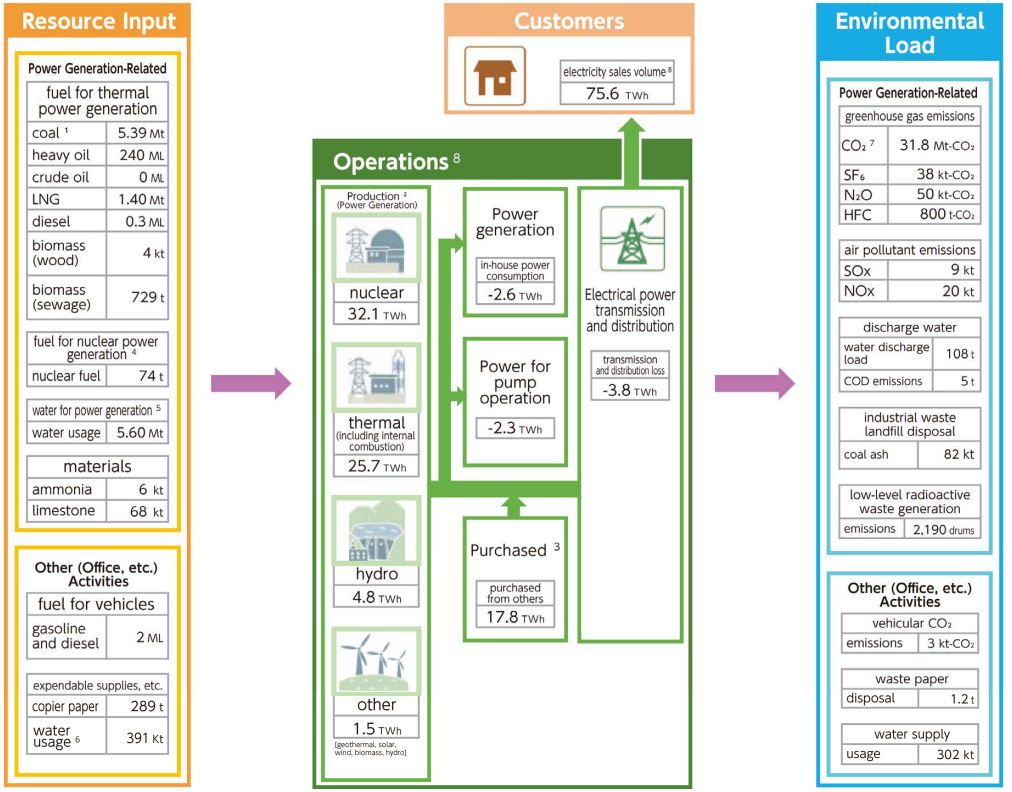
SF_6 emissions reduction
The amount recovered during inspection/removal has been converted to CO_2 weight using the SF_6 GWP (23,500 [22,800 until FY2022])

Reduction in SOx, NOx, and particulates
Calculated based on the difference between the actual emissions and estimated baseline emissions when no measures were taken

General waste
Amount of wastepaper, dam driftwood, and shellfish among general waste generated in-house

Spent fuel storage volume
Storage volume includes fuel to be reused
Note: FY2018 CO_2 emissions were used to calculate the CO_2 emission reductions per unit of electricity

Environmental loads resulting from business operations in FY2024 (Kyushu EP and Kyushu T&D)



[1] Based on wet coal
[2] Amount of electricity generated by the company's own facilities. This differs from the power source composition of electricity sales volume based on the Guidelines Concerning the Management of the Electricity Retail Business.
[3] Includes FIT purchased electricity and the difference between receiving and transmitting electricity from other companies.
[4] Uranium and plutonium allowance (converted from calorific value)
[5] Does not include seawater used as cooling water
[6] Includes recycled water/rainwater utilization
[7] Excludes the amount of electricity consumed by the company and includes the amount of electricity purchased from other companies
[8] Includes also consolidated subsidiaries Kyushu T&D and Kyuden Mirai Energy Co., Inc. Intersegment transactions have been eliminated.

Greenhouse gas emissions
・CO_2
Calculated based on the "Calculation and Publication of Basic Emission Factors and Adjusted Emission Factors for Each Electric Utility," published by the government in accordance with the Act on Promotion of Global Warming Countermeasures (including the amount of electricity purchased from other companies)
Adjusted emissions = Base emissions − CO_2 emission credit amortization + feed-in tariff adjusted CO_2 emissions
・From in-house power consumption
In-house power consumption × CO_2 emissions per electricity sales volume (after adjustment)
・SF_6
(Natural leakage + emissions from equipment inspection + emissions from equipment removal + emissions from malfunctions + other emissions [repairs, etc.]) × 23,500 (GWP [22,800 until FY2022])
・N_2O
(Emissions from fuel use + emissions from the treatment of factory wastewater + emissions from the treatment of human waste, etc.) × 265 (GWP [298 until FY2022])
・HFC
HFC consumption × corresponding GWP for each HFC

Air pollutant emissions
・SOx
Total value of "exhaust gas amount × exhaust gas concentration" converted by weight for each thermal power plant (including internal combustion)
Note: SOx emissions from thermal power generation (including internal combustion) excluding test runs
・NOx
Total value of "exhaust gas amount × exhaust gas concentration" converted by weight for each thermal power plant (including internal combustion)
Note: NOx emissions from thermal power generation (including internal combustion) excluding test runs

Wastewater load
Total wastewater discharge × weighting coefficient of each water pollutant (proprietary coefficient) × total of the average concentration of each water pollutant at the time of discharge
Note: The total load of chemical oxygen demand (COD) equivalents is calculated by determining the concentration and discharge volume of each water pollutant present in the treated wastewater from thermal (including geothermal) and nuclear power plant drainage treatment systems. These values are then multiplied by our company's proprietary weighting coefficients.

COD emissions
Total wastewater volume × average COD concentration at the time of discharge (emission)
Note: Total value of chemical oxygen demand (COD) contained in wastewater treated by wastewater treatment equipment at thermal (including geothermal) and nuclear power plants

Industrial waste landfill disposal
External landfill disposal amount + Internal landfill disposal amount

Low-level radioactive waste generation
Amount generated (200 L drum equivalent) − Amount of reduction (200 L drum equivalent)
Note: The value of the amount of low-level radioactive waste generation by incineration, compaction, etc., converted to a 200 L drum.

Vehicular CO_2 emissions
Fuel consumption of general and special vehicles × unit calorific value × CO_2 emission factor (CO_2 per unit calorific value)

Wastepaper disposal
Paper generated – Paper recycled

Water consumption
Amount of tap water purchased

Raw material consumption (Kyushu EP and Kyushu T&D)

		Unit	FY2021	FY2022	FY2023	FY2024
Energy consumption (crude oil equivalent)		10,000 kL	612	822	618	596
For thermal power generation	Coal	10 kt	532	738	536	539
	Heavy oil	10,000 kL	23	23	23	24
	Crude oil	10,000 kL	0	0	0	0
	LNG	10 kt	160	213	158	1.40
	Diesel	10,000 kL	0.4	0.1	0.08	0.03
	Biomass (wood)	10 kt	0.4	0.4	0.4	0.4
	Biomass (sewage)	t	788	758	760	729
For nuclear power generation	Nuclear fuel	t	82	41	55	74
Water for power generation	Water for power generation	10 kt	524	609	544	560
Materials	Ammonia	10 kt	0.6	0.8	0.6	0.6
	Limestone	10 kt	7.5	9.6	7.5	6.8

Fossil fuel consumption (crude oil equivalent)

Major results of group companies (Summary)

Item			Unit	Actual results			
				FY2021	FY2022	FY2023	FY2024
Initiatives to address global environmental issues	Office power	Usage	GWh	22.2	22.9	20.4	24.6
		Usage per unit area	kWh/m^2	79.2	80.9	72.0	86.4
	Private logistics transportation (excluding special vehicles)	Ratio of low-emission vehicles	%	72.5	73.7	73.7	73.1
	SF_6 (sulfur hexafluoride) recovery rate	During equipment inspection	%	99.6	No record	100	98.7
		During equipment removal	%	No record	No record	No record	99.2
	Percentage of regulated CFCs recovered during equipment inspections		%	86	94	86	87
	Copy paper usage		million sheets	101	101	93	85
	Water supply	Usage	kt	138.0	135.8	139.0	152.3
		Per capita	m^3/person	12.0	12.1	12.4	13.9
Initiatives to create a recycling-oriented society	Recycling rate	Industrial waste	%	95	95	93	93
		Coal ash	%	100	100	100	100
		Other	%	95	95	93	93
		Wastepaper	%	89	94	95	95
	Green procurement rate		%	79	80	81	80
Conservation of the local environment	SOx emissions per unit of thermal power generated		g/kWh	0.31	0.29	0.24	0.23
	NOx emissions per unit of thermal power generated		g/kWh	0.19	0.16	0.15	0.16

Ratio of low-emission vehicles
Percentage of electric vehicles (including plug-in hybrid vehicles), hybrid vehicles, and fuel-efficient vehicles to the total number of vehicles owned by group companies

No record
Equipment owned but with no record of equipment inspection or removal

Copy paper usage
Equivalent number of A4-size sheets

Green procurement rate
The scope of procurement includes office supplies (e.g., paper, stationery) and other products deemed to have a low environmental impact

Energy consumption of group companies

			Unit	FY2021		FY2022		FY2023		FY2024	
				Number of companies	Usage	Number of companies	Usage	Number of companies	Usage	Number of companies	Usage
Electricity	Offices		GWh	34	22.2	34	22.9	35	20.4	35	24.6
	Factories, etc.		GWh	31	483.3	31	517.4	32	453.7	32	386.1
Fuel	Vehicles, etc.	Gasoline, etc.	ML	37	4.2	36	4.4	38	5.4	39	4.2
	Air-conditioning and heating		ML	8	0.1	5	0.0	5	0.0	5	0.0
	For industrial use[1]	A-type heavy oil	ML	9	0.7	10	0.7	11	0.7	9	0.7
		LNG/LPG	kt	4	0.1	5	0.1	5	0.1	5	0.1
		Natural gas	million m^3	-	-	-	-	-	-	5	2.1
Heat	Steam, etc.		TJ	2	13.1	3	14.7	3	6.8	3	11.7

[1] Excludes electricity sales volume to other power companies, etc. (for power generation)

Rate of low-emission vehicles used by group companies (excluding special vehicles)

		Unit	FY2021	FY2022	FY2023	FY2024
Low-emission vehicle rate	Total vehicles	vehicles	3,469	3,470	3,522	3,474
	Total low-emission vehicles		2,514	2,559	2,595	2,541
	Ratio of low-emission vehicles	%	72.5	73.7	73.7	73.1

Special vehicles
Special vehicles refer to trucks, special motor vehicles, special-purpose cars, and other vehicles

Ratio of low-emission vehicles
Percentage of electric vehicles (including plug-in hybrid vehicles), hybrid vehicles, and fuel-efficient vehicles to the total number of vehicles owned by group companies

Climate Change

Kyuden Group power facility capacities by power source (domestic)

		Unit	FY2021	FY2022	FY2023	FY2024
Thermal	Coal	10 MW	346.0	346.0	346.0	346.0
	LNG and other gas		407.5	407.5	407.5	407.5
	Petroleum		86.7	86.3	80.9	80.9
Nuclear			414.0	414.0	414.0	414.0
Renewable energy	Geothermal		22.3	22.4	22.4	22.4
	Hydro		128.7	129.5	129.5	129.5
	Biomass		40.6	45.7	53.2	51.8
	Wind		15.7	15.7	15.6	15.6
	Solar power		8.9	8.9	14.9	16.0
Pumped storage			230.0	230.0	230.0	230.0

Changes in overall thermal efficiency* (Kyushu EP)

	Unit	FY2021	FY2022	FY2023	FY2024
At generation end	%	45.2	45.6	45.5	45.0
Power transmission end		43.4	43.8	43.5	43.0

*Thermal efficiency is calculated on a lower heating value basis[1]
[1] Calculated using conversion factors from Comprehensive Energy Statistics (revised 2023)

Transmission and distribution loss rates (Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Transmission/distribution loss rates	%	5.2	4.9	5.0	4.9

Gas leakage during LNG transportation and storage (Kyushu EP)

	Unit	FY2021	FY2022	FY2023	FY2024
Transport	%	0	0	0	0
Storage		0	0	0	0

Supply chain GHG emissions (Scope 1, 2, and 3)

Figures in parentheses indicate percentages

		Unit	FY2021	FY2022	FY2023	FY2024
Scope 1		10 kt-CO_2				
	Total		1,749 (42.8)	2,369 (51.2)	1,779 (51.4)	1,739(44.7)
Scope 2						
	Total (market-based)		0.005 (0.0)	0.005 (0.0)	0.005 (0.0)	0.006(0.0)
	Total (location-based)		0.005 (0.0)	0.005 (0.0)	0.005 (0.0)	0.006(0.0)
Scope 3						
	Total		2,339 (57.2)	2,260 (48.8)	1,682 (48.6)	2,153(55.3)
	Category 1		34 (0.8)	30 (0.6)	38 (1.1)	41(1.1)
	Category 2		90 (2.2)	87 (1.9)	87 (2.5)	105(2.7)
	Category 3		1,963 (48.0)	1,851 (40.0)	1,272 (36.7)	1,664(42.8)
	Category 4		0.1 (0.0)	0.1 (0.0)	0.1 (0.0)	0.1(0.0)
	Category 5		2 (0.0)	3 (0.1)	3 (0.0)	3(0.0)
	Category 6		0.2 (0.0)	0.2 (0.0)	0.2 (0.0)	0.1(0.0)
	Category 7		0.7 (0.0)	0.7 (0.0)	0.7 (0.0)	0.7(0.0)
	Category 11		116 (2.8)	119 (2.6)	119 (3.4)	134(3.4)
	Category 15		132 (3.2)	169 (3.6)	163 (4.7)	205(5.3)
Scope 1, 2, and 3						
	Total (market-based)		4,088	4,629	3,461	3,892
	Total (location-based)		4,088	4,629	3,461	3,892

Scope 1
・CO_2
Emissions from fuel consumption, emissions from non-energy sources, and emissions from corporate logistics transportation as outlined in the report pursuant to the Act on Promotion of Global Warming Countermeasures
・SF_6
(Natural leakage + emissions from equipment inspection + emissions from equipment removal + emissions from malfunctions + other emissions [repairs, etc.]) × 23,500 (GWP [22,800 until FY2022])
・N_2O
(Emissions from fuel use + emissions from the treatment of factory wastewater + emissions from the treatment of human waste, etc.) × 265 (GWP [298 until FY2022])
・CH_4
(Emissions from fuel use + steam production at geothermal power facilities + emissions from the treatment of factory wastewater + emissions from treatment of human waste, etc.) × 28 (GWP [25 before FY2022])
・HFC
HFC consumption × corresponding GWP for each HFC

Scope 2
As CO_2 emissions from self-consumption of energy are included in Scope 1, emissions from electricity usage at offices located in regions supplied by other electric power companies are calculated based on the following:
Market-based: Electricity purchased in regions supplied by other electric power companies × emissions factor of each electricity provider (after adjustment)
Location-based: Electricity purchased in regions supplied by other electric power companies × national average emissions factor for all power sources

Scope 3
・Category 1
Emissions from the purchase of goods (except capital investment) are calculated based on the sum of the following: goods costs by category × emissions factor[1] by category
・Category 2
Emissions from capital investment in the electricity business are calculated based on the following: capital investment costs (electricity business) × emissions factor[1]
・Category 3
Emissions (direct) from fuel combustion equivalent to electricity purchased from other electric power companies are calculated based on the sum of the following:
purchased electricity (by type of power source) × emissions factor (by fuel type, by electricity provider, or the national average),
(Total calorific value per fuel type × emission factor by fuel type × 44/12),
(Electricity received ÷ average thermal efficiency × emission factor by fuel type × 44/12)
Emissions (indirect) from owned or other electric power companies' plants (except from fuel combustion) are calculated[3,4] based on the sum of the following: generated electricity (by type of power source) × average lifecycle CO_2 emissions[2] (by power source)
・Category 4
Emissions from distribution (transport, cargo handling, and storage) are calculated based on the following: fuel usage (crude oil equivalent) by trucks (used for materials and equipment) × emissions factor[1]
・Category 5
Emissions from waste transportation and waste disposal
are calculated based on the sum of the following: disposal volume of industrial waste (by category) × emissions factor[1]
・Category 6
Emissions from employee business trips
are calculated based on the following: number of employees × emissions factor[1]
・Category 7
Emissions from employee commutes to offices are calculated based on the sum of the following: commuting costs (by commuting method) × emissions factor[1]
・Category 8
Included in Scope 1 and 2 emissions
・Category 11
Emissions from the gas sales business (except wholesale sales)
are calculated[4] based on the sum of the following: gas payouts (except wholesale sales) × (unit calorific value × emissions factor × CO_2 conversion factor)[1]
・Category 15
Emissions from overseas power generation projects (except PPA projects) are calculated based on the sum of the following: fuel usage by type of power source (except PPA projects) × equity ratio × emissions factor[1]

Calculations are based on the "Calculation, Reporting and Publication System for Greenhouse Gas Emissions" and the "Basic Guidelines for Calculating Supply Chain Greenhouse Gas Emissions (Ver 2.6; March 2024, Ministry of the Environment and Ministry of Economy, Trade and Industry)" outlined in the Act on Promotion of Global Warming Countermeasures
[1] Calculations are based on the emissions factor (emissions per unit) outlined in the "Policy on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver 3.4; March 2024, Ministry of the Environment and Ministry of Economy, Trade and Industry)"
[2] Calculations are based on LC-CO_2 emissions (per unit) of each power generation technology (excl. from fuel combustion) outlined in the "Comprehensive Assessment of Life Cycle CO_2 Emissions from Power Generation Technologies in Japan" in the CRIEPI Report Y06 (July 2016) For unknown power sources, calculations are based on the coefficient for fuel procurement from "Policy on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain"
[3] For the electricity purchased in the Japan Wholesale Electricity Exchange (JEPX) spot market, the FY2022 figures reflect a deduction for the amount of indirect auctions. For FY2023, the deduction is based on the electricity sold during the same period in the market.
[4] Newly calculated from FY2021 (not included in the management target boundaries established for FY2021)
Note: Scope: Kyushu EP and consolidated subsidiaries (excluding those with extremely low emissions)

Supply chain GHG emission reductions

	Unit	FY2021	FY2022	FY2023	FY2024
Reduction in GHG emissions	10 kt-CO_2	Approx. 100	Approx. 100	Approx. 100	Approx. 100

CO_2 emissions (Kyushu EP)

		Unit	FY2021	FY2022	FY2023	FY2024
Electricity sales volume		TWh	73.6	73.3	69.9	70.8
CO_2 emissions	Pre-adjusted emissions[2]	10 kt-CO_2	2,180	2,990	1,800	2,200[1]
	Basic and adjusted emissions[2]		2,810	3,390	2,840	3,180[1]
CO_2 emissions by electricity sales volume	Pre-adjusted emission factor[2]	kg-CO_2/kWh	0.296	0.407	0.258	0.310[1]
	Basic and post-adjustment emissions factors		0.382	0.462	0.406	0.449[1]

After adjustment
Adjustments in line with CO_2 emissions credits and feed-in-tariff (FIT) schemes for renewable energy
Note: Calculated based on the "Calculation and Publication of Basic Emission Factors and Adjusted Emission Factors for Each Electric Utility" published by the government based on the Act on Promotion of Global Warming Countermeasures (including the amount of electricity purchased from other companies). Electricity sales volumes differ from FY2018 to FY2019 due to the government's revision of guidelines relating to CO_2 emissions, which excluded electricity supplied to remote islands (excluding the Goto Islands in Nagasaki Prefecture, which are connected to mainland Japan). For FY2020 and beyond, electricity supplied to remote islands is excluded.

[1] FY2024 figures are provisional and will be officially announced by the government around December
[2] At the time of calculation and reporting in FY2023, the system was revised, and the number of emission factors changed from two types to three types (see below for details).
Unadjusted emission factor: conventional basic emission factor
Basic emission factor: emission factor excluding certain transactions from the conventional adjusted emission factor (for FY2023 and FY2024, our basic emission factor is the same as the adjusted emission factor)
Adjusted emission factor: conventional adjusted emission factor

Emissions and filled volumes (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Sulfur hexafluoride (SF_6) emissions[1]	10 kt-CO_2 (t)	5.1 (2.238)	3.6 (1.561)	5.2 (2.192)	3.8 (1.604)
Nitrous oxide (N_2O) emissions[2]		3.3	4.2	5.3	5.0
Hydrofluorocarbon (HFC) emissions[3]		0.18	0.12	0.20	0.08
Specific perfluorocarbon (PFC) emissions and filled volumes	t (kg)	0.0 / 0.0 (15) / (0)	0.0 / 0.0 (15) / (0)	0.0 / 0.0 (20) / (0)	0.0 / 0.0 (0) / (0)

[1] The weight of SF6 gas has been converted to the weight of CO2 using the GWP of SF6 (23,500 [22,800 until FY2022])
[2] The weight of N_2O gas has been converted to the weight of CO_2 using the GWP of N_2O (265 [298 until FY2022])
[3] The weight of HFC gases has been converted to the weight of CO_2 using the GWP of HFCs (123–12,400 [12–14,800] until FY2022])

SF_6 recovery rate

Inspection	99.3%
Removal	99.5%

Changes in group company GHG emissions

	Unit	FY2021		FY2022		FY2023		FY2024	
		Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results
Energy-derived CO_2[1,2,3]	kt-CO_2	41	20.7	37	22.3	39	23.5	40	22.5
Non-energy-derived CO_2		-	-	-	-	-	-	1	0.1
CH_4		2	0.2	2	0.2	2	0.0	5	1.8[4]
N_2O		0	-	0	-	0	-	4	10.9[4]
HFC		0	-	10	0.6	11	1.0	18	1.0
PFC		0	-	0	-	0	-	0	-
SF_6		4	0.0	0	-	1	0.0	4	0.1
Total		42	20.9	37	23.1	40	24.6	41	36.4

Please note that totals may not match due to rounding
[1] Emissions from electricity purchased from Kyushu EP are excluded, as they are included in Scope 1 of supply chain GHG emissions
[2] Values for FY2024 estimated using the CO_2 emission coefficient (after adjustment) by electricity sales volume for FY2023
[3] Excluding emissions from the combustion of fuel for power generation
[4] Including emissions from activities other than equipment inspection

Breakdown of group company GHG emissions

	Source of emissions	Unit	FY2021		FY2022		FY2023		FY2024	
			Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results
Energy-derived CO_2	Purchased electricity[1,2]	kt-CO_2	2	0.5	2	0.5	2	0.4	2	0.4
	Owned logistics fuel		39	14.4	36	14.8	38	17.2	39	14.8
	Air conditioning / industrial fuel[3]		14	5.0	13	6.1	13	5.5	15	6.5
	Heat (steam, etc.)		3	0.8	3	0.9	3	0.4	3	0.7
	Total		41	20.6	37	22.3	39	23.5	40	22.5
Non-energy-derived CO_2	Production of steam at geothermal power generation facilities, etc.		-	-	-	-	-	-	1	0.1
CH_4	Equipment inspections, facilities, etc.		2	0.2	2	0.2	2	0.0	2	0.1
	Fuel combustion, etc.		-	-	-	-	-	-	4	1.7
	Total		2	0.2	2	0.2	2	0.0	5	1.8
N_2O	Equipment inspections, facilities, etc.		0	0	0	0	0	0	0	0
	Fuel combustion, etc.		-	-	-	-	-	-	4	10.9
	Total		0	0	0	0	0	0	4	10.9
HFC	Equipment inspections, facilities, etc.		0	0	10	0.6	11	1.0	18	1.0
PFC	No corresponding equipment		0	0	0	0	0	0	0	0
SF_6	Wholly recovered during inspections		4	0.0	0	0	1	0.0	4	0.1
Total			42	20.9	37	23.1	40	24.6	41	36.3

Please note that totals may not match due to rounding
[1] Emissions from electricity purchased from Kyushu EP are excluded, as they are included in Scope 1 of supply chain GHG emissions
[2] Values for FY2024 estimated using the CO_2 emission coefficient (after adjustment) by electricity sales volume for FY2023
[3] Excluding emissions from the combustion of fuel for power generation

Group company GHG emission reductions

Emission reduction measures		Unit	FY2021	FY2022	FY2023	FY2024
Natural energy	Solar power generation[1]	kt-CO_2	0.2	0.2	0.1	0.1
Use of unused energy	Geothermal heat supply[2]		4.5	5.5	5.8	6.7
Equipment inspections	SF_6 recovery[3]		-	-	-	0.1
Total			4.7	5.7	5.9	6.9

[1] Calculated using power generated from solar power facilities at group companies
[2] Calculated in cases where effective use of unused energy (such as seawater and building waste heat) is substituted using natural gas and other fossil fuels
[3] Calculated based on cases where filled volumes are not recovered during equipment inspections

Specific CFCs owned by group companies

		Unit	FY2021		FY2022		FY2023		FY2024	
			Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results
CFC	Owned volume	t	6	5.0	6	5.0	6	5.0	5	4.9
	Emissions			0.0		0.0		0.0		0.0
HCFC	Owned volume		19	42.9	17	45.7	18	44.1	18	43.4
	Emissions			1.4		2.7		1.5		0.6
Halon	Owned volume		7	4.5	6	4.3	6	4.3	6	4.9
	Emissions			0.0		0.0		0.0		0.0
Ozone-depleting substance emissions		ODP t	0.1		0.1		0.1		0.0	

Ozone-depleting substance emissions
Converted to CFC-11 mass equivalent using the ozone depletion potential of each fluorocarbon

Biodiversity

Environment and energy education

	Unit	FY2021	FY2022	FY2023	FY2024
Outreach lessons[1]	Visits	286	456	635	618
	Participants	8,800	13,530	16,350	16,920
Environmental and energy education using digital content[1] (There is some overlap with the outreach lessons above)	Visits	15	23	72	102
	Participants	501	650	2,510	5,450
Environmental education in the forest[2]	Visits	2	11	17	25
	Participants	100	610	960	1,120

[1] From FY2024, the method for aggregating results for "outreach lessons" and "environmental and energy education using digital content" has been partially revised
[2] Since FY2022, environmental education has been held at Isahaya Kyuden Mirai Forest, and since FY2023, at the Kirishima Kyuden Mirai Forest

CO_2 absorbed and fixated at company-owned forests

	Unit	FY2021	FY2022	FY2023	FY2024
CO_2 absorbed and fixated at company-owned forests	10 kt-CO_2	129.2	130.9	139.7	160.5

Note: Excluding the amount (approx. 10,000 tons) of J-Credits expected to be created (FY2021–2023). Calculated based on actual values from forest surveys using Greenhouse Gas Inventory Office of Japan calculation methods.
From FY2024, the calculation method for lumber volume has been revised in line with the update to the 14th Forest Management Plan.

Environmental Conservation

PRTR survey results (Kyushu EP and Kyushu T&D)

No.	Chemical substance	Main uses/generated facilities	Unit	FY2021			FY2022			FY2023			FY2024		
				Amount handled	Emissions	Amount transferred	Amount handled	Emissions	Amount transferred	Amount handled	Emissions	Amount transferred	Amount handled	Emissions	Amount transferred
33	Asbestos	Insulating agent	kg	787	0	787	1,932	0	1,932	1,200	0	1,200	9,700	0	9,700
53	Ethyl benzene	Coating and stain-proofing material for power generation facilities		2,139	2,139	0	3,695	3,695	0	1,651	1,651	0	6,608	4,926	20
71	Ferric chloride	Wastewater treatment agent		36,895	0	0	46,580	0	0	-	-	-	-	-	-
80	Xylene	Coating for power generation facilities		2,811	2,811	0	4,909	4,906	0	2,084	2,084	0	7,175	5,345	24
240	Styrene	Coating		1,700	1,700	0	1,300	1,300	0	-	-	-	-	-	-
300	Toluene	Power generation boiler		5,759	5,747	0	8,040	8,033	0	6,487	6,477	0	5,920	5,035	12
333	Hydrazine	Water supply treatment agent		17,679	0.9	0	14,493	0.4	0	19,572	0.4	0	17,065	148	0
405	Boron compounds	Reactivity control material/analytical reagent		-	-	-	1,354	0	0	-	-	-	3,816	0.870	0
438	Methylnaphthalene	Diesel generator		511,704	2,545	107	552,680	2,773	159	537,408	2,696	15	580,095	73,089	110
691	Trimethylbenzene	Coating for power generation facilities		-	-	-	-	-	-	1,592	1,587	0	3,040	1,456	31
731	Heptane	Inspection solvent for power generation facilities		-	-	-	-	-	-	1,354	1,354	0	1,279	911	0
737	Methyl isobutyl ketone	Coating for power generation facilities		-	-	-	-	-	-	-	-	-	1,634	433	7

Note: Totals for Class 1 Designated Chemical Substances with annual handling quantities of more than 1 ton per worksite (more than 0.5 tons for Class 1 Specific Designated Chemical Substances) (Totals based on legally required reported values)

PRTR
Pollutant Release Transfer Register

SOx and NOx emissions by thermal power plant[1] (Kyushu EP)

Thermal power plant (fuel type)	Unit	FY2021		FY2022		FY2023		FY2024	
		SOx	NOx	SOx	NOx	SOx	NOx	SOx	NOx
Shin-Kokura (LNG)	t	0	29	0	37	0	20	0	14
Karita (Coal, heavy oil/crude oil)		18	69	10	59	33	71	0	0
Buzen (Heavy oil/crude oil)		0	0	0	1	0	1	0	0
Matsuura (Coal)		1,080	1,358	1,726	2,216	1,198	1,689	1,095	1,613
Shin-Oita (LNG)		0	1,438	0	1,826	0	1,251	0	1,125
Reihoku (Coal)		2,648	2,466	2,882	2,631	2,260	1,791	1,793	1,599
Total		3,747	5,358	4,619	6,771	3,492	4,822	2,888	4,351

[1] Excludes internal combustion thermal power plants
Please note that totals may not match due to rounding

SOx
Generic term for sulfur oxides, including sulfur dioxide (SO_2) and sulfur trioxide (SO_3)
Sulfur oxides are generated when fossil fuels such as coal and petroleum are combusted, and the sulfur content in the fuel oxidizes, causing air pollution and acid rain

NOx
Generic term for nitrogen oxides, including nitrogen oxide (NO) and nitrogen dioxide (NO_2)
Nitrogen oxides are generated when nitrogen-containing fuel is combusted, and the nitrogen in the air is oxidized, causing air pollution and acid rain

SOx and NOx emissions per kWh of thermal power generated (Kyushu EP)

	Unit	FY2021	FY2022	FY2023	FY2024
SOx	g/kWh	0.14	0.13	0.13	0.12
NOx		0.20	0.19	0.18	0.18

Main uses of asbestos at our buildings and facilities

As of March 31, 2025

Use		Location	Status (usage)	Notes (response)
Sprayed asbestos		Used in soundproofing, insulation, and fireproofing materials in the walls and ceilings of certain equipment rooms, transformer rooms, etc.	Measures to prevent dispersal implemented in all locations	Yearly checks conducted for buildings that have implemented dispersal prevention measures and require regular inspection
Products containing asbestos	Building material	Used in fireproof boards, flooring, and similar applications in buildings	Assumed to be included in some construction materials used prior to August 2006. No asbestos-containing products have been used since then.	As these are molded articles that do not pose a risk of asbestos dispersal in their normal state, we are currently taking advantage of repair work and other occasions to replace them with asbestos-free options.
	Soundproofing material	Soundproofing material for transformers (Transformer facilities, hydroelectric power generation facilities)	70 transformers	
	Asbestos cement pipe	Underground pipeline material for underground line (Transmission and distribution facilities)	Line length: approx. 179 km	
	Insulation materials	Power generation facilities (Nuclear power generation facilities, thermal power facilities[1])	Approx. 55,000 m^3	
	Sealant / joint sheets	Power generation facilities (Nuclear power generation facilities, thermal power facilities[1])	Approx. 460,000	
	Shock-absorbing material	Suspension-type insulators (Transmission facilities)	Approx. 1.348 million suspension-type insulators (Asbestos-containing products are used as shock-absorbing material in insulators, but not on the porcelain insulator surface)	As these are molded articles and the asbestos is contained within the insulator itself, there is no risk of dispersing asbestos in their normal state. Consequently, we are currently using repair work and other opportunities to replace them with asbestos-free options.
	Thickener	Overhead power lines (Transmission facilities)	Line rust prevention: Line length approx. 72.6 km	The asbestos is integrated with the anti-rust grease and poses no risk of dispersal under normal conditions. Consequently, we are taking advantage of repair work and other opportunities to replace them with asbestos-free options.

[1] Thermal power facilities include geothermal and internal combustion power generation facilities

Amount of PRTR-designated chemical substances handled by group companies

	Unit	FY2021		FY2022		FY2023		FY2024	
		Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results
Amount handled	t	7	31.4	6	30.1	7	30.7	7	34.5
Amount released (into the air)			15.6		14.3		16.0		20.7
Amount transferred			56.8		74.5		48.4		38.1

PRTR
Pollutant Release Transfer Register
Note: Totals for Class 1 Designated Chemical Substances with annual handling quantities of more than 1 ton per worksite (more than 0.5 tons for Class 1 Specific Designated Chemical Substances) (Totals based on legally required reported values)

Group company PRTR survey results

Index no.	Chemical substance	Main uses	Unit	FY2024		
				Amount handled	Amount released (into the air)	Amount transferred
1	Water-soluble zinc compounds	Plating	t	1.54	0.08	37.96
53	Ethyl benzene	Coating		3.92	3.92	-
80	Xylene	Coating		7.16	7.16	-
237	Mercury and its compounds	Exhaust gas/effluent/fly ash		0.00	0.00	0.00
300	Toluene	Coating		8.25	8.25	-
333	Hydrazine	Water treatment agent		1.34	-	-
438	Methylnaphthalene	A-type heavy oil		7.98	0.04	-
697	Lead and its compounds	Plating		3.09	-	0.16
737	Methyl isobutyl ketone	Coating		1.25	1.25	-
243	Dioxins	Exhaust gas, wastewater, fly ash	mg-TEQ	1.42	0.12	1.30

Group company air pollutant emissions

	Unit	FY2021		FY2022		FY2023		FY2024	
		Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results
SOx emissions	kt	6	2.9	6	2.8	6	2.0	5	2.0
NOx emissions		5	2.0	5	1.8	5	1.5	4	1.6

Note: SOx and NOx emission totals for companies that are legally required to measure flue gas

Resource Recycling

Amount of industrial waste generated and recycling rates by type (Kyushu EP and Kyushu T&D)

		Main recycling uses		Unit	FY2021	FY2022	FY2023	FY2024
Coal ash		Cement raw material Concrete mixture	Amount generated	t	631,432	850,696	713,830	727,945
			Amount recycled		629,743	830,029	630,580	652,164
			Recycling rate	%	100	98	88	90
Other Industrial waste	Heavy crude oil ash	Vanadium recovery	Amount generated	t	0	0	0	2
			Amount recycled		0	0	0	2
			Recycling rate	%	-	-	-	100
	Gypsum	Cement raw material	Amount generated	t	117,357	155,673	110,299	122,864
			Amount recycled		117,357	155,673	110,299	122,864
			Recycling rate	%	100	100	100	100
	Sludge	Cement raw material	Amount generated	t	3,726	3,627	3,216	11,904
			Amount recycled		483	619	581	5,518
			Recycling rate	%	13	17	18	46
	Waste oil	Recycled into fuel oil	Amount generated	t	2,353	2,336	1,978	2,004
			Amount recycled		2,326	1,900	1,941	1,978
			Recycling rate	%	99	81	98	98
	Waste plastic	Fuel additive	Amount generated	t	254	373	436	1,235
			Amount recycled		170	242	430	1,186
			Recycling rate	%	67	65	99	96
	Scrap metal	Metals	Amount generated	t	15,595	16,475	20,277	15,519
			Amount recycled		15,518	16,448	20,276	15,510
			Recycling rate	%	100	100	100	99
	Waste concrete poles	Subbase material and construction aggregate	Amount generated	t	10,207	8,036	9,211	15,030
			Amount recycled		10,207	8,036	9,211	15,030
			Recycling rate	%	100	100	100	100
	Glass and ceramic waste	Glass materials	Amount generated	t	26	35	67	77
			Amount recycled		25	34	66	39
			Recycling rate	%	96	97	98	50
	Industrial waste requiring special treatment	Metals	Amount generated	t	1,031	472	444	1,038
			Amount recycled		936	403	369	997
			Recycling rate	%	91	85	83	96
	Other	Fuel additive	Amount generated	t	136	211	1,033	492
			Amount recycled		81	191	1,018	473
			Recycling rate	%	60	91	99	96
	Subtotal		Amount generated	t	150,686	187,238	146,961	170,166
			Amount recycled		147,103	183,546	144,191	163,599
			Recycling rate	%	97.6	98	98	96
Total industrial waste			Amount generated	t	782,117	1,037,934	860,791	898,112
			Amount recycled		776,846	1,013,576	774,769	815,764
			Appropriate disposal volume		5,092	23,933	85,645	82,134
			Recycling rate	%	Approx. 100	98	0.90	91

Please note that totals may not match due to rounding

Industrial waste requiring special treatment
Applies to sludge, waste asbestos, waste oil, and waste acids and alkalis that are designated as industrial waste requiring special treatment under the Act on Waste Management and Public Cleaning due to their potential to harm human health or living environments

Amount of toxic waste (PCB and other waste) treated (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
High-concentration PCB	t	153.14	0.50	0.40	0
Low-concentration PCB		1,722.4	948.4	1,466.8	998.10
PCB subtotal		1,875.5	948.9	1,467.2	998.10
Others (e.g., sludge)		0.2	0.0	0.0	36.4
Total		1,875.8	948.9	1,467.2	1034.5
Amount recycled (of above)		0.0	0.6	432.3	565.9
Incineration with energy recovery (of above)		1,006.1	457.2	457.8	296.8
Landfill (of above)		34.6	20.9	26.9	34.5
Incineration without energy recovery (of above)		835.1	470.2	550.2	137.3

Please note that totals may not match due to rounding

Amount of general waste (used paper, etc.) generated and recycling rates (Kyushu EP and Kyushu T&D)

	Main recycling uses		Unit	FY2021	FY2022	FY2023	FY2024
Wastepaper	Recycled paper	Amount generated	t	985	810	755	871
		Amount recycled		979	808	749	869
		Recycling rate	%	99	Approx. 100	99	99
Shellfish	Roadbed material	Amount generated	t	1,352	1,255	775	1,099
		Amount recycled		434	456	58	216
		Recycling rate	%	32	36	7	19
Dam driftwood	Alternative to straw litter	Amount generated	t	2,189	3,641	7,345	5,268
		Amount recycled		2,172	2,948	1,781	3,230
		Recycling rate	%	99	81	24	61
Other	-	Amount generated	t	363	482	379	397
		Amount recycled		108	134	90	135
		Recycling rate	%	30	28	24	34
Total general waste		Amount generated	t	4,889	6,189	9,255	7,635
		Amount recycled		3,693	4,346	2,678	4,452
		Appropriate disposal volume		1,196	1,843	6,577	3,183
		Recycling rate	%	76	70	29	58

Amount of used paper collected (Kyushu EP and Kyushu T&D)

	Main recycling uses	Unit	FY2021	FY2022	FY2023	FY2024
Newspapers	Paper (copy paper, catalog paper, etc.) and newspapers	t	55	52	42	40
Magazines	Cardboard material and paper string		15	11	9	7
Cardboard	Cardboard material		65	58	47	49
Confidential documents	Paper (copy paper, catalog paper, etc.), toilet paper, and cardboard material		783	616	600	717
Other	Paper (copy paper, catalog paper, etc.), toilet paper, cardboard material, and paper string		60	72	51	56
Total			979	808	749	869

Please note that totals may not match due to rounding

Newspapers
Includes the amounts of magazines and cardboard at some worksites

Other
Copy paper and envelopes, etc.

Amount of copy paper purchased (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Copy paper purchase volume	t	443	376	347	289

Waste generated at group companies

		Unit	FY2021		FY2022		FY2023		FY2024	
			Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results	Number of companies	Actual results
Industrial waste	Amount generated	kt	48	171.0	49	181.8	49	163.8	47	170.9
	Recycling rate	%		95		95		93		93
Wastepaper	Amount generated	kt	34	0.9	35	0.9	38	0.7	37	0.7
	Recycling rate	%		89		94		95		95

Amount of industrial waste generated and recycling rates by type at group companies

		Unit	FY2021	FY2022	FY2023	FY2024
Number of companies surveyed		Companies	48	49	49	47
Combustion residue (Coal ash)	Amount generated	kt	6.7	6.3	5.4	5.0
	Amount recycled		6.7	6.3	5.4	5.0
	Recycling rate	%	100	100	100	100
Combustion residue (Other)	Amount generated	kt	1.1	1.4	0.6	0.7
	Amount recycled		1.0	1.2	0.3	0.1
	Recycling rate	%	89	85	59	18
Soot and dust	Amount generated	kt	119.7	131.9	112.4	123.9
	Amount recycled		119.1	131.9	112.4	123.8
	Recycling rate	%	100	100	100	100
Sludge	Amount generated	kt	11.6	11.6	15.9	8.7
	Amount recycled		10.6	11.4	15.5	7.0
	Recycling rate	%	92	98	98	80
Waste oil	Amount generated	kt	2.1	0.8	1.7	0.5
	Amount recycled		1.9	0.8	1.5	0.2
	Recycling rate	%	92	95	87	46
Waste plastics	Amount generated	kt	4.4	3.6	3.1	5.9
	Amount recycled		0.8	0.8	0.9	0.5
	Recycling rate	%	19	23	28	9
Scrap metal	Amount generated	kt	11.1	10.5	7.5	11.8
	Amount recycled		8.5	7.4	5.2	1.4
	Recycling rate	%	77	70	69	12
Construction waste	Amount generated	kt	7.3	11.0	5.9	42.1
	Amount recycled		5.4	6.6	3.3	10.3
	Recycling rate	%	87	60	56	24
Glass and ceramic waste	Amount generated	kt	5.7	4.0	4.8	5.2
	Amount recycled		3.7	2.2	2.7	2.9
	Recycling rate	%	64	56	56	56
Other	Amount generated	kt	18.3	17.5	28.6	33.3
	Amount recycled		4.9	5.2	5.5	8.3
	Recycling rate	%	26	30	19	25
Industrial waste requiring special treatment	Amount generated	kt	0.5	0.5	0.5	0.4
	Amount recycled		0.5	0.5	0.5	0.4
	Recycling rate	%	100	98	100	99
Total	Amount generated	kt	183.9	195.6	178.9	228.0
	Amount recycled		163.0	174.3	153.1	160.1
	Recycling rate	%	89	89	86	70

Please note that totals may not match due to rounding

Water Resources

Amount of water used per person (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Water consumption per person	m^3/person	22	24	25	25

Calculation methods changed as of FY2022

Amount of water used for power generation and wastewater produced at thermal, nuclear, and internal combustion power plants (Kyushu EP and Kyushu T&D)

		Unit	FY2024	
			Water for power generation	Wastewater
Thermal	Shin-Kokura (including Buzen)	10 kt	23	14
	Karita		41	3
	Matsuura		194	62
	Shin-Oita		62	49
	Reihoku		145	63
Nuclear	Genkai		49	26
	Sendai		40	27
Internal combustion power			6	-
Total			560	244

Note1: Totals may not match due to rounding
Note2: All wastewater is released into the sea

Water for power generation
Usage amount, excluding water for daily use, from external input (municipal water, well water, etc.)
Does not include seawater used for cooling or water circulated within each power plant

Wastewater
The amount of wastewater properly treated at the wastewater treatment facilities in each power plant

Amount of water used for power generation and wastewater produced at thermal, nuclear, and internal combustion power plants (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Water used for power generation	10 kt	524	609	544	560
Wastewater		236	257	245	244

Note: All wastewater is released into the sea

Water for power generation
Usage amount, excluding water for daily use, from external input (municipal water, well water, etc.)
Does not include seawater used for cooling or water circulated within each power plant

Wastewater
The amount of wastewater properly treated at the wastewater treatment facilities in each power plant

Stakeholder Engagement

Trust and satisfaction

	Unit	FY2021	FY2022	FY2023	FY2024
Trust in the Kyuden Group[1]	%	59.1	74.8	75.9	76.5
Satisfaction with the Kyuden Group[1]	%	55.6	63.4	64.2	59.9[2]

[1] Measured via a web survey conducted by the company
[2] FY2024 figure shown for reference due to survey redesign

Stable Power Supply

Utilization rate of nuclear power generation facilities (Kyushu EP)

	Unit	FY2021	FY2022	FY2023	FY2024
Utilization rate	%	91.4	57.7[1]	90.8	88.6

[1] Decreased due to regular inspections and installation work for specialized safety facilities at Genkai Units 3 and 4
Specialized safety facilities:
These facilities are installed to prevent damage caused by acts of terrorism, such as intentional aircraft collision into a plant's reactor auxiliary building. They safeguard the reactor containment vessel in the event that reactor cooling functions are lost and the reactor core is seriously damaged

Cumulative storage volume of low-level radioactive waste (Kyushu EP)

		Unit	FY2021	FY2022	FY2023	FY2024
Amount stored in power plants	Genkai	200-liter drum equivalent	38,310	38,719	38,933	38,833
	Sendai		27,767	27,523	27,580	28,150
	Total		66,077	66,242	66,513	66,983
Amount removed[1]	Genkai		1,384	1,720	1,720	1,720
	Sendai		0	0	0	0
	Total		1,384	1,720	1,720	1,720

[1] Amount transported to the Low-Level Radioactive Waste Disposal Center

Community

Donations (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Contributions to social service projects led by local governments	100 million yen	0.2	0.1	0.2	0.2
Donations as part of community-building and social impact activities		13.3	5.4	6.2	1.3
Total		13.5	5.5	6.4	1.5

Volunteer time off (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Amount of volunteer time off	Days	66	70	124	132

Community engagement awards (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Employees recognized for their local community contributions	Persons	11	18	7	5

Talent Acquisition and Development / DE&I

Basic employee data (Kyushu EP and Kyushu T&D)

		Unit	FY2021	FY2022	FY2023	FY2024
Employees[1]	Male	Persons (%)	11,481 (91.5)	11,267 (91.3)	11,045 (91.3)	10,833 (91.1)
	Female		1,062 (8.5)	1,072 (8.7)	1,047 (8.7)	1,055 (8.9)
	Total		12,543	12,339	12,092	11,888
Average age	Male	Age	44.9	45.1	44.2	44.1
	Female		38.4	38.3	37.5	37.1
	Total		44.4	44.5	43.6	43.5
Average years of continuous employment	Male	Years	25.0	25.1	25.1	24.9
	Female		17.8	17.6	17.7	17.3
	Total		24.4	24.5	24.4	24.2
Managers[2]	Male	Persons (%)	4,537 (97.3)	4,519 (97.1)	4,502 (97.0)	4,431 (96.8)
	Female		127 (2.7)	136 (2.9)	138 (3.0)	147 (3.2)
	Total		4,664	4,655	4,640	4,578
Chief manager or higher management positions (listed above)	Male	Persons (%)	2,015 (98.3)	2,029 (98.4)	2,033 (98.5)	1,988 (98.3)
	Female		34 (1.7)	34 (1.6)	31 (1.5)	34 (1.7)
	Total		2,049	2,063	2,064	2,022
Labor union members[3]		Persons (%)	8,368 (66.7)	6,722 (54.5)	6,528 (54.0)	6,291 (52.9)

[1] Employees and career employees
[2] Section chief level or higher (excluding executives)
[3] Number of persons covered by the union's collective agreement.Figures in parentheses indicate the percentage of labor union members among total employees. Based on the union shop agreement, all employees (excluding special managers) are members of the labor union, resulting in a 100% union membership rate among the eligible employees.
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (FY2024): 1.9%
Share of women in STEM-related positions (FY2024): 2.2%

Basic employee data (Kyushu EP)

		Unit	FY2021	FY2022	FY2023	FY2024
Employees[1]	Male	Persons (%)	6,489 (86.7)	6,416 (86.5)	6,300 (86.6)	6,221 (86.3)
	Female		994 (13.3)	999 (13.5)	978 (13.4)	989 (13.7)
	Total		7,483	7,415	7,278	7,210
Average age	Male	Age	44.4	44.5	43.6	43.6
	Female		38.4	38.4	37.6	37.3
	Total		43.6	43.7	42.8	42.7
Average years of continuous employment	Male	Years	24.1	24.3	24.2	24.1
	Female		17.8	17.6	17.9	17.4
	Total		23.3	23.4	23.3	23.2
Managers[2]	Male	Persons (%)	2,959 (96.1)	2,959 (95.8)	2,945 (95.7)	2,897 (95.3)
	Female		120 (3.9)	130 (4.2)	132 (4.3)	144 (4.7)
	Total		3,079	3,089	3,077	3,041
Chief manager or higher management positions (listed above)	Male	Persons (%)	1,310 (97.8)	1,322 (97.8)	1,329 (97.9)	1,301 (97.5)
	Female		30 (2.2)	30 (2.2)	28 (2.1)	34 (2.5)
	Total		1,340	1,352	1,357	1,335
Labor union members[3]		Persons (%)	5,031 (67.2)	4,480 (60.4)	4,309 (59.2)	4,105 (56.9)

[1] Employees and career employees
[2] Section chief level or higher (excluding executives)
[3] Number of persons covered by the union's collective agreement.Figures in parentheses indicate the percentage of labor union members among total employees. Based on the union shop agreement, all employees (excluding special managers) are members of the labor union, resulting in a 100% union membership rate among the eligible employees.

Acquiring and developing talent (Kyushu EP and Kyushu T&D)

			Unit	FY2021	FY2022	FY2023	FY2024
Newly-hired employees		Male	Persons (%)	230 (83.9)	217 (81.9)	235 (88.3)	282 (83.4)
		Female		44 (16.1)	48 (18.1)	31 (11.7)	56 (16.6)
		Total		274	265	266	338
Employee turnover[1]	Employee turnover	Male	Persons (%)	457 (3.99)	509 (4.54)	553 (5.06)	554 (5.20)
		Female		46 (4.22)	42 (3.84)	65 (6.02)	60 (5.61)
		Total		503 (4.01)	551 (4.47)	618 (5.15)	614 (5.24)
	Voluntary resignations (of the above)	Male		97 (0.85)	89 (0.79)	82 (0.75)	92 (0.86)
		Female		28 (2.57)	25 (2.29)	35 (3.24)	23 (2.15)
		Total		125 (1.00)	114 (0.93)	117 (0.97)	115 (0.98)
	Employees at beginning of fiscal year	Male		11,462	11,221	10,925	10,659
		Female		1,089	1,094	1,080	1,069
		Total		12,551	12,315	12,005	11,728
Average training per employee[2]			Hours	76.4	51.0	36.3	42.6
Average training cost per employee[2,3]			Thousands of yen	62	67	107	180

[1] The figure in parentheses represents the employee turnover rate, calculated by dividing the number of employees who left by the number of employees at the beginning of the fiscal year, and multiplying by 100
[2] Current employees (excluding employees on leave)
[3] Review of recorded expenses from FY2024

Support for work-life balance (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Employees who took childcare leave	Persons[1]	73 (26)	279 (225)	356 (291)	290 (248)
Ratio of paternal leave[2]	%	8.3	80.6	103.6	105.1
Employees who worked shorter hours in order to care for children	Persons[1]	130 (1)	162 (7)	162 (6)	132 (7)
Employees who took time off for nursing care		323 (222)	351 (241)	426 (315)	486 (367)
Employees who took family care leave		1 (1)	3 (3)	1 (0)	2 (2)
Employees who worked shorter hours in order to care for family members		7 (1)	6 (1)	2 (1)	7 (3)
Employees who took time off for family care		157 (133)	179 (155)	175 (149)	227 (190)

[1] Figures in parentheses represent males, among the above (listed above)
[2] The ratio of male employees who took childcare leave among all male employees whose spouses gave birth is calculated based on the provisions of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labour No. 25 of 1991).In FY2022, we discontinued our spousal maternity leave system and began providing partially-paid childcare leave.

Diverse Talent at Work (Kyushu EP and Kyushu T&D)
Gender pay gap[1, 2, 3]

		Unit	FY2021	FY2022	FY2023	FY2024
Kyushu EP	Regular employees	%	–	67.2	68.1	67.1
	Non-regular employees		–	43.5	48.7	58.8
	All employees		–	61.7	64.4	65.0
Kyushu T&D	Regular employees		–	64.7	64.6	64.4
	Non-regular employees		–	54.7	50.9	54.6
	All employees		–	45.8	47.7	47.2

[1] The ratio of average annual wages of women to average annual wages of men is calculated based on the provisions of the Act on the Promotion of Women's Active Engagement in Professional Life (Act No. 64 of 2015).
[2] Wages include base wages, overtime payments, bonuses, household and housing allowances, and other such payments. They exclude retirement allowances, commuting expenses, and other such payments.
[3] Calculations are based on the average number of employees on the first day of each month.However, the calculations do not include employees without pay and employees on childcare leave or nursing care leave.Personnel on secondment are counted among the employees at their original company.

Employment rate of persons with disabilities

	Unit	FY2021	FY2022	FY2023	FY2024
Employment rate of persons with disabilities	%	2.29 (301.0)	2.46 (320.5)	2.51 (320.5)	2.63 (331.5)

Under the special rule for related subsidiaries, Kyushu EP, Kyushu T&D, and Q-CAP are included in the figures above.
Figures in parentheses indicate the number of employees with disabilities

Work Environment Improvements

Total working hours (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Total actual hours worked per person	Hours	1,861.7	1,868.3	1,863.2	1,876.6

Period of annual paid leave taken each year (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Days of annual paid leave taken	Days	16.6	17.4	17.1	16.7

Safety and Health

On-the-job accidents (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Electric shocks	Accidents	0	0	0	0
Falls		1	0	0	0
Traffic accidents		7	3	5	3
Other accidents[1]		30	24	16	15
Total[2]		38 (0)	27 (0)	21 (0)	18 (0)
Among the above, those classified as one of the four types of major accidents[3]		1	0	1	0

[1] Other accidents include falls after not checking footing and mishandling of tools
[2] Figures in parentheses indicate the number of fatalities
[3] The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery.

Rate of work-related accidents (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Accidents per one million paid work hours(LTIFR)	Accidents	0.30 (0.10)	0.06 (0.00)	0.30 (0.33)	0.06 (0.00)
Breakdown: Number of accidents resulting in time off	Accidents	6 (1)	1 (0)	5 (3)	1 (0)
Breakdown: Total hours worked	Hours	20,029,657 (10,281,113)	17,436,589 (9,545,491)	16,393,669 (9,214,126)	15,720,340 (8,605,199)

Figures in parentheses are non-consolidated figures for Kyushu EP

Severity of work-related accidents (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
Severity of work-related accidents[1]	Days	0.009 (0.009)	0.000 (0.000)	0.014 (0.021)	0.000 (0.00)

[1] Days of labor lost due to work-related accidents per 1,000 work hours
Figures in parentheses are non-consolidated figures for Kyushu EP

Number of employees receiving safety training (Kyushu EP and Kyushu T&D)

		Unit	FY2021	FY2022	FY2023	FY2024
Statutory training	At time of hiring (for new employees)	Persons	290	252	241	325
	Foremen		1,196	1,233	1,151	959
	Safety managers		52	57	55	51
	Total		1,538	1,542	1,447	1,335
Level-specific training	Safety training for regular employees		2,098	794	558	466
	Safety training for management		461	466	457	488
	Total		2,559	1,260	1,015	954
Group safety training (at Anzen Mirai Kan)[1]			—	—	2,191	2,826

[1] Scope of data collection: Kyushu EP, Kyushu T&D, and Group companies

Accidents involving contractors and subcontractors

	Unit	FY2021	FY2022	FY2023	FY2024
Accidents[1]	Accidents	24 (1)	27 (2)	19 (0)	22 (0)
Four types of major accidents among the above[2]		8	9	7	9

[1] Accidents involving work absences of four days or more (including accidents involving fee collection). Figures in parentheses indicate the number of fatalities, among the above.
[2] The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery.

Health indicators (Kyushu EP and Kyushu T&D)

		Unit	FY2021	FY2022	FY2023	FY2024
Physical health	Regular health checkup attendance	%	100	100	100	100
	Employees with regular exercise habits[1]		20.5	21.4	20.4	21.0
	Employees with a smoking habit[2]		24.7	23.9	23.2	22.8
	Employees at risk of alcohol-related issues[3]		8.5	8.4	9.1	9.4
Mental health	Stress check attendance	%	94.8	94.8	95.8	94.9
	Overall health risk	pt	78	76	76	75

[1] Percentage of respondents who answered that they exercise regularly
[2] Percentage of respondents who answered that they smoke
[3] Percentage of respondents who answered that they drink an average of two drinks (360ml) or more per day

Corporate Governance

Director remuneration structure excluding Audit & Supervisory Committee members (Kyushu EP)

	Unit	FY2022	FY2023	FY2024
Basic remuneration (monetary remuneration / monthly remuneration)	Millions of yen	380 (12)	352 (15)	347 (12)
Performance-linked remuneration (monetary remuneration and bonus linked to short-term performance)		0 (9)	45 (8)	117 (8)
Performance-linked remuneration (non-monetary remuneration and stock-based remuneration linked to medium to long-term performance)		61 (9)	118 (8)	84 (8)

Figures in parentheses indicate the number of persons compensated.
Performance-linked remuneration is based on performance indicators such as consolidated ordinary income, ROIC, GHG reductions toward carbon neutrality, and dividend payments to shareholders, all aligned with the realization of the management vision.

Director remuneration structure for Audit & Supervisory Committee members (Kyushu EP)

	Unit	FY2022	FY2023	FY2024
Basic remuneration (monetary remuneration / monthly remuneration)	Millions of yen	78 (6)	78 (4)	79 (6)

Figures in parentheses indicate the number of persons compensated.

Members on the Board of Directors, Audit & Supervisory Committee, and Corporate Management Committee (Kyushu EP)

		Unit	As of March 2022	As of March 2023	As of March 2024	As of March 2025
Board of Directors	Directors	Persons	15 (3)	15 (3)	14 (3)	14 (3)
	External Directors (included above)		5 (3)	5 (3)	5 (3)	5 (3)
Audit & Supervisory Committee	Directors		4	4	4	4
	External Directors (included above)		3 (2)	3 (2)	3 (2)	3 (2)
Corporate Management Committee	President & Chief Executive Officer		1	1	1	1
	Vice-Presidential Executive Officers		2	3	3	2
	Senior Managing Executive Officers		6	12 [2]	8 [2]	9 [2]
	Managing Executive Officers		9 [1]	0	0	0
	Executive Officers and other members		5 [1]	8 [2]	11 [2] (1)	11 [2] (1)

Figures in parentheses indicate the number of female directors/officers.
[1] Nine managing executive officers and executive officers, etc. attended per meeting minutes
[2] Ten senior managing executive officers and executive officers, and other members, attended per meeting minutes

Compliance

Number of consultations and reports to the compliance consultation service

		Unit	FY2022	FY2023	FY2024
Kyushu EP	Executive/employee conduct	Responses	9	13	15
	Business operations and management		11	11	13
	Compliance-related inquiries		–	–	45
Kyushu T&D	Executive/employee conduct		5	6	12
	Business operations and management		1	1	7
	Compliance-related inquiries		–	–	1

The privacy of users of the compliance consultation service is strictly protected in accordance with laws, regulations, and company policies. The group does not tolerate any retaliatory behavior against individuals reporting concerns.
Consultations and reports are accepted during business hours in person or by telephone, letter, and email (available 24 hours a day).
Tracking and inclusion of compliance-related inquiries began in FY2024

Human Rights

Human rights education and awareness-raising activities

		Unit	FY2021	FY2022	FY2023	FY2024
Kyushu EP and Kyushu T&D	In-house training	Participants	12,215	10,316	9,712	10,165
	External training		210	139	242	205
Group companies			6,073	9,881	10,296	10,299

Harassment consultation service (Kyushu EP and Kyushu T&D)

	Unit	FY2021	FY2022	FY2023	FY2024
No. of consultations	Cases	29	15	16	23

Serious human rights violations (Kyuden Group)

	Unit	FY2021	FY2022	FY2023	FY2024
No. of cases of serious human rights violations[1]	Accidents	0	0	0	0

[1] Cases considered to have significant social impact

Independent Assurance Report

Mr. Masaru Nishiyama
Member of the Board of Directors, President & Chief Executive Officer
Kyushu Electric Power Company, Incorporated

We, SOCOTEC Certification Japan (hereafter "SOCOTEC"), have performed a limited assurance engagement, in response to the entrustment from Kyushu Electric Power Company, Incorporated (hereafter the "Company") in order to provide an opinion as to whether the GHG emissions and social data indicators marked with ☑ included in the subject matter information ("KYUDEN GROUP SUSTAINABILITY REPORT 2025" (period: 1 April 2024 to 31 March 2025)) of the Company meets the criteria in all material respects.

1 Subject Matter Information and Criteria

The subject matter information for our assurance is the GHG emissions and social data indicators marked with ☑ included in the "KYUDEN GROUP SUSTAINABILITY REPORT 2025" (period: 1 April 2024 to 31 March 2025), covering the operations and activities at the Company and its consolidated companies in Japan and overseas. The gender pay gap indicator as the social data only covers the Company and Kyushu Electric Power Transmission and Distribution Co., Ltd..

The criteria for preparing subject matter information is "its own calculating and reporting criteria".

2 Management Responsibility

The GHG emissions and social data indicators marked with ☑ included in the "KYUDEN GROUP SUSTAINABILITY REPORT 2025" (period: 1 April 2024 to 31 March 2025) was prepared by the management of the Company, who is responsible for the integrity of the assertions, statements and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of all data and information in the report, and applied criteria, analysis and publication.

The management of the Company is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that the GHG emissions and social data indicators marked with ☑ included in the "KYUDEN GROUP SUSTAINABILITY REPORT 2025" (period: 1 April 2024 to 31 March 2025) is free from material misstatement whether intentional or negligent.

3 Assurance Practitioner's Responsibility

The responsibility of SOCOTEC is to express a limited assurance conclusion as to whether the subject matter information has been prepared in compliance with the criteria in all material respects.

We have performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "JIS Q 14064-3:2023 (ISO 14064-3:2019) Specification with guidance for the verification and validation of greenhouse gas statements" and the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" of International Auditing and Assurance Standards Board (IAASB).

The procedures performed in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures performed in the reasonable assurance engagement. As a result, our limited assurance engagement does not provide as high assurance as reasonable assurance engagement.

Our procedures performed depend on the assurance professional practitioner's judgement, including an assessment of the risk of material misstatement, whether due to fraud or error. Our conclusion was not designed to provide assurance on internal controls.

We believe that we have obtained the evidence to provide a basis for our limited assurance conclusions.

4 Assurance Procedures

The procedures that SOCOTEC has performed are based on professional judgement and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Inquiries to the Company personnel to understand the above policies and procedures
- Verification that the target project meets eligibility requirements
- Matching with the basis data by trial calculation and recalculation
- Obtaining and collating material for important assumptions and other data
- Sites visited to confirm the calculation structure and procedures, data collection and implementation status of record control:
  Headquarters / Shin-Oita Power Plant

5 Statement of Our Independence, Quality Management and Competence

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "ISO 17021 Conformity assessment - Requirements for bodies providing audit and certification of management systems". In addition, we have also established a management system according to "ISO 14065:2020 General principles and requirements for bodies validating and verifying environmental information". These meet the requirements of International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board and Code of Ethics for Professional Accountants by International Ethics Standards Board for Accountants. We maintain a comprehensive quality management system that includes ethical rules, professional standards and documented policies and procedures for compliance with applicable laws and regulations.

The SOCOTEC Group is a comprehensive third-party organisation in testing, inspection and certification operations, and provides management system certification and training services related to quality, environment, labour and information security in countries around the world. Engaged in performance data and sustainability report assurance of environmental and social information, SOCOTEC affirms that it is independent of the organisation that has ordered the assurance engagement, its affiliated companies and stakeholders, and that there is no possibility of impairing impartiality or conflict of interest.

We assure that the team engaged in the assurance is selected based on knowledge and experience in the relevant industry, as well as the competence requirements for this assurance engagement.

6 Use of Report

Our responsibility in performing our limited assurance activities is to the management of the Company only in accordance with the terms for this engagement as agreed with the Company. We do not therefore assume any responsibility for any other purpose or to any other person or organisation.

7 Our Conclusion

On the basis of our procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the subject matter information is not, in all material respects, prepared and reported in accordance with the stated criteria.

SOCOTEC Certification Japan

S. Futaba

Seigo Futaba
Managing Director
29 August 2025

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