

Social

Human Resources and Organizational Development

The Kyuden Group is working to create a workplace and organizational climate where each employee can maximize his or her individuality and abilities, and job satisfaction and growth development are tangible factors.

Respect for Human Rights

By conducting training and education aimed at raising awareness and facilitating an accurate understanding of what human rights are, the Kyuden Group is proceeding with Group-wide initiatives by providing consulting services to reduce the risk of human rights violations and detect potential problems at an early stage.

Main initiatives taken to address human rights issues

Stakeholders	Main initiatives
Employees	<ul style="list-style-type: none"> Provide consultation services through the Harassment Advice Counter. Hold seminars for executives and general managers of head office departments on the roles expected of management. Implement various education and training programs that contribute to raising awareness of and respect for human rights. Provide to Group companies training materials pertaining to human rights.
Business partners	<ul style="list-style-type: none"> Gain an understanding of the status of efforts to address human rights issues through questionnaires to business partners, and share instances of good practices.

Promoting Diversity

In order to strengthen our management base, the Kyuden Group respects the diverse values and individuality of its employees and is promoting various initiatives to create an organization where each employee can play an active role while demonstrating their own strengths and abilities.

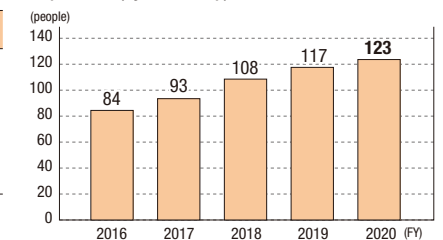
Main initiatives to promote diversity

Subject	Main initiatives
Support for activities regardless of gender	<ul style="list-style-type: none"> Provide individual consultation and information to support career development for women Hold seminars for men and women on how to balance work and home life
Promotion of employment of people with disabilities	<ul style="list-style-type: none"> Substituting business and business-support business at Q-CAP, a special subsidiary Employment rate of 2.32%, which exceeds the legally mandated minimum employment rate (as of June 2020)
Support the activities of senior employees	<ul style="list-style-type: none"> Development of a continuous work environment for reemployment after retirement through the Career Employee Program Development of a working environment in the form of outsourcing through a career bank program

Targets and track record pertaining to the appointment of females in top management positions (Kyuden Group)

Subject	Target	Results
No. of new female managers appointed	More than three times the percentage during FY2009-2013 (54 employees) (FY2019-2023)	18 employees (FY2019-2020)
No. of females appointed to top management positions in the organization	More than three times the percentage during FY2009-2013 (total of 21 employees) (FY2019-2023)	15 employees (FY2019-2020)

Changes in the number of females in top management positions (Kyuden Group)



Eruboshi and Kurumin certification

We have acquired Eruboshi certification, which is granted by the Minister of Health, Labour and Welfare to companies that have demonstrated excellence in the implementation of measures to promote the advancement of women.



Eruboshi certification mark

In accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children, the Minister of Health, Labour and Welfare has granted us Kurumin certification as a company that meets the required standards.

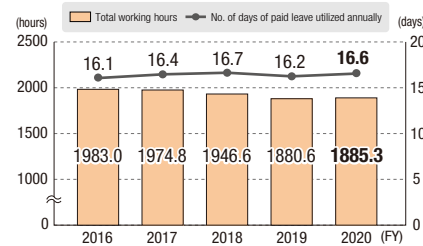


Kurumin certification mark

Promotion of Work Style Reform

To improve employee productivity, the Kyuden Group is promoting work style reforms by integrating into a single approach work reforms, improvement of work systems and environments, and awareness and management reforms.

● Total hours worked and days of paid leave utilized annually per person



● Main approaches to work style reform

Work reforms	<ul style="list-style-type: none"> Spreading of company-wide rules on how to proceed with work and sharing of best practices Operational reforms to improve efficiency and productivity
Improvement of work systems and environments	<ul style="list-style-type: none"> Development of systems that promote flexible work styles, such as remote work Putting in place of work systems and platforms for operations (satellite offices, etc.)
Attitude and management reform	<ul style="list-style-type: none"> Raising of awareness to increase productivity Implementation of effective training about management skills

Health and Productivity Management

As our employees are the very foundation of all business operations, the Kyuden Group aims to increase our ambition and vitality through the promotion of health management initiatives so that our vigour revitalizes the organization and achieves lasting corporate development.

In recognition of our efforts such as our support for the health of our employees, in March 2021 the Kyuden Group was certified as an excellent corporation under the Certified Health & Productivity Management Outstanding Organization Recognition Program (White 500) for the fourth consecutive year.



Development of Human Resources

The Kyuden Group has formulated educational policies and plans and implement a variety of education and training programs in order to promote the growth of employees toward the human resource model to which we aspire.

In addition, we have established the Actions Required of Each Individual to Realize the Management Vision (Openness, Speed & Challenge, Learning) and are promoting initiatives to encourage the implementation of these actions, as well as introducing various systems from the perspective of creating an environment where human resources with diverse experience can play an active role.

● Initiatives to secure and develop human resources who can contribute to the realization of the management vision

Support for employees who autonomously take on challenges	<ul style="list-style-type: none"> In-house recruitment and Job Challenge Program Human resource bank systems Introduction of side jobs outside the company and concurrent jobs within the company Leave of absence for privately funded study abroad, etc.
Onboarding of human resources with diverse experience	<ul style="list-style-type: none"> Open recruitment (recruitment of people with experience working outside the company) Job return recruitment (rehiring of former employees who had changed jobs) Comeback recruitment (rehiring of employees who retired due to reasons such as childcare or nursing care) Utilization of human resources outside the company (side jobs and concurrent jobs)

Pursuit of Safety

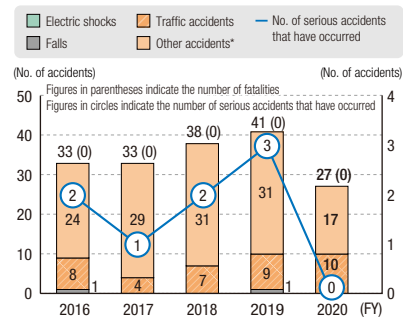
Based on the recognition that safety takes precedence over all else, the Kyuden Group is promoting initiatives related to safety as the foundation of our management, using the Kyuden Group Safety Conduct Charter, which enunciates the basic policy, as the basis for awareness and action.

Promotion of Initiatives to Eliminate All Major Accidents

In order to thoroughly enact safe practices onsite as we work toward the goal of "zero serious accidents," we are promoting proactive serious-accident prevention measures such as risk assessment, implementing measures to prevent the recurrence of accidents by digging deeper into the root causes after the occurrence of the accident, and monitoring the status of implementation of these initiatives. We also provide training on case studies of accidents in safety education and hazard experience training to enhance hazard sensitivity.

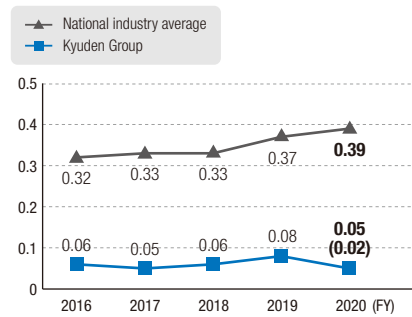
In April 2023, the Kyuden Group Safety Education Center (tentative name) will be newly established to further improve the safety awareness of each and every employee, including those of group companies.

Work-related accidents at the Kyuden Group



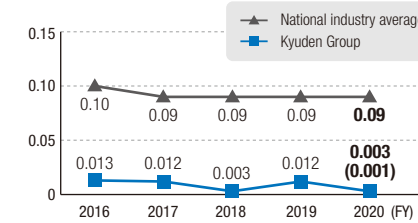
*This category includes falls from failing to check footing and mishandling of tools.

On-the-job accident rate*



*No. of accidents per 200,000 working hours. Note: Figures in parentheses are non-consolidated figures for Kyushu Electric Power.

Labor accident severity* (degree of business impact)



*Days of labor lost due to labor accidents per 1,000 hours worked. Note: Figures in parentheses are non-consolidated figures for Kyushu Electric Power.

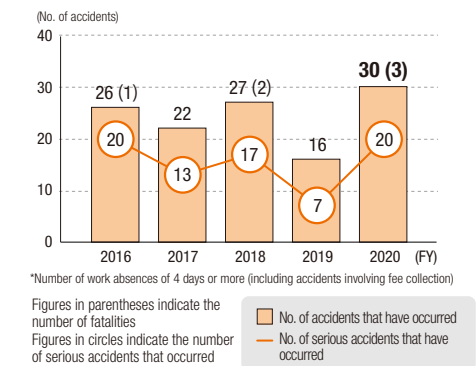
Safety education record (FY2020)

Education subjects		Number of attendees
Statutory training	When hired (new employees)	295
	Foreman	457
	Safety manager	87
Total		839
Training by level	Safety training for general employees	177
	Safety training for management	308
Total		485

Promoting Safety Activities with Contractors and Subcontractors

In order to ensure the thorough implementation of safety activities, we are working together with contractors and subcontractors to promote safety activities that focus on the most frequently occurring accidents. Specifically, we are engaged in actions such as sharing case studies through safety roundtables and dialogue activities, and checking the status of safety management at work sites through safety patrols and diagnosis by safety consultants.

Contractor and subcontractor accidents*



*Number of work absences of 4 days or more (including accidents involving fee collection). Figures in parentheses indicate the number of fatalities. Figures in circles indicate the number of serious accidents that have occurred.

Safety Management for Radiation Workers

In order to minimize possible radiation doses for those who work in radioactive environments, we have installed shielding equipment at our nuclear power plants or made changes such as enabling automation or remote operation.

The actual exposure dose received by radiation workers was 0.3 millisieverts on average in FY2020, which is far below the legal dose limit.*

*Annual limit for workers at power stations and other facilities: 100 millisieverts per 5 years and not exceeding 50 millisieverts per year

Solving Local and Social Issues

As a local company in Kyushu, the Kyuden Group believes that the sustainable development of the region is essential, and we are contributing to the co-creation of sustainable communities by working with local residents, local governments, academic research institutions, and local companies to solve the problems the region is facing.

Promotion of Initiatives to Resolve Local Issues

Establishing a model for regional revitalization through collaboration between industry, academia, and government

Kyushu Electric Power (Kyushu EP) has concluded comprehensive cooperation agreements with municipalities, academic research institutes, and other organizations regarding safe and secure community development and vibrant and attractive community development, and is promoting solutions to each region's problems and sustainable community development.

● Status of conclusion of comprehensive cooperation agreements (municipalities)

Period of agreement	Signed by
FY2018	Hisayama Town
FY2019	Kumamoto Pref., Aira City (Kagoshima Pref.), Kasuya Town, Asakura City
FY2020	Ukiha City, Yame City, Yanagawa City, Dazaifu City, Shime Town, Tsushima City (Nagasaki Pref.), Nakagawa City, Kurate Town

*Municipalities not indicated by a prefecture name are located in Fukuoka Prefecture.

Creating innovation

The Kyuden Group is working on the KYUDEN i-PROJECT, a project to promote group-wide innovation and create new businesses and services.

In Kyushu, the very foundation of the Kyuden Group, we aim to change the world by contributing to making the lives of our customers more comfortable and environmentally friendly through our innovative efforts and by creating world-class businesses and services from Kyushu.



Change from Kyushu, through team creation and my efforts

● EV car sharing service exclusively for condominium residents

In Kyushu and the Tokyo metropolitan area, Kyushu EP provides a car-sharing service called "weev," which uses EVs to make available safe, convenient, and reasonable cars for use by condominium residents.



● Aerial photography, inspection and surveying services using drones

Kyushu EP provides Kyuden Drone Service, which uses drones for aerial photography, inspection, surveying, and video editing throughout Kyushu.



● Child monitoring service through the use of IoT

Kyushu Transmission and Distribution has been providing Qottaby, a service for monitoring children, the elderly and other important individuals in people's lives, in Fukuoka City, Kasuya Town and Hisayama Town, and is working to further expand the service area.



Qottaby

Q-Den Nigiwai Startup Project

In July 2019, Kyushu Electric Power (Kyushu EP) launched the Q-den Nigiwai Startup Project, which aims to solve regional issues by building sustainable business models in collaboration with local residents. In cooperation with the Higashisonogi Hitokotomono Public Corporation, in Higashisonogi Town, Nagasaki Prefecture, we have started selling local specialties such as *kujira-monaka* (cookies) and are also working on the development of places where people can interact. We have also started to consider a project in Aijima, Shingu Town, Fukuoka Prefecture. Through this project, we will continue to strive for regional revitalization, promoting local industries and increasing the number of people that interact with one another in the region.



Kujira-monaka, a new specialty product in Higashisonogi Town, Nagasaki Prefecture, where the project started in 2020

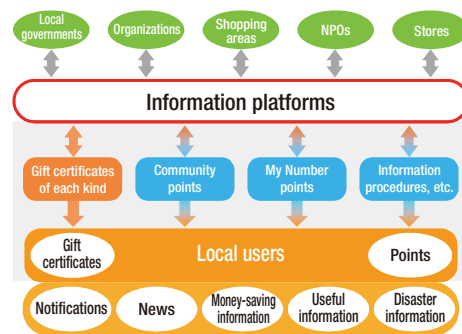


Press conference for initiatives at the new Aijima location (Shingu Town, Fukuoka Prefecture)

Revitalization of Local Communities through the Use of Local Resources

Providing an information platform to digitize premium gift certificates, etc.

The three companies Kyushu EP, Chikuho Bank and SBI Holdings will utilize information platforms to develop businesses that promote regional development and revitalization of local economies, including services to issue and operate electronic gift certificates or region-specific vouchers with premiums.



Electric power infrastructure tourism

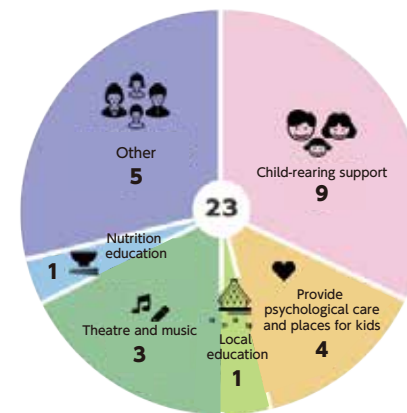
We will promote infrastructure tourism using electric power infrastructure such as dams, power plants, and transmission and distribution facilities, and contribute to the revitalization and publicity of Kyushu by increasing the number of people who interact with one another in the region.



Tour of a dam and power plant in the Mimikawa River basin

Supporting the Development of the Next Generation

Kyushu EP, through the Mirai Foundation that we established, provides supportive services to NPOs and other organizations for activities to foster the healthy development of the next generation of children, who will drive Kyushu's future. The foundation is also committed to the healthy development of the young and the promotion of sports in the Kyushu region through activities such as tag rugby clinics conducted by the Kyushu EP Kyuden Voltex rugby team.



Number of grants received (FY2020)



Tag rugby clinic