

[Promoting Growth, Success, and Diversity of Human Capital]

Promotion of Value Co-Creation and Innovation – Creating Value Sustainably Through Individual Growth and Organizational Growth –

We are working on “individual growth,” in which employees share the vision of the Group and workplace and take on challenges autonomously, and “organizational growth,” in which we leverage the strengths of diverse human capital. Through these efforts, we will fully leverage the strengths of human capital with diverse knowledge and experience and work together to realize value co-creation and innovation.

Implementing “Core Actions”

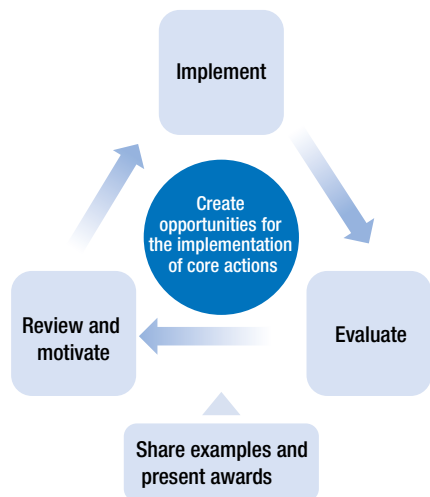
We have established “core actions of each individual to realize our management vision,” and encourage employees to implement them, leading to “individual growth.”

Concrete examples of employees practicing essential activities are appropriately evaluated from perspectives such as embracing challenges and efforts made. We also share excellent initiatives throughout the Group and commend them to encourage further practice. On top of that, we will motivate each employee to implement those actions by reviewing their progress in supervisor meetings and confirming their next initiative’s goals.

Core actions of each individual to realize our management vision

- Open: Open your mind to new worlds
- Speed & Challenge: Quickly, eagerly, and constantly challenge yourself
- Learning: Enjoy learning and growing indefinitely

Cycle to build momentum for implementation



Example-sharing and Commendation related Initiatives

- **Share and roll out** examples of implementation across the entire Kyuden Group by posting on our information-sharing platform (Tsunagaru Site)



- Commend outstanding initiatives by employee vote (**employee participation** system)

Take ownership of the “core actions”
Foster a workplace culture of proactive implementation

Support for Self-directed Efforts to Challenge Oneself

By supporting each employee in self-directed learning and gaining diverse experiences inside and outside the company, we will help them achieve their individual career goals and create value for the Kyuden Group.

Support for self-directed efforts to challenge oneself

Career Realization	Human resource bank (matching skills of individuals with departments)		
	Career realization through applications	<ul style="list-style-type: none"> Job Challenge (applications for divisions) In-house recruitment (applications for specific work) 	System-based personnel changes (FY2022) • Job Challenge: 34 people • Internal recruitment: 31 people
Diverse Experiences	Endeavors inside the company	<ul style="list-style-type: none"> Idea proposals Side jobs and concurrent jobs 	No. of people utilizing the program (cumulative) • Concurrent jobs inside the company: 105 people (29 subjects) • Side jobs outside the company: 15 people (16 subjects)
	Endeavors outside the company	<ul style="list-style-type: none"> Privately funded graduate (or post-graduate) studies and study abroad (leave of absence for studies) Company-funded study abroad 	
Learning	Various training sessions (voluntary) and self-development support		• Voluntary training participants (FY2022): 1,630

Supporting Workplace Transformation Through Engagement Surveys

In order to transform into workplaces that increase employee engagement (“enthusiasm” to take on challenges autonomously based on alignment with the Group’s direction) we will gradually introduce engagement surveys in all workplaces starting in FY2023. This will enable us to monitor the status of employee engagement across the Group, evolve Group-wide measures, visualize workplace conditions, and promote initiatives aimed at workplace reform, with a focus on the improvement items relevant to each workplace.

We will also accelerate the transformation of workplace culture by conducting Management Transformation Training for all organizational heads to cultivate management skills and attitudes that will enhance employee engagement.

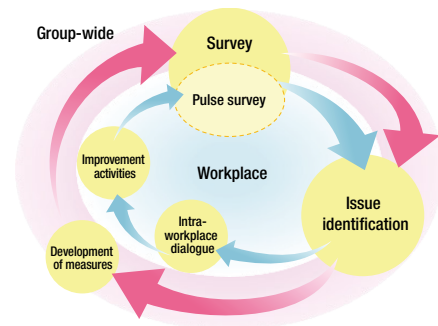
Group-wide improvement cycle
 [KGI: Improve employee engagement]

- Monitor employee engagement through surveys
- Evolve Group-wide measures, leading to improvements in engagement

Workplace-specific improvement cycle

- Visualize workplace conditions through surveys and identify issues
- Facilitate dialogue within the workplace and discuss and implement initiatives to improve workplace culture
- Measure the effectiveness of initiatives through pulse surveys focused on improvement items

→ Continue/review activities, change improvement items

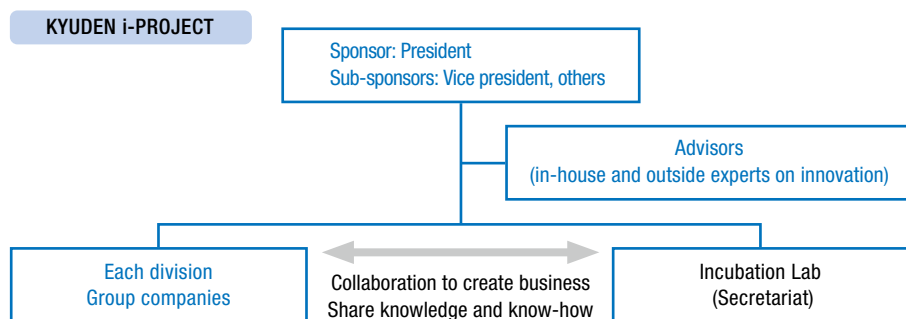


Co-creation of New Businesses and Services – KYUDEN i-PROJECT –

In Kyushu, the very foundation of the Kyuden Group, we aim to contribute to more comfortable and environmentally friendly customer lifestyles through our efforts to generate innovation and to change the world through the creation of world-class businesses and services in Kyushu. In order to realize this goal, we have launched the KYUDEN i-PROJECT in January 2017 and are working as a united Group to promote innovation.

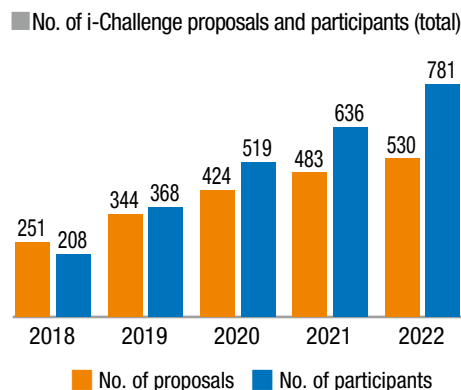
Initiative promotion framework

The KYUDEN i-PROJECT is a project directly under the president in order to achieve prompt and flexible decision-making without being bound by traditional organizational and operational conduct. When considering the commercialization of businesses and services, we appoint venture capitalists, university professors, and other parties as advisors so that we can incorporate the opinions of outside experts.



Project to create business ideas: i-Challenge

We are working to create promising business ideas by recruiting people and teams from across the entire Kyuden Group with an interest in and passion for innovation, and combining a “nurturing phase” involving workshops and mentoring by outside experts with a “selection phase” involving presentations. i-Challenge has been held annually since FY2017, and it will be held for the seventh time this year. About 500 business ideas have been proposed, and about 800 members have participated to date.



Main commercialization projects born from KYUDEN i-PROJECT

weev

An EV sharing service for condominium residents. Provides residents with a safe, convenient, and comfortable EV experience



PRIEV

An EV charging service for condominiums. Dedicated EV charging facilities are installed in individual parking lots to provide a pleasant EV charging environment



Production and sales of lithium-ion battery packs business

Manufacturing and sales of battery packs for industrial machinery using EV lithium-ion batteries, utilizing battery control and monitoring technology, etc., owned by Kyushu EP



PDLOCK

A service that measures and diagnoses the soundness of private use on-site cables of special high-voltage and high voltage operators without stopping their business activities, and monitors trends and diagnoses indicators of abnormalities, which is useful for maintenance management



Mirai salmon

An onshore salmon farm constructed on the site of the Buzen Power Plant (Buzen City, Fukuoka Prefecture). Contributes to a stable supply of marine products in Japan with a target production capacity of approximately 3,000 tons annually



Okeiko Town

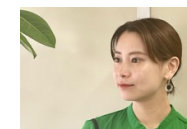
A learning-matching platform that links people who want to teach with people who want to learn



VOICE

Leveraging my experience in tasks that do not have a set ‘form’ to contribute to the creation and growth of new businesses.

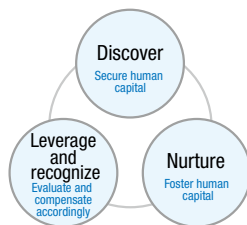
I am responsible for supporting new business ventures. So far, I have been involved in the new business projects themselves, experiencing tasks such as designing evaluation metrics and developing new services that don't have a set ‘form’. Particularly in the development of new services, I repeatedly considered what value we could provide to our customers while building a specific service. While leveraging this experience, I would like to continue to extend my radar across various fields, and strive to contribute to the creation and growth of innovative businesses.



Ayumi Takata
Acceleration Group
Incubation Lab
Corporate Strategy Division
Kyushu Electric Power

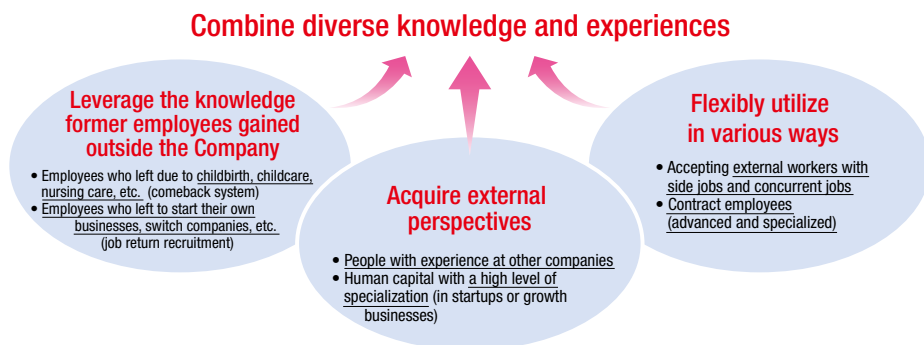
Securing and Developing Human Capital

We are working to secure human capital with the knowledge and skills necessary to realize our management strategies, both by fostering internal talent and acquiring external talent. In addition, we will further accelerate the acquisition of human capital and their autonomous growth through an evaluation and compensation system that leverages and recognizes diverse knowledge and experience.



Discover: Secure Human Capital with Diverse Knowledge and Experience

We are working to acquire diverse perspectives by hiring people with experience at other companies, hiring highly specialized human capital targeted at new businesses and growth businesses, and rehiring employees who have previously left the Company due to childbirth, childcare, family care, or other reasons. From May 2021, we have been flexibly utilizing external personnel, such as accepting outside workers with side jobs and concurrent jobs.



Leverage and Recognize: Evaluate and Reward Diverse Human Capital

To enable diverse human capital to demonstrate their fullest potential, we conduct highly objective and well-reasoned personnel evaluations that recognize multiple career paths and encourage insights and further growth.

Multiple career paths

Professional path	Demonstrate rare knowledge, skills, experience, and expertise with high market value (compensation based on market value)
Expert path	Demonstrate expertise developed in-house in specific fields

Initiatives in respect of personnel evaluations

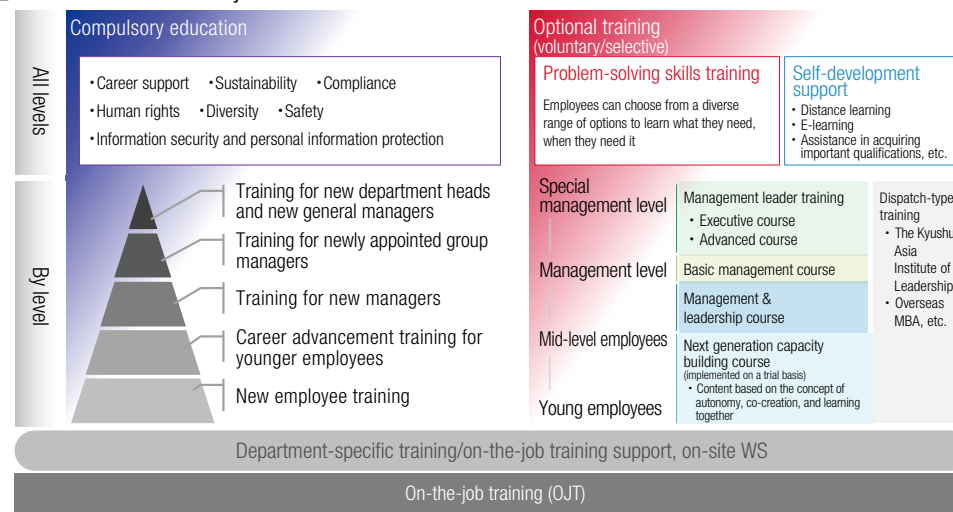
360-degree evaluation	Collect facts and other information about the evaluatee's behavior to supplement a supervisor's evaluation
Feedback on evaluation results	Make it a rule to notify evaluatees of their performance evaluation results in order to improve their understanding of the results and further motivate them

Nurture: Foster Human Capital

In addition to supporting character-building and the development of common skills through compulsory education for all job levels, we provide level-specific education to help employees acquire and improve the skills required at each level, such as basic skills development training for young to mid-level employees and leadership development training for mid-level to management-level employees.

We also offer a wide menu of training options to meet the needs of each individual, which sparks the desire for autonomous learning. In addition to the above, we cultivate the expertise we need for our businesses through on-the-job training and division-specific training.

Overview of the education system



Securing and developing human capital in DX

DX leads to improvements in productivity and the creation of new businesses by fundamentally transforming business operations, and it is essential to the realization of the Kyuden Group Management Vision 2030. For these reasons, we are systematically developing human capital with the knowledge and skills necessary to promote DX based on our DX Roadmap.

For details, refer to "Promotion of Digital Transformation (DX)." **P71**

Developing managerial human capital

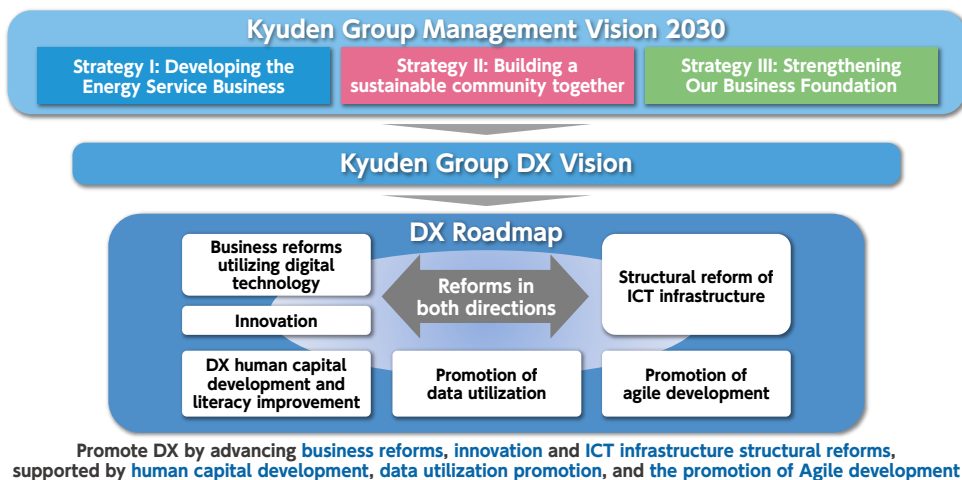
We select human capital with future management potential at an early stage and implement an educational program (Management Leader Training) to progressively cultivate the mindset, perspective, and judgment required of managers. Participants are managed in a human capital pool and systematically developed through personnel rotations that allow them to gain experience in multiple areas and on-the-job assignments to key positions in Group companies.

Promotion of (DX) Digital Transformation (business framework and process transformation, etc.)

The Kyuden Group views DX as being essentially about “corporate transformation.” By utilizing digital technology and data to fundamentally transform our services, business model, and business processes, we aim to not only increase revenue, create new businesses, and reinforce our operational foundation, but also contribute to improving operational productivity and the sense of fulfillment felt by each and every employee by transforming our people, organizational climate, and culture.

DX Vision & DX Roadmap

In order to realize “corporate transformation,” which is the essence of DX, it is important for each and every employee to have a sense of ownership and promote a transformation in awareness. Based on this concept, the Kyuden Group has defined the DX Vision, which outlines our ideal future through DX, and the DX Roadmap, which is a basic plan related to the promotion of DX. By clarifying and sharing the basic concept and other information, we aim to ensure that the Group is on the same page in terms of its awareness and intent. We will contribute to the realization of the Kyuden Group Management Vision 2030 by promoting Group-wide efforts based on the DX Vision and DX Roadmap.



Promotion Framework

On July 1, 2022, we established the role of Chief DX Officer and the Digital Transformation Promotion Division to further accelerate our drastic operational reforms and new business development. The Digital Transformation Promotion Division will cooperate with the Information & Communications Division and each business division and Group companies to create new businesses and transform operations through the use of digital technology, thereby enhancing the corporate value of the Kyuden Group and leading to sustainable growth.

Efforts to Transform Business Structures and Processes, etc.

Transforming operations with digital technology

We are working to transform operations using digital technology based around eight themes we have defined, including “automation and centralization of field operations,” “advancement and streamlining of supply-demand operations,” and “data-based decision-making,” as well as 18 measures. Executive directors and other leaders from each business division serve as “Operational Reform Leaders,” and under their leadership, the business divisions cooperate with the Digital Transformation Promotion Division and Information & Communications Division to promote these transformation efforts. In addition, we are actively promoting the use of generative AI by making it available to all employees with the aim of improving work processes and increasing productivity (introduced in July 2023).

Promotion of data utilization

To facilitate data-driven corporate activities, we are working to enable and establish data utilization within and across the organization, which will drive productivity improvements and business reforms. First, in order to focus on making data utilization more widespread and prolific, we will promote the use of self-service BI (visualization and simple analysis) and advanced analysis (forecasting and optimization), and develop a data utilization environment that balances security with high convenience to encourage each employee to utilize the data on their own.

Structural reforms to ICT infrastructure

We are moving forward with initiatives based on eight themes, including “establishing simplified development frameworks to bring system development in-house,” “building a platform for utilizing data,” and “expanding our virtual infrastructure and external cloud services,” as well as 23 measures. Structural reforms to ICT infrastructure are key in supporting DX, which is why we will take prompt action to address it.

Developing and securing human capital in DX

We will develop human capital with skills related to digital technology and data who can lead the fundamental transformation of our business models and work processes. We will develop “digital transformation experts” who have a high level of specialized knowledge and can take the lead in implementing DX throughout the Group and in each division. In addition, we will conduct training for all employees aimed at equipping them with basic DX knowledge and skills, and develop “DX followers” who can independently and actively tackle DX in the workplace (all employees will be trained by FY2025). Finally, senior management will adopt a “reverse mentoring” approach in which younger employees will serve as their mentors to promote a better understanding of digital technology.



Promotion of Diversity and Inclusion

At the Kyuden Group, we are building a workplace culture that emphasizes diversity and inclusion in order to strengthen our business foundation.

We will strive to maximize the strengths, individuality, and abilities of each employee, regardless of gender, age, nationality, beliefs, or other traits, as much as possible and enhance corporate value with the aim of realizing “Kyuden Group: creating the future, starting from Kyushu” by having diverse employees work in a comfortable, growing, and rewarding work environment.

Promoting Diversity of Human Capital

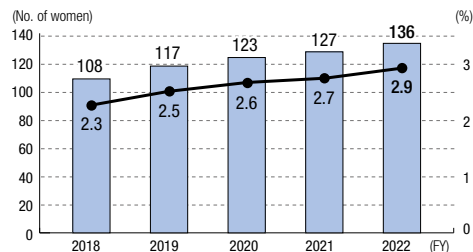
Promoting participation regardless of gender

Our aim is to create a workplace where people can work with a sense of fulfillment and purpose regardless of gender, and a corporate culture brimming with vitality. To this end, we are promoting initiatives focused on “supporting women’s career development,” “transforming awareness and fostering our culture,” and “supporting a healthy balance between work and family life.” We are also working to increase the ratio of female managers through a series of initiatives aimed at utilizing diverse knowledge and experience in our business activities, including in management decision-making.

Initiatives by Kyushu EP and Kyushu T&D

Supporting women’s career development	<ul style="list-style-type: none"> Expanding women’s job opportunities Roundtables for female employees, career development seminars Publishing career development support materials, holding one-on-one consultations, etc.
Transforming awareness and fostering our culture	<ul style="list-style-type: none"> Sharing messages from the President Communicating information through in-house newsletters, the Intranet, etc. Encouraging managers (training, exchange opinions, etc.)
Supporting a healthy balance between work and family life	<ul style="list-style-type: none"> Holding work-life balance seminars, “fatherhood classes” Creating and disseminating guidebooks to support the balancing of work with childcare/nursing care, etc.

Number and percentage of female managers (Kyushu EP and Kyushu T&D)



The number of women appointed to management positions is steadily increasing due to our efforts to promote women’s advancement. The results, as shown in the table below, indicate that we are making good progress toward our female manager-related targets for FY2023. In addition, two female employees who joined Kyushu EP as new graduates have been appointed as directors (as of June 2023).

FY2023 Targets	FY2022 Performance
No. of women newly appointed as managers or to top management positions in the organization (FY2019–2023): More than 3x that of FY2009–2013	No. of female managers newly appointed: 2.72x increase No. of women appointed to top positions in the organization: 4x increase

Support for active participation of senior employees

As a mechanism to motivate employees aged 60 and older, who are “valuable human capital with a wealth of experience and advanced knowledge and skills,” we have introduced a system for rehiring retirees and the Career Bank Program, in which duties are assigned based on the retiree’s wishes.

Creation of an environment to promote the participation of senior workers

Career Employee Program
 Target: Employees up to 65 years of age who have reached retirement age
 Objective: To create an environment for continued employment through post-retirement reemployment

Career Bank Program
 Target: Retirees, voluntary retirees over 50 years of age, etc.
 Objective: To improve the working environment in the form of outsourcing

Side Job System
 Target: Employees 57 years of age and older; career employees 62 years of age and younger
 Objective: To support employees in pursuing a second career by allowing them to work for other companies or start their own businesses while working for the Company

Career awareness initiatives

Career design training
 Target: Employees aged 53 to 55
 Objective: Create opportunities for becoming more concretely aware of one’s own future, enhancing one’s future work life and thinking about post-retirement paths

Preparation training for post-career-track employees
 Target: Employees aged 59 (employees wishing to utilize the program)
 Objective: Become prepared, mentally and otherwise, to change one’s awareness with the change in role that comes with being a career employee and to willingly work in harmony with regular, pre-retirement employees

Career development consultation
 Target: Employees
 Objective: To confer with a career consultant to clarify the individual’s perspective on career planning by becoming cognizant of their own aptitude, abilities and interests

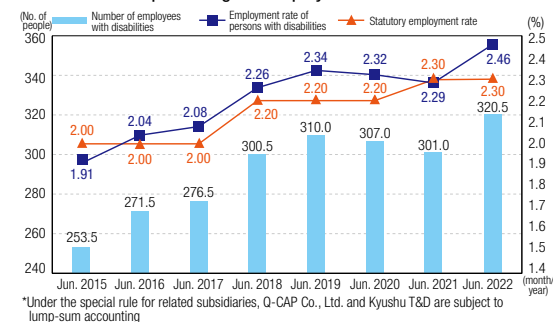
Promotion of employment of people with disabilities

At the Kyuden Group, the entire Group strives to promote the employment of people with disabilities in order to contribute to the creation of a society in which people with disabilities can play an active role in their community and society at large. In particular, Q-CAP Co., Ltd., a special subsidiary company, is working to expand job opportunities for people with disabilities by developing a business support service, in addition to its existing subtitled service.

LGBTQ+ initiatives

To promote understanding of LGBTQ+ issues among our employees, we conduct level-specific training. We are also creating booklets (Harassment Prevention Booklet, Diversity Booklet). Moreover, we offer consultations regarding LGBTQ+ issues at the Harassment Advice Counter.

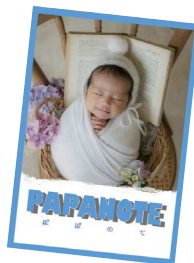
Number and percentage of employees with disabilities over time



Promotion of Men's Participation in Childcare

We have adopted the slogan “IkuQ: over 2 weeks” to encourage male employees to take at least two weeks off to focus on childcare, with the aim of strengthening family ties and improving personal growth, time management skills, and new ideas through the experience of childcare. We are aiming for a 100% male employee utilization rate for childcare leave in FY2023 by implementing initiatives to promote the use of childcare leave, such as making part of the leave paid and issuing our own father-child record book (PAPANOTE) that contains information on such issues as mentally preparing oneself to be a good father.

[FY2022 results: 80.6% (Kyushu EP and Kyushu T&D)]



Father-child record book PAPANOTE

Acquiring Eruboshi and Kurumin certification

- We have been certified by the Minister of Health, Labour and Welfare as an “Eruboshi” company, which certifies that companies have implemented excellent measures to promote the advancement of women.
- We have acquired “Kurumin” certification, which is granted by the Minister of Health, Labor and Welfare based on the Next Generation Nurturing Support Measures Law to companies that meet certain standards.



Eruboshi certification mark



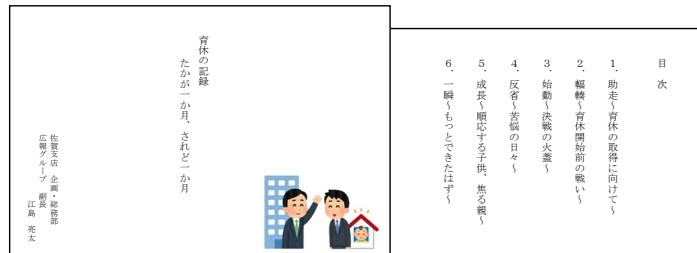
Kurumin certification mark

VOICE Sharing my own experience with the company to support the use of childcare leave

Because we are a dual-income household, I took childcare leave to coincide with my wife returning to work and my child starting daycare. While I was on leave, the childcare and housework did not go as I had envisioned. Looking back on it now, however, I think it was an invaluable experience to have been able to watch my child grow up, and it was something I could only see at that time. First of all, to convey what this experience was like to prospective leave-takers and workplaces promoting the use of leave, I kept a journal of my own actions and reflections while on childcare leave and shared it internally. I would like to keep encouraging others to take leave from the standpoint of someone who has done it.



Ryota Eshima
PR Group
Saga Branch
Planning Dept.
Kyushu Electric Power

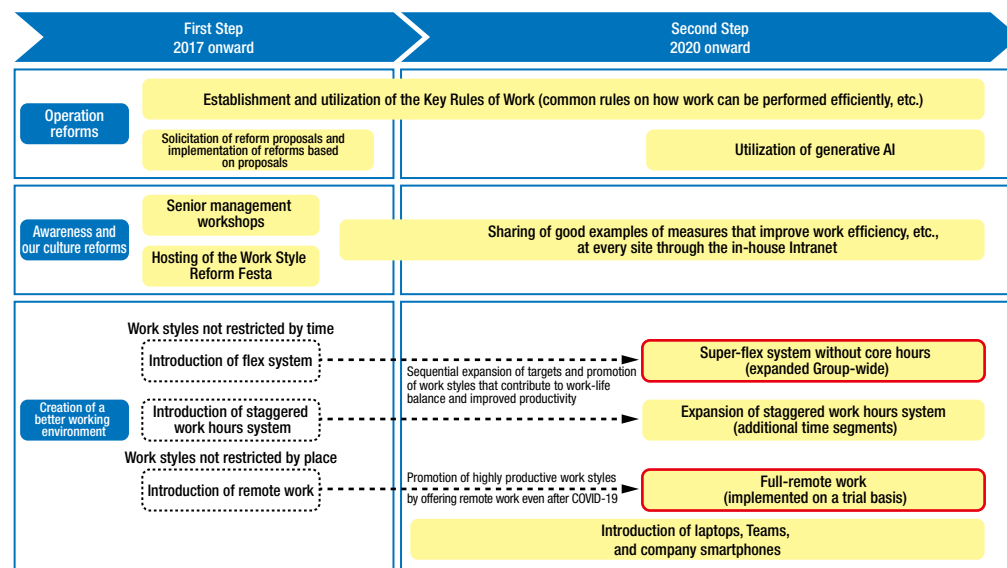


The childcare leave journal he shared within the company

Promotion of Work Style Reforms

We are promoting a three-part initiative to improve productivity and work-life synergy that consists of operational reforms, awareness and climate reforms, and the creation of a better working environment. In Step 1, we implemented initiatives to build our momentum and improve operational efficiency based on on-site recommendations, which included having senior management declare their commitment through workshops. In Step 2 and beyond, we are promoting work styles that are not restricted by “time” or “place,” such as introducing a super-flextime system with no core hours that allows for more flexible work styles, and a fully remote work system (on a trial basis) that does not require employees to come to the office. This also contributes to the acquisition of diverse human capital and the utilization of human capital with various life circumstances.

Main initiatives related to work style reforms



Initiatives for work styles not restricted by time or place (repeated)

Initiative	Implementation Aims
Super-flex system without core hours	Improved productivity through an autonomous work style and the ability to do meaningful work whenever in limited amounts of time, such as in situations where you have to interrupt your work for childcare, nursing care, etc.
Full-remote work (implemented on a trial basis)	Ability to work wherever, even in situations where commuting is difficult, such as when a spouse is transferred to a far-off location outside of Kyushu, etc., or when you have to be readily available for childcare, nursing care, etc. (total no. of people utilizing the program: 14)

Respect for Human Rights

In order to sustainably improve our corporate value, we recognize the importance of respecting the human rights of our employees so as to maximize the power of our human capital and taking responsible actions concerning human rights in local communities and in our supply chain. The Kyuden Group respects international norms such as the UN Guiding Principles on Business and Human Rights, and is committed to respecting the human rights of all stakeholders concerned with the Group's business activities.

Kyuden Group Human Rights Policy

Under the Kyuden Group Human Rights Policy formulated in April 2023, we are promoting business activities that respect human rights through initiatives such as human rights due diligence* (human rights DD).

* A series of actions taken by a company to identify, prevent, and mitigate negative impacts on human rights through its business activities and explain what it has done to address such impacts

Kyuden Group Human Rights Policy

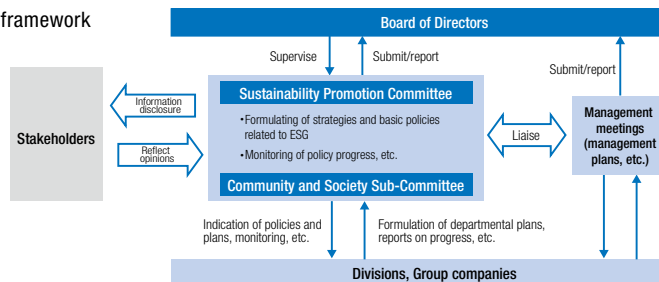
- 1. Commitment to Respect for Human Rights
 - 2. Scope of Application
 - 3. Human Rights Due Diligence
 - 4. Corrective and Remedial Measures for Human Rights Violations
 - 5. Dialogues and Discussions with Stakeholders
 - 6. Education and Awareness among Officers and Employees
 - 7. Disclosure of Information
- (The details of each section are provided in the ESG Data Book 2023 (p. 60))

Promotion Framework

The human rights policy, policy-based measures, and status of implementation are deliberated on by the Sustainability Promotion Committee, which is chaired by the President and supervised by the Board of Directors. Under this committee, we have established the Community and Society Sub-Committee, chaired by the Executive Director of the Business Solution Headquarters, to conduct deliberations from a more specialized standpoint.

Respective divisions and Group companies implement initiatives based on the discussions by this committee and the Board of Directors.

Promotion framework



Sustainability Promotion Committee

Structure
Chairperson: President
Vice-chairperson: Chief ESG officer
Committee members:
External directors, executive directors of relevant divisions, etc.

Frequency
Twice yearly in principle, and additionally as necessary

Community and Society Sub-Committee

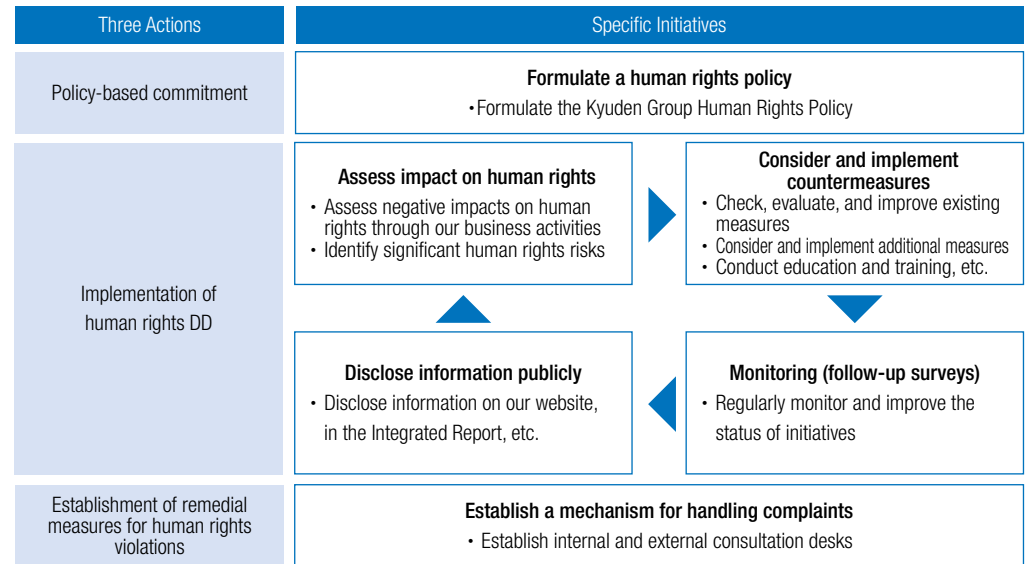
Structure
Chairperson: Executive Director of Business Solution Headquarters
Vice-chairperson: Director of District Symbiosis Division
Committee members:
Directors of relevant divisions, etc.

Frequency
Twice yearly in principle, and additionally as necessary

Human Rights Due Diligence

The Kyuden Group has established a human rights due diligence framework under which it implements initiatives related to human rights, and is continuously improving these initiatives.

Overview of our human rights initiatives



Identification of "significant human rights risks"

By singling out and assessing human rights risks that could occur through the Kyuden Group's business activities, we have identified the following five human rights risks as "significant human rights risks" that should be addressed as priorities.

Significant human rights risks

- Discrimination (including gender gap)
- Inappropriate restrictions on the rights of local communities
- Accidents caused by products/services (e.g., deaths resulting from public accidents involving electric shocks)
- Environmental pollution and destruction
- Harassment

We are working to prevent and mitigate risks by developing internal infrastructure and systems, providing education and training for executives and employees, and managing our supply chain, with a particular focus on significant human rights risks.

Remedial measures

At the Kyuden Group, we have established internal and external consultation desks to receive reports and consultations from all our stakeholders, including reports and consultations concerning human rights issues. If it becomes clear that the Kyuden Group's business activities are causing or contributing to negative impacts on human rights, we will work to correct and remedy the situation.

Prioritization of Health and Safety

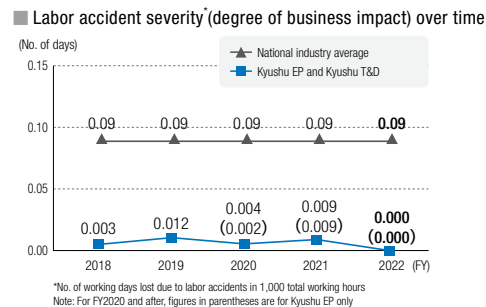
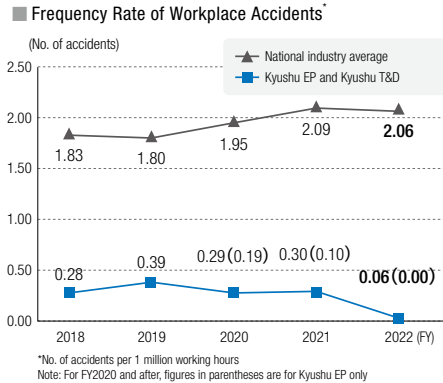
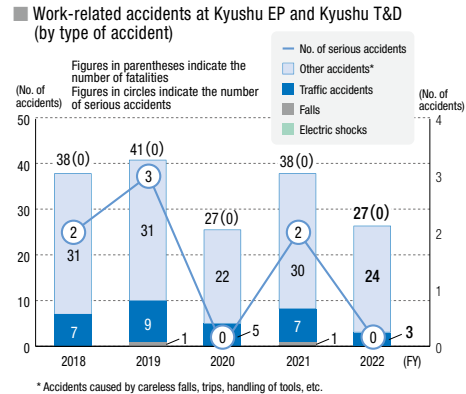
Based on the recognition that safety takes precedence over all else, we are promoting initiatives related to “safety as the foundation of our management,” using the Kyuden Group Safety Conduct Charter, which outlines the basic policy, as the basis for awareness and action.

As for health, we promote initiatives based on the Kyushu Electric Power Health Declaration and the Kyushu Electric Power Health and Productivity Management Policy so that employees can work with vigor.

Promotion of Initiatives to Eliminate All Major Accidents

To thoroughly enact safe practices on-site with the goal of “zero serious accidents,” we promote proactive prevention measures such as risk assessment, implement measures to prevent the recurrence of accidents by digging deeper into the root causes after the occurrence of an accident, and monitor the status of implementation of these initiatives.

Furthermore, we offer various types of education, including education related to work safety and health laws and regulations from a compliance perspective, level-specific safety education, and safety education to prevent work accidents among older people.



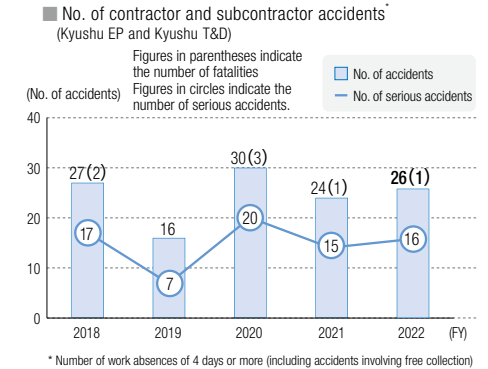
Safety education record (FY2022)
(Kyushu EP, Kyushu T&D, and some Group companies)

Education Subject		No. of Attendees
Statutory training	When hired (new employees)	252
	Foremen	1,233
	Safety managers	57
	Total	1,542
Level-specific training	Safety training for regular employees	794
	Safety training for management	466
	Total	1,260

Promoting Safety Activities with Contractors and Subcontractors

We are working together with contractors and subcontractors to ensure safe work practices by promoting safety activities that focus on the most frequently occurring accidents.

Specifically, we share basic items to eliminate the four types of serious accidents (electric shocks, falls, crushes, and heavy machinery-related accidents), check the state of safety management at worksites based on safety patrols and assessments by safety consultants, and improve safety awareness through direct dialogue with onsite workers.



Efforts to Foster a Culture of Safety

At the Kyuden Group Safety Convention, lectures are offered by outside experts to encourage strong determination on the part of top management and front-line managers, who are the key players in promoting safety, and provide an opportunity to drive further safety efforts. In addition, activities to foster a culture of safety, such as encouraging autonomous safety activities at each workplace through the Kyuden Group Safety Initiative Commendation Program, are promoted.

Radiation Management for Radiation Workers

In order to minimize possible radiation doses for those who work in radioactive environments, Kyushu EP has installed shielding equipment at its nuclear power plants or made changes such as enabling automation or remote operation. The actual exposure received by radiation workers was 0.3 millisieverts on average in FY2022, which is far below the legal dose limit*.

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

TOPICS

Opened the Anzen Mirai Kan, a Safety Education Facility for the Kyuden Group

In April 2023, we opened the Anzen Mirai Kan, a new educational facility specializing in safety, to serve as a place to learn the value of safety and inspire pride and determination to pursue safety in the Kyuden Group, as well as create a culture of safety across the entire Group.

In the future, we will make effective use of video and virtual reality (VR) equipment at the facility to develop training for all employees of the Kyuden Group that will further improve safety.



Promotion of Health and Productivity Management®

Kyushu EP and Kyushu T&D aim to increase the motivation and vitality of our employees, who are the very foundation of our business activities, and utilize their power for enduring company development.

In March 2023, both companies were recognized as Certified Health & Productivity Management Outstanding Organizations (“White 500” enterprises) in recognition of their efforts to support employees’ physical and mental health.

* Health and Productivity Management® is a registered trademark of NPO KenkoKeiei

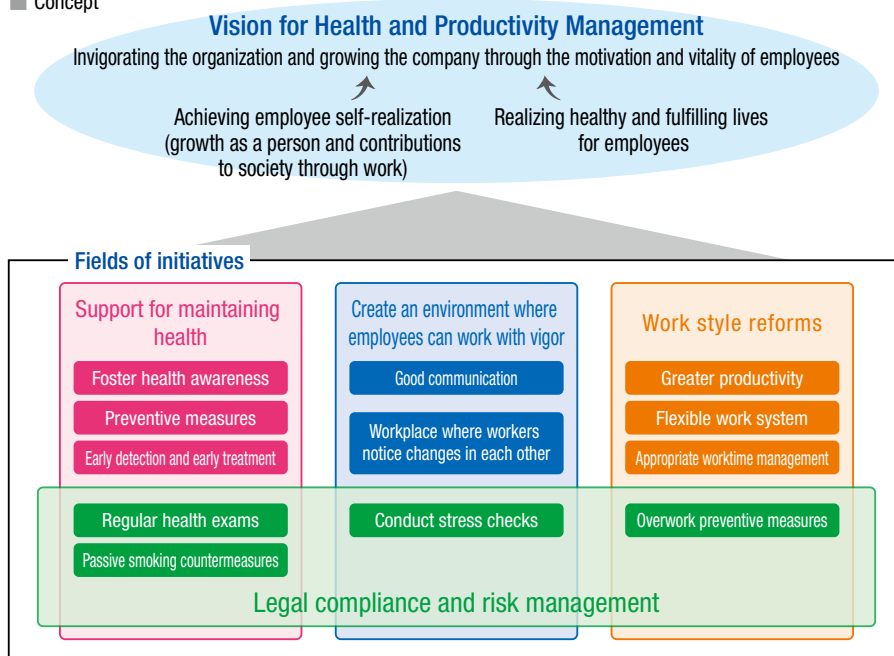


Promotion Framework

The Human Resource Vitalization Division, workplaces, and the Kyushu Electric Power Health Insurance Society cooperate with occupational health staff (occupational physicians and public health nurses) to implement various health management initiatives.

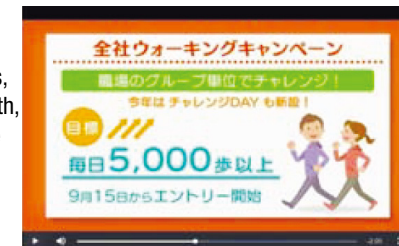
In addition, they regularly report to senior management on the status of employees’ physical and mental health in order to promote better health management.

■ Concept



Physical health

- Efforts to raise awareness and lead to concrete actions to improve lifestyle and exercise habits
 - Top management drives health management through measures such as internal broadcasts of messages from the President
 - In-house newsletters disseminate information that can lead to better health awareness, including topics such as quitting smoking and women’s health
 - We conduct physical fitness tests and various health classes, and have public health nurses provide advice to promote health, etc., with the aim of raising awareness of improving lifestyle habits
 - We implement initiatives such as the Group-wide Walking Campaign, in which employees can participate with their workplace colleagues, to encourage the development of exercise habits
- Measures to prevent passive smoking and ban smoking
 - As a rule, smoking is prohibited indoors, and we have eliminated smoking rooms that do not meet legal standards
 - Support for those quitting smoking is provided by public health nurses, etc.

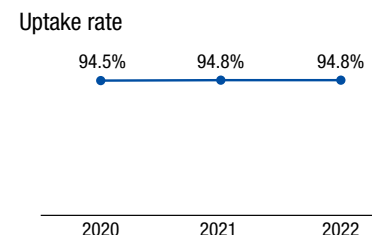


Initiative to encourage the development of exercise habits (Group-wide Walking Campaign)

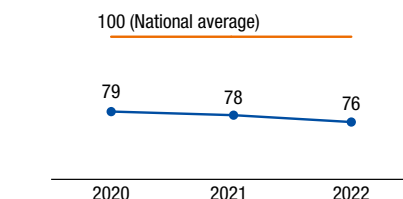
Mental health

- Group-wide simultaneous stress checks
 - Stress checks are conducted simultaneously Group-wide to assess employee and workplace stress
- Stress reduction activities based on stress check results
 - Enforce self-care based on stress check results
 - Based on the results of the stress check at each workplace, employees participate in discussions on the strengths and weaknesses of their own workplace, and measures are implemented to improve the workplace environment with the participation of all employees

■ Stress check implementation



Overall health risk*



*Good condition is below 100 (better than national average)