



| MESSAGE |



**Furuta Shinji**

Senior Managing Executive Officer  
 General Manager of Secretarial Services Office, Safety & Health Promotion Office and Business Service Division

Providing an environment where diverse human resources can exert their capabilities and boldly take up challenges

For the Chubu Electric Power Group, the growth and active roles of employees are most important in continuously contributing to the sustainable growth of local communities and society amid drastic changes in the business environment. We also believe that the value of a company is determined by its people.

Accordingly, the Group will work to create systems and an environment, which will enable each and every human resource to fully exert his or her capabilities depending on a particular life event or during a certain career stage, and which will also allow both the Company and employees to grow together and enhance each other.

It is also our belief that efforts related to safety, health, diversity, equity and inclusion (DE&I) and workstyles are indeed the investments for attaining corporate growth and increasing employees' motivation at work. By accelerating these efforts, we will create an environment where diverse human resources can take active roles.

In order to provide an environment where diverse human resources explore their own careers and voluntarily take up related challenges, we will implement various measures with the keyword of 3Cs, namely Chance, Challenge and Change.

# Creating an Environment Where Diverse Human Resources Can Take Active Roles

Along with efforts concerning safety and health, which are top priority matters in corporate management, we are implementing a range of measures in relation to DE&I and workstyles under the approach of making proactive investments for attaining further corporate growth and increasing employees' motivation at work.

**Workforce health and safety management**



**[Safety and Health Declaration]**

The Basic Safety and Health Policy articulates Chubu Electric Power's policy to create a better environment so that our work colleagues, including our subcontractors, can devote themselves to their work in a safe and healthy way and work actively. Under the Basic Policy, we have formulated the Safety and Health Principles of Action as a specific code of conduct for executives and employees to foster a corporate culture and workplace atmosphere, which value people.

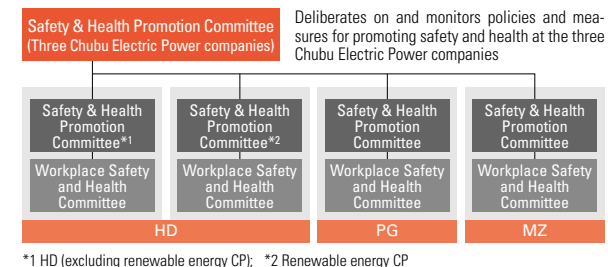
**Chubu Electric Power Group  
Basic Safety and Health Policy**

Our basic safety and health policy, which is based on the Chubu Electric Power Group CSR Declaration, is stated below.

We will continue to endeavor to create a better environment so that employees can devote themselves to their work in a safe and healthy way and achieve self-fulfillment through their work.

**[Structure to promote safety and health activities]**

In order to foster a culture of safety and promote health management, we hold a meeting of the Safety & Health Promotion Committee on a periodic basis. As key goal indicators (KGIs) shared among the three Chubu Electric Power companies, we have selected "zero fatal industrial accidents" and "improvement of absenteeism and presenteeism" and set a quantitative target for each to monitor the status of achievement and progress in implementing related measures at each company. The Safety and Health Committee of each business company also formulates targets and action plans and implements a plan-do-check-act (PDCA) cycle.



**[Providing safety and health training]**

Senior management, as leaders for fostering a culture of safety and promoting health management, have been receiving safety and health training by outside specialists. In FY2022, 16 executives participated in the program that spanned over the period of six months and undertook safety and health initiatives while setting targets by themselves.

For heads of the departments who are the key persons for safety and health activities in each workplace, we provide workshop-style training designed to raise awareness, encourage behavior change and instill the Safety and Health Principles of Action in the workplace. In FY2022, 790 department heads attended the training. Additionally, we are enhancing rank-based safety and health training for employees holding managerial positions, new employees and others.



Creating an Environment Where Diverse Human Resources Can Take Active Roles

## Initiatives related to safety

### [Support for safety activities]

Safety specialists who have received specialized training visit each workplace of the three Chubu Electric Power companies, systematically monitor the status of their safety activities and safety management through document checks, on-site inspections and interviews and feed back to each workplace its strengths and shortcomings that need to be improved. Each workplace voluntarily works to make sustained improvements based on these data. Matters that require company-wide response are communicated to the relevant departments of each company for improvement.



Workplace interview

### [Preventing recurrence of industrial accidents]

Upon the occurrence of an industrial accident, safety specialists will check the accident site, question the relevant departments and provide support for everything from the investigation of the root cause to formulation of countermeasures. In this way, we are working to prevent the recurrence of the same or similar accidents.

### [Safety contests]

Chubu Electric Power holds company-wide safety contests with the participation of the Company's management, employees and managers of our subcontractors. Through the contests, Chubu Electric Power shares with the subcontractors, who are our business partners, the strong commitment of "safety takes priority over all else" and makes efforts to proactively practice safety activities.

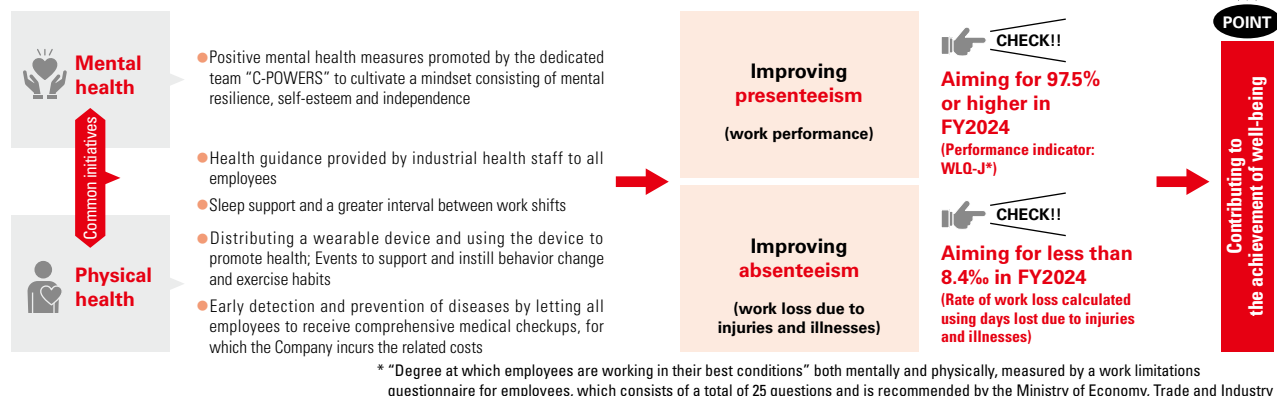


FY 2023 safety contest

## Initiatives related to health

### [For achieving well-being]

- With a conviction that all work colleagues "will remain healthy throughout our lives," Chubu Electric Power has been promoting health management and striving to create an environment where employees can remain healthy both physically and mentally and work with vitality so as to increase motivation at work and performance and ultimately enhance corporate value.
- We seek to achieve well-being by supporting all employees both physically and mentally regardless of their age, gender or job category.



### Health promotion using a wearable device



### Sleep-support measures

- Training on the importance of sleep and improving related literacy
  - Setting work shift interval targets
- 

### Health education to new employees

- Providing health education from when joining the Company in order to reduce the future health risk of younger generations
  - Industrial health staff members serving as lecturers to teach basic knowledge on exercise, diet and sleep and also providing individual health guidance
- 

### Initiatives for early detection and prevention of diseases

- Letting all employees to receive comprehensive medical checkups, for which the Company incurs the related costs
  - Providing health guidance by about 50 industrial health staff members throughout the Company to all employees
-



## Initiatives related to diversity, equity and inclusion (DE&I)\*1

### [Promoting employment of persons with disabilities]

Including those working at our special subsidiary Chuden Wing Co., Ltd., about 350 persons with disabilities are working in our Group in various fields (as of June 2023). Those employees of Chuden Wing pick up and deliver internal mail, clean buildings, maintain and manage flowerbeds and run a cafeteria, Wing Cafe, within the Headquarters building of Chubu Electric Power.

We also opened the Chuden Wing Farm in November 2022 to grow strawberries as an effort to develop business in new fields.



Employees with disabilities picking strawberries

### [Women's active roles and balancing work with childcare]

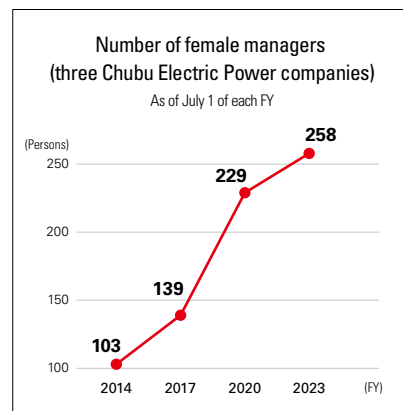
In order to promote an increase in the number of female managers and engagement of male employees in childcare, we have been undertaking relevant activities, such as providing training to promote the career formation of women and engagement of men in housework and childcare, and offering childcare and nursing care leave systems, among others.

Management targets related to women's active roles and childcare

- **More than triple** the number of female managers in FY 2025 compared to FY2014
- Achieve the percentage of male employees taking childcare leave of **100%** in FY2025\*2

### Enhancing systems for childcare

With the aim of realizing an even higher degree of life-work balance by balancing work with childcare, we have newly established a childcare leave system for a better life-work balance that provides support in excess of the legally required parental leave. We also permit employees to work during the parental leave.



### [Supporting active roles of re-employed retirees]

To flexibly respond to the job content that is changing with the times, we support re-employed retirees in gaining new capabilities and skills, such as IT literacy, so that they can cultivate diverse capabilities.

We also have in place a system to evaluate in details their willingness for voluntary learning and the progress in cultivating a new capability through the learning to help them grow and take active roles.

\*1 DE&I is a concept to incorporate diversity, equity and inclusion and create an environment where diverse human resources respect each other and exert their capabilities to the fullest under equal opportunities.

\*2 Percentage of male employees taking childcare leave and short-term leave for childcare as stipulated in 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

## Initiatives related to workstyles

### [Flexible workstyles]

We have revised our existing systems and introduced new systems to enable individual employees to choose a flexible workstyle suited to an environment in which they are working.

More specifically, we have updated our flextime system by removing its core time requirement and allowing employees to work intermittently. Other systems include: a teleworking system, which allows employees to work outside the office, including home and business trip destinations; and daily life support leave system, in which employees accumulate unused portions of their annual paid leave for attending on a sick family member, nursing care or participating in a school event.

Of these systems, 77.6% of all employees used the teleworking system during FY2022.



Using a system to work from home

### [Welfare programs]

In order to support the foundation of living of employees and their families, we have dormitories for unmarried employees, offer property accumulation support measures, such as various saving programs, and operate employee shareholding association and other systems.

Moreover, in responding to diversifying ways of family and lifestyles, we have added flexibility and enhanced our welfare program, from which employees can choose ones they prefer, including rent subsidy and other housing-related measures, a cafeteria plan and services provided by specialized welfare service companies. By doing so, we provide an environment where employees engage in work with a sense of security.

For dispatched workers and other non-regular employees, we also provide company cafeterias and subsidies for participating in social gatherings in the workplace.



# Providing Opportunities and Support to Employees Who Meet the Challenge of Self-transformation

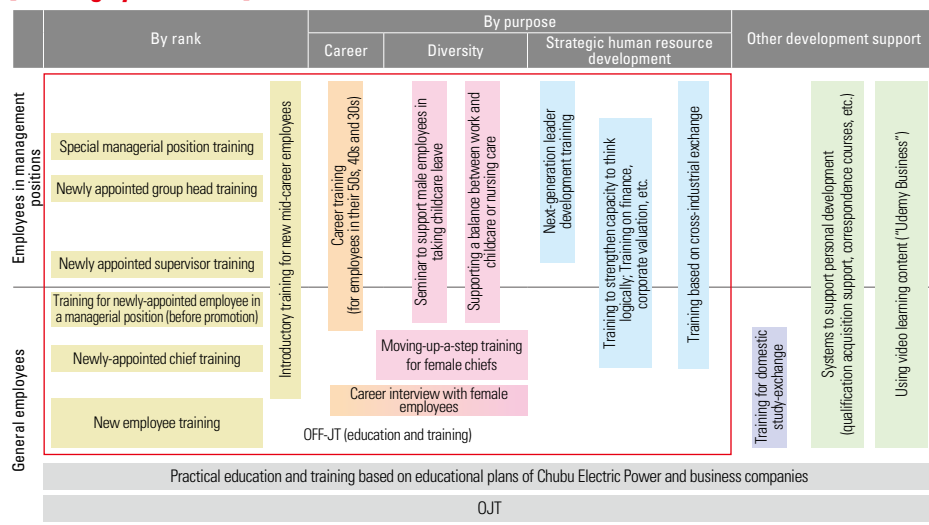
In order to create an environment where diverse human resources can explore their own careers, voluntarily take up challenges and outpace and be more active than their predecessors, we are implementing a range of measures based on the keyword of 3Cs, namely Chance, Challenge and Change.

## Chance (Create a chance)

Chubu Electric Power proactively makes investment in human resources development, such as training and personal development, to encourage employees' self-growth.

Human resources development cost per person  
FY2022: **95,000 yen** ▶ FY2023: **120,000 yen**

### [Training system chart]



In addition to training by rank, which is designed to encourage changes in the thinking and behavior matched to positions, we offer training by purpose to support employees who are exploring their own careers and self-transformation and taking up challenges accordingly.

#### ● Next-generation leader development training

We are continuously nurturing next-generation leaders who can foresee what value Chubu Electric Power should provide from a long-term perspective and can formulate and execute a new strategy amid a drastic change in the business environment.

#### ● Newly-appointed supervisor (coaching) training

We provide training for supervisors on coaching skills so that they can nurture and support employees while encouraging their independence.

#### ● Moving-up-a-step training for female chiefs

We provide training for female employees to raise awareness and cultivate skills necessary for taking active roles as a leader of an organization.



Next-generation leader development training

### [Personal development support]

In FY2022, we introduced an online learning service for all employees to help them achieve self-directed career development. Additionally, we have enhanced various systems designed to help employees to acquire qualifications and skills, which are highly related to our operations, and are proactively making investment in human resources.

#### Systems for personal development

- Using video learning content ("Udemy Business")
- Qualification acquisition support
- Taking external correspondence courses
- Group activities to hone operational skills



Learning by using "Udemy Business"

[Link](#) Developing Human Resources

### [Supporting self-directed career development]

Besides holding career consulting interviews, we will extend the target group of our career training from 52-year old employees to 30- and 40-year old employees, with the aim of enabling them to recognize the assigned role and the organization's expectations placed on them and then develop career themselves to realize a self-directed working life (in terms of a workstyle and lifestyle).

### [Increasing transfers through internal job posting systems]

In addition to the conventional project-based job posting system, we have introduced a "My Career" job posting system (for routine transfers) in FY2023 as an effort to respond to employees' willingness to take up challenges. We posted 42 posts in routine transfers during the summer of FY2023 and plan to gradually increase the number of applicable posts in the future.

**Target** Using internal job posting systems for internal transfers: 300 posts (FY2025)



Providing opportunities and support to employees who meet the challenge of self-transformation

## Challenge (Boldly take up challenges)

### [Engagement]

As an initiative to foster a culture where the Company and employees work together toward the achievement of our Management Vision 2.0 (Vision 2.0), we launched an engagement survey in FY2022 to confirm the status of the relationship between employees and the Company.

Based on the survey results, we hold a workshop for heads of departments and workplaces to implement initiatives for resolving the workplace issues thus identified as well as actions for instilling Vision 2.0.

First survey (FY2022) results

“BB” rating

\*Fifth from the top out of the 11 ratings



Target

FY2025

“A” or higher rating

\*Third from the top out of the 11 ratings

\* Using an engagement survey provided by Link and Motivation Inc.

### Engagement is the driving force in achieving our Vision 2.0

Achieving Vision 2.0 requires employees to relate to the vision, think of it as their own matter and take action accordingly. This will consequently facilitate the growth of each employee, which in turn will lead to the provision of value to customers and society, and ultimately, the achievement of Vision 2.0.

Engagement, I believe, is the driving force for rotating this cycle.

And ideally, we envision a state where employees relate to the vision and the meaning of existence of Chubu Electric Power, choose to continue working at Chubu Electric Power and find the work rewarding.



Ushijima Akihiro  
General Manager of Human Resource Strategy Office and Human Resources Center, Business Service Division

## Change (Achieve transformation)

### [Recruitment activities]

#### Regular recruitment

We recruit diverse human resources, who strongly emphasize with the corporate philosophy of Chubu Electric Power, have high aspirations and a spirit to continue taking up challenges toward the realization of the philosophy and are capable of leading the future, on a stable and regular basis.

As part of our recruitment activities, we hold briefing sessions and tours of various facilities to let participants to understand and experience our mission in more specific terms.

We are also active in hosting an internship program. By providing opportunities for students to understand the Chubu Electric Power Group’s business and actually experience work related to their specialized fields and future careers, we are working to encourage them to gain a high level of professional awareness.



Internship (facility tour)

#### Mid-career recruitment

Chubu Electric Power has been witnessing an expansion of new growth areas, such as offshore wind power and other renewable energy business, global business and more accelerated promotion of DX. To swiftly and steadily respond to such changes in the business environment, we are proactively recruiting work-ready human resources with business experiences in diverse fields, including electricity business, under our mid-career recruitment scheme.

In April 2023, we introduced a specialist employee system for those mid-career employees having advanced and specialized knowledge or skills. Based on the job description that specifies job content and expected outcome, the system sets job grades, based on which to evaluate them and determine their remuneration.

**Target** Percentage of mid-career employees among the number of persons employed 20% (FY2025)

● Number of mid-career employees employed

\* Plan for FY2023

FY	2018	2019	2020	2021	2022	2023
Number employed	3	8	31	53	72	160

### [Evaluation system]

#### Feeding back performance evaluation results

We conduct detailed evaluations of capabilities of individual employees and their degree of contribution to the Company’s business results. While feeding back the results from supervisors to employees, we also provide opportunities to facilitate communication for employees’ further growth.

#### Multifaceted evaluation

To boldly take up the challenge of responding to changes in the business environment, it is important for employees in management positions, who are at core of the workplace, to conduct human resources management that can lead to sustainable growth of both an organization and people. As a means of supporting such management, we conduct multifaceted evaluation to help them hone their management capabilities.



## COLUMN

## Special Feature | Stakeholder Engagement – Proactive Dialogue with Stakeholders –

**Direct Dialogue between Management and On-site Employees**

Since FY2011, executives have visited the business sites of three Chubu Electric Power companies\* to engage in direct dialogue with employees. Most recently (September 2022 to June 2023), management visited all business sites. Based on the theme of current management issues, on-site employees and executives mutually shared their awareness of contributing to customers and society.

Specifically, on-site employees and executives exchanged opinions about a wide range of themes. These included questions and opinions employees have about business activities; opinions of customers and residents of local communities regarding electricity rates and the Hamaoka Nuclear Power Station; and company measures such as for safety and health.

Direct dialogue with management provides employees with a valuable opportunity to increase their work motivation and gain new discoveries and awareness.

\*Chubu Electric Power, Chubu Electric Power Grid, and Chubu Electric Miraiz



An opinion exchange meeting between President Hayashi and on-site employees

**Enhanced Dialogue with Capital Markets**

To promote constructive dialogue with shareholders, Chubu Electric Power's president, vice president, external directors, and other executives take every opportunity to engage in dialogue with shareholders.

Looking ahead, we will continue working to improve disclosure utilizing findings obtained through dialogue.

**[Dialogue results (FY2022)]**

- Individual interviews: 98 with domestic institutional investors, 53 with overseas institutional investors, 56 with analysts etc.
- Financial results and management plan briefings: 4 times (domestic and overseas institutional investors)
- Tours, business briefings, etc.: 3 times (domestic and overseas institutional investors)

**[Feedback to management]**

- Board of Directors: Shareholder feedback provided once per year
- Others: Details of dialogue with external directors are fed back to Board of Directors meeting every time such dialogue is held, etc.

**[Dialogue themes/interests]**

Items	Matters of interest
Management Strategies	<ul style="list-style-type: none"> <li>● Take approach of emphasizing capital efficiency (ROE, ROIC, etc.)</li> <li>● Initiatives for raising PBR</li> </ul>
Financial Related	<ul style="list-style-type: none"> <li>● Countermeasures for early recovery of profit level</li> <li>● Progress and impact on profits of strategic investments</li> </ul>
ESG	<ul style="list-style-type: none"> <li>● Disclosure of specific information for achieving decarbonization targets</li> <li>● Efforts to increase the ratio of female directors/managers and the ratio of external directors</li> <li>● Facts about compliance events, compliance countermeasures</li> </ul>

**[Improvements through Dialogue]**

- Focus on enhancing quantitative and specific disclosure in TCFD disclosure
- Added environmental skills to skill matrix ("Technologies Contributing to Electric Power Supply and Environment")
- Conducted individual interviews in accordance with requests for dialogue with external directors from capital markets

**[Implementation status of dialogue with shareholders (details)]**

**Link** [https://www.chuden.co.jp/ir/ir\\_taiwa/](https://www.chuden.co.jp/ir/ir_taiwa/) (Japanese version only)



# Respect for Human Rights

## Revision of the Chubu Electric Power Group Basic Human Rights Policy

As companies' influence over human rights increases in line with business globalization, a call for greater efforts on the side of companies to respect human rights has become stronger in the international community. In response, the Chubu Electric Power Group revised its Chubu Electric Power Group Basic Human Rights Policy in July 2023.

In accordance with the Basic Policy, we will further promote our initiatives for respecting human rights, including human rights due diligence.

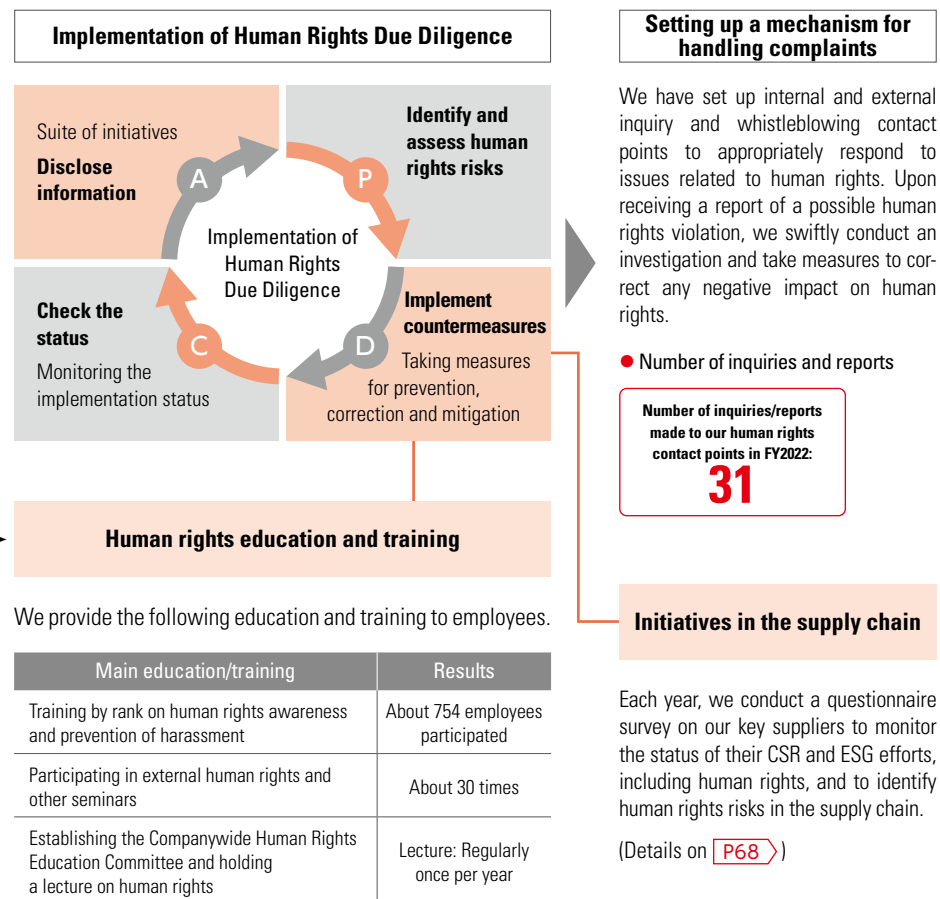
### Chubu Electric Power Group Basic Human Rights Policy (excerpt)

- **Respect for internationally recognized human rights**
  - We support and respect international norms, including the International Bill of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work.
  - We practice the United Nations' Guiding Principles on Business and Human Rights.
- **Responsibility to respect human rights and attitude to ensuring legal compliance**
  - We comply with laws and regulations of countries and regions where we do business.
  - We respect international norms and principles concerning human rights when internationally recognized human rights are not appropriately protected in the said countries or regions.
- **Scope of Human Rights Policy**
  - This Basic Policy applies to Chubu Electric Power and its consolidated subsidiaries.
  - We encourage this Basic Policy to business partners, including suppliers.
- **Commitment to Specific Human Rights Issues**

We prohibit discrimination, harassment, human trafficking, forced labor or child labor in any form; respect the freedom of association and the right of collective bargaining; promote diversity, equity and inclusion (DE&I); support ensuring a minimum wage and living wage; appropriately manage working hours and reduce excessive working hours; ensure healthy and safe workplace and working environments; protect personal information and privacy; and protect the environment of the local communities.
- **Implementation of Human Rights Due Diligence**
- **Remedy and Redress**
  - We establish reporting desks both internally and externally, which are available to employees, suppliers and other business partners and local community members.
- **Dialogue and Discussion**
  - We hold dialogue and discussion with relevant stakeholders.
- **Human rights Education and Training**
- **Disclosure of Information**

## Exercising human rights due diligence

We exercise human rights due diligence in accordance with the Chubu Electric Power Group Basic Human Rights Policy. We identify and assess related human rights risks in the Chubu Electric Power Group's business model encompassing the supply chain, and specify human rights risks of higher priority. By doing so, we are working to ensure the respect for the human rights of employees, people involved in our supply chain and other stakeholders.





# CSR-conscious Procurement

Under the Chubu Electric Power Group Basic Procurement Policy consisting of six rules, including “total compliance” and “safety assurance,” the Chubu Electric Power Group conducts procurement activities while giving consideration to CSR in general, along with ensuring quality and reducing procurement costs.

For business partners, we have formulated “Supplier Code of Conduct” to promote the said policy and have been working to publicize and instill it through various opportunities.

[Link](#) Supplier Code of Conduct

## Promoting CSR-conscious procurement jointly with business partners

The Chubu Electric Power Group actively discloses information to its business partners and strives to enhance communications with them. At the beginning of each fiscal year, we hold procurement overview briefing sessions to explain CSR-conscious procurement practices, such as management initiatives and efforts to ensure thorough compliance, in addition to disclosing relevant information, such as procurement plans. (330 companies participated in FY 2022.)

In November 2020, Chubu Electric Power announced “Declaration of Partnership Building” and in doing so declared it will make concentrated efforts for coexistence and mutual prosperity and new collaboration throughout its supply chain as well as ensure compliance using desirable trading practices with parent enterprises (main subcontracting enterprises) and subcontractors.



[Link](#) Declaration of Partnership Building (Japanese version only)

## CSR and ESG survey for business partners

The Chubu Electric Power Group has been working jointly with its business partners to promote CSR- and ESG-conscious procurement for the ultimate goal of establishing a sustainable supply chain.

In FY2022, we conducted a survey on the status of CSR and ESG efforts of about 345 key business partners and confirmed that there is no significant risk in the supply chain. As an effort to identify and reduce various risks, we also share the survey results with these business partners.

We will continue to conduct the survey and cooperate with our business partners to strengthen CSR and ESG efforts throughout the supply chain.

### Check items: Total of 80 items in 8 fields

- |   |  |                      |
|---|--|----------------------|
| • Governance                              | • Information management                             | • Quality and safety |
| • Compliance and prevention of corruption | • Safety and health                                  | • Risk management    |
| • Human rights and labor                  | • Environment and coexistence with local communities |                      |

## Educating and instilling the policy within Chubu Electric Power

Chubu Electric Power provides various types of training for employees engaging in procurement operations to thoroughly instill the Chubu Electric Group Basic Procurement Policy and ensure compliance with relevant laws and regulations as well as corporate ethics. In working to prevent corruption and improve its partnerships, we also conduct self-checks and business partner questionnaire surveys on the behavioral attitudes of our employees toward business partners.

### Chubu Electric Power Group Basic Procurement Policy

#### 1 Total Compliance

- (1) We perform our work duties in strict compliance with all laws, rules and corporate ethics.
- (2) We practice respect for human rights (prohibit child labor and forced and compulsory labor, avoid discrimination, etc.), carefully manage personal and confidential information, protect intellectual property rights, and so on.

#### 2 Safety Assurance

Understanding that safety takes priority over all else, we endeavor to prevent occupational accidents and injuries and ensure public health and safety.

#### 3 Mitigate Environmental Burden

Cooperating with our suppliers, we work to mitigate environmental burden by practicing green procurement, among other measures, and help to build and establish a recycling society.

#### 4 Open Door Policy

We provide access to both Japanese and foreign companies, based on our open door policy, so that we may do business with suppliers with superior technical expertise who can provide quality products and satisfactory service.

#### 5 Fair and Honest Procurement

We transact fair and honest business in the procurement of materials, equipment and so on, basing our decisions on economic rationality while assessing each supplier comprehensively for its prices, product quality, performance, safety, ability to meet delivery and construction deadlines, after-sale service, technical expertise, production capacity, business administration, safety management system and stance on corporate social responsibility (CSR), among others.

#### 6 Work in Partnership

- (1) At Chubu Electric, we regard each of our suppliers as an important partner with whom we seek mutual growth.
- (2) Through open communication and fair and sincere transactions with our partner suppliers, we form stronger trust-based relationships and seek to cooperate with our suppliers to contribute to the sustainable development of society.









# Practice of Environmental Management

**Link** Environmental Initiatives of Chubu Electric Power Group  
(Japanese version only)

The Chubu Electric Power Group aims for sustainable growth as a total energy service corporate group that is one step ahead by providing safe, affordable, and stable energy of high quality with consideration for the environment as well as a new form of community through the establishment of community support infrastructures.

To achieve these goals, the Chubu Electric Power Group will practice appropriate environmental management, and each and every one of our employees shall exercise discipline and act in an environmentally conscious manner. We will contribute to the sustainable development of society through implementation of initiatives in all aspects of energy value chain aiming to achieve a carbon-free and recycling-oriented society that is in harmony with nature.

## Chubu Electric Power Group Basic Environmental Policy (Extract)

 <p><b>Realization of a carbon-free society</b></p> <p><b>We Will Aim to Realize a Carbon-Free Society</b></p> <p><small>* For contributions to the realization of a carbon-free society, see page 40.</small></p>	 <p><b>Coexistence with nature</b></p> <p><b>We Will Strive to Coexist with Nature</b></p> <p>● To protect our rich natural environment, we will take into account ecosystem biodiversity and water resources sustainability as we conduct our business activities.</p>
 <p><b>Realization of a recycling- oriented society</b></p> <p><b>We Will Aim to Create a Recycling Society</b></p> <p>● We will work to reduce our consumption of resources and strive to minimize disposal volume by reducing waste as well as reusing and recycling resources.</p>	 <p><b>Increased environmental awareness</b></p> <p><b>We Will Endeavor to Raise Environmental Awareness</b></p> <p>● We will enhance communication about the environment and energy with members of the community. ● We will train personnel so that they take the initiative to act in an environmentally-conscious manner and contribute to society.</p> <p><small>* For initiatives increasing environmental awareness, see page 70, "Coexistence with Local Communities."</small></p>

**Link** Chubu Electric Power Group Basic Environmental Policy

## Biodiversity

We are committed to the conservation of biodiversity through consideration of ecosystems in our business activities and efforts in technological development and research.

**Goal** Ensure ongoing efforts to conserve ecosystems

- **Environmental assessment:** When executing a project, we investigate, estimate and assess its impact on the environment in accordance with relevant laws and regulations and implement appropriate environmental conservation measures while listening to opinions of local community members.
- **Protection of rare plant species and raptorial birds:** During construction projects involving power transmission lines and substations, we implement strategies to prevent the loss of rare plant species. This includes relocating plants and reducing the construction footprint. Furthermore, we modify construction procedures and helicopter flight paths to protect raptorial birds. Upon project completion, our efforts extend to rejuvenating the natural environment in the vicinity, with the goal of minimizing the impact on ecosystems.
- **Development of conservation technology for endangered species:** We have taken measures to protect endangered species such as the Aconitum kiyomiense, a flowering plant found on our company-owned lands and in the vicinity of power facilities. Our efforts include gaining insights into their physiology and ecology, developing propagation techniques, and implementing active conservation measures.
- **Control of invasive species:** We have established a chemical spraying program to gradually reduce and eradicate the specific invasive species known as burr cucumber. Additionally, we participate annually in the removal of invasive Phyllostachys edulis bamboo at green spaces owned by the city of Nagoya.



Kiyomi-torikabuto  
(Aconitum kiyomiense)

## Water resources

We are committed to the sustainable management and efficient utilization of water resources.

**Goal** Minimize water usage in our offices

- **Water conservation in offices and increased employee awareness of water conservation:** We work to raise water-saving awareness of employees and reduce water use by proactively introducing water-saving sanitary equipment as a measure to save water and by calculating and visualizing the amount of water used by each employee.

**Goal** Minimize environmental impact through responsible water resource utilization

- **Forest preservation activities including the protection of watershed protection forest:** We are engaged in activities to preserve Uchigatani Forest and other forests.
- **Appropriate use of water through dam operations:** In conducting hydro-electric power generation, we implement measures against turbid water and conduct dam discharge to keep the required river flow volume, and by doing so, work to ensure the cleanness of river water, maintain river channels and ultimately conserve riverine environments.

## Recycling-oriented society

We promote resource conservation, waste reduction, and the reuse/recycling of resources to minimize disposal.

**Goal** Achieve a recycling rate of over 95% for industrial and other waste

- **Recycling rate of industrial and other waste: 97.3% (FY2022)** We have been working to recycle more industrial waste, recycling 95% or more of the waste we generate.
- **Disposal of PCB waste (hazardous waste): 1,601 tons (FY2022)** We are systematically and responsibly progressing with proper disposal.
- **Response to the Act on Promotion of Resource Circulation for Plastics:** Our corporate uniforms are made of synthetic fibers, and upon disposal, they are classified as "waste plastics." After use, the uniforms are transformed into refuse derived paper and plastics densified (RPF) fuel at Terrarem Group Co., Ltd., a company in which we hold a capital stake. This RPF fuel is sold as an alternative to coal and is utilized in biomass power plants and other applications.
- **Reuse of clearance metal:** We are actively pursuing the reuse of clearance metals generated during the decommissioning of the Hamaoka Nuclear Power Station Units 1 and 2. Currently, in collaboration with local businesses, we are processing these metals into metal covers for gutters.



An example of the reuse  
of clearance metals

\*\*Clearance metals\* refer to metals from radioactive waste generated during the decommissioning or operation of nuclear power plants, which have low levels of radioactive substances and pose minimal health risks to humans. These metals have been approved and confirmed by the government to be reused or disposed of as regular waste.



# Coexistence with Local Communities

Based on the Basic Corporate Citizenship Policy of the Chubu Electric Power Group, which outlines our beliefs on group-wide social contribution activities, we are engaged in many different activities focusing on four fields:

**Ensuring safety and security in local communities; environmental preservation; education of the next generation; and cultural and sport activities.**

By **creating synergy together with business activities** in implementing social contribution activities, **we aim to maximize the values we can offer to our stakeholders.**

## Ensuring safety and security

### ● Mimamori pole

Chuden KuraBis Co.,Ltd. provides a service that installs cameras on utility poles to monitor local areas and customer premises (crime prevention and monitoring in public spaces, monitoring of premises and buildings managed by customers).

#### [Connection with business activities]

By responding to the need for affordable and easy-to-implement crime-prevention measures in the local community, we will contribute to safe and secure living in the region and realize commercialization.



## Education of the next generation

### ● Electricity Museum

The museum is a plaza for enjoyably learning about science and electricity. It is a base for the sharing of information about science, electricity, energy and the environment.

Visitors in 2022: 157,863 persons



#### [Connection with business activities]

Promote understanding of Chubu Electric Power and the energy business, mainly for the next generation

### ● On-site Lectures on Intellectual Property

At Ginan Prefectural Industrial High School (Gifu City), employees provided lectures on intellectual property. Employees provided an overview of Chubu Electric Power's intellectual property rights and introduced our patents.



#### [Connection with business activities]

Promote an understanding among the next generation of intellectual property in the energy business

## Environmental preservation

### ● Green curtains

Since 1992, we have been undertaking a campaign to distribute seeds of climbing plants to customers to grow so-called green curtains. Through efforts to save energy and power in the summer using the powers of nature, we promote the greening of communities and raise awareness about global warming countermeasures while also reducing power consumption.

#### [Connection with business activities]

Contribute to stable supplies by reducing power consumption in summer



## Cultural and sport activities

### ● Club and circle activities

Each sports club in the Chubu Electric Power Group participates in local sports classes and events and interacts with event participants. Through these activities, we contribute to the local community by conveying the appeal and fun of sports and promoting the development and spread of sports activities.



Boat class

#### Examples of activities

- One-day chief of Nagano-chuo Police Station (**Curling club**)
- Boat class at a sporting event in Nagoya City (**Boat club**)
- Rugby class with a local club team in Seki City, Gifu Prefecture (**Rugby club**)

## Industry-academia collaborations

Through industry-academia collaboration in various fields, we build and maintain relationships of trust with community members and contribute to the sustainable development of local communities.

#### Examples of activities

- Vitalization of retail outlets selling farm fresh produce (**Meijo University**)
- Establishment of two endowed research divisions to promote research, engaging in human resources development and disseminating information to local communities (**Nagoya University**)
- Collaborative class on energy (**Aichi University of Education**)
- Guidance and development of students who will become next-generation engineers (**AICHI INSTITUTE OF TECHNOLOGY**)
- Joint research in a wide range of fields, such as early response to disasters (**Shizuoka University, University of Shizuoka, Hamamatsu University School of Medicine**)

- Collaboration with students aiming to become next-generation regional leaders who are capable of solving regional issues (**Gifu University**)
- Use of a wearable device to prevent accidents of agricultural workers (**Mie University**)
- Experimental study on commercialization of biomass power generation using untapped resources (**Shinshu University**)
- Joint research on establishment of a system to provide a watch service for in-home patients and use various data in daily lives in medical fields (**Keio University Hospital**)



Cooperation with Gifu University: Initiatives to eliminate unsafe areas around a school in cooperation with a local elementary school