KYUDEN GROUP
ESG DATA BOOK
2024

KYUDEN GROUP
Enlighten Our Future

Editorial Policy

This data book aims to deepen understanding of the Kyuden Group's ESG initiatives. Referring to international guidelines such as GRI, we have organized ESG-related non-financial information into the categories of Environmental, Social, and Governance, and provide comprehensive and detailed information from both quantitative and qualitative perspectives.
Significant initiatives, particularly those critical from the perspective of the Kyuden Group's growth strategy, will be reported in the Kyuden Group Integrated Report alongside financial information, please refer to it as well.

Scope of Reporting

Kyushu Electric Power Company, Incorporated and group companies

Reporting Period

April 1, 2023 – March 31, 2024 (includes some information from outside of the target period)

Publication Date

July 2024

Guidelines Referenced

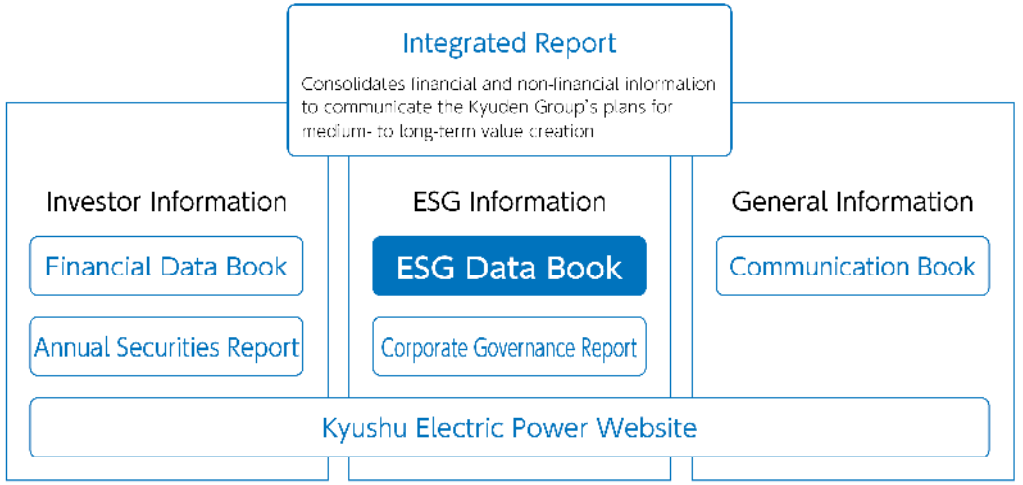
GRI Standards and others

Independent Practitioner's Assurance

The ESG data included in this data book (supply chain GHG emissions, ratio of female managers, ratio of paternal leave, and gender pay gap) have received an Independent Practitioner's Assurance from Deloitte Tohmatsu Sustainability Co., Ltd. The data that have been assured are indicated with the following mark. (☑)

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

Information Disclosure System



Since FY2021 we have published our Integrated Report and ESG Data Book, replacing the Annual Report, Sustainability Report, and Environmental Report, which were issued up to FY2020

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Our Approach to Sustainability at the Kyuden Group

●The Kyuden Group's mission

Enlighten Our Future

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

True to our mission of enlightening the future, the Kyuden Group is committed to conducting business in ways that align with our raison d'etre of providing customers with affordable, high-quality energy.
As the foundation of our business activities, we not only consider our impact on society, but also promote sustainability initiatives that contribute to solving regional and social issues. We are committed to the continued pursuit of the Kyuden Group's mission of enlightening our future for the sustained growth of our region and society.

●Kyuden Group Sustainability Policy

As a corporate group looking to create the future from Kyushu, we aim to contribute to a sustainable society and enhance corporate value by generating social and economic value through our businesses.

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

Established: December 1, 2021

●Kyuden Group Corporate Code of Conduct

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

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

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

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

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

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

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

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

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

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

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

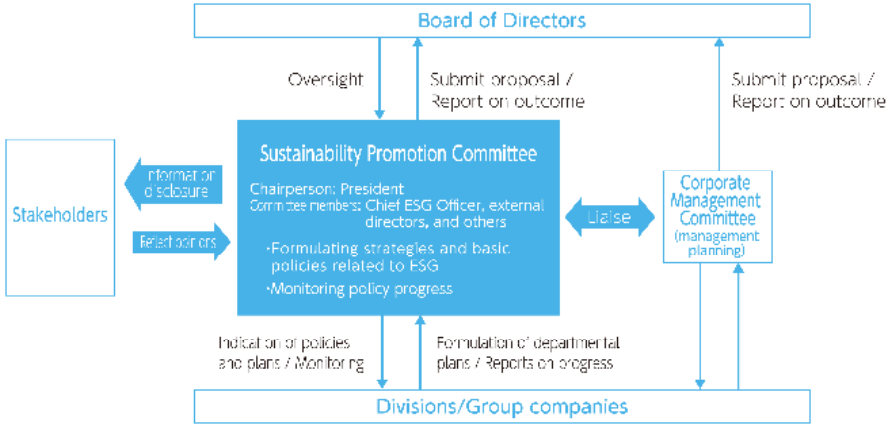
11 **Realization of the spirit of this code and responsibilities of top management**
Top management recognizes the spirit of this code as its mission. As such, it takes the initiative to ensure that the code is thoroughly understood and that an effective system is established for its enforcement. We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

Established: July 1, 2006
Revised: April 28, 2022

●Sustainability management promotion structure

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

■Organizational structure and management system



Sustainability Promotion Committee overview

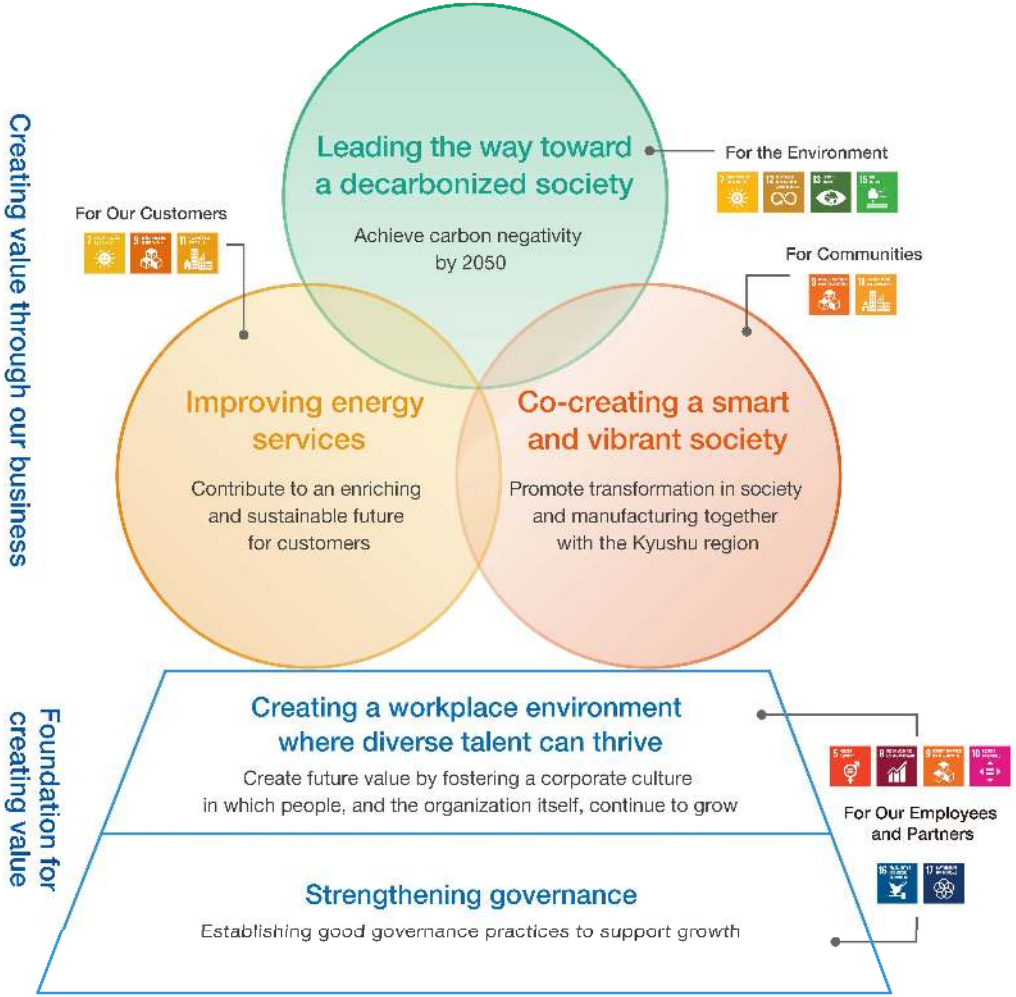
Sustainability Promotion Committee	
Purpose	Deliberate, coordinate, oversee, and promote implementation and management of the Kyuden Group's ESG strategies and policies toward the realization of a sustainable society
Positioning	Deliberative body linked to the Board of Directors (subject to reporting and oversight by the Board of Directors)
Composition	Chairperson: President Vice-chairperson: Chief ESG Officer Committee members: External directors, executive directors of relevant divisions, among others Secretary: General manager within Corporate Strategy Division
Sub-committees and sectional groups	Subcommittees and other sectional groups are established under the Sustainability Promotion Committee to deliberate and coordinate various matters to improve the effectiveness of ESG strategies
Frequency	Twice yearly (in April and November) and additionally as necessary
Past meetings and issues addressed	April 2023 ・Discussed GHG reduction measures and future policy ・Discussed our approach to human capital, an overall picture of our initiatives, and the establishment of our KGI and KPIs ・Established our human rights policy ・Reviewed our material issues ・Outcomes of the FY2022 Medium-term ESG Promotion Plan and Plans for FY2023 ・Priority initiatives in FY2023 November 2023 ・Status of priority themes in FY2023 ・Progress on the FY2023 Medium-term ESG Promotion Plan ・Establishment of the FY2024 Medium-term ESG Promotion Plan

Materiality

●Basic Concept

Kyuden Group is promoting sustainability management that simultaneously creates social value and economic value through its business activities. In April 2022, we identified materiality as key management issues to realize this goal.
In April 2024, we partially revised the wording of materiality and key issues in order to clarify the areas of issues to be addressed from the perspective of human capital management and to promote efforts to address them. Through these materiality initiatives, we will contribute to a sustainable society and create medium- and long-term growth for our company. In addition, we will continuously review materiality based on the latest social conditions and business environment.

●Materiality and key issues



(Specific revisions are listed in blue)

	Material goal	Ideal state	Key issues
Creating value through our business	Leading the way toward a decarbonized society	Achieve carbon negativity by 2050	・Carbon reduction and decarbonization of power sources (make renewable energy into our main source of power, safe and stable generation of nuclear power, overseas business, among others) ・Promotion of electrification ・Promoting energy conservation ・Reduction of environmental impact ・Involvement in and proposals for energy policy
	Improving energy services	Contribute to an enriching and sustainable future for customers	・Stable energy supply ・Affordable energy ・Providing solutions with energy services at their core
	Co-creating a smart and vibrant society	Promote transformation in society and manufacturing together with the Kyushu region	・Bringing about a smart society ・Regional vitalization (including local development) ・Creating a safe, secure and comfortable community
Foundation for Value Creation	Creating a workplace environment where diverse talent can thrive	Create future value by fostering a corporate culture in which people, and the organization itself, continue to grow	・Creation of value through the growth of people and the organization ・Human capital strategies linked to management strategies ・Promotion of DE&I (diversity, equity, and inclusion) ・Work style reforms ・DX promotion (transformation of business structure and process) ・Prioritizing safety and health ・Respect for human rights
	Strengthening governance	Establishing good governance practices to support growth	・Improving the effectiveness of corporate governance ・Enhance risk management structure ・Ensure compliance ・Improving supply chain management ・Ensuring information security ・Improving stakeholder engagement (building up trust with stakeholders) ・Improvement and strengthening of financial structure

●Identifying materiality

STEP 1 Identify the issues

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

Social issues
- ☐ SDGs
- ☐ Global standards (GRI, SASB, ISO26000)
- ☐ Government / Kyushu's growth strategies

and others

Kyuden Group-specific issues
- ☐ Kyuden Group Management Vision 2030
- ☐ Kyuden Group Carbon Neutral Vision 2050
- ☐ Financial Objectives (FY2025)

and others

STEP 2 Evaluate issues

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

Economic value assessment

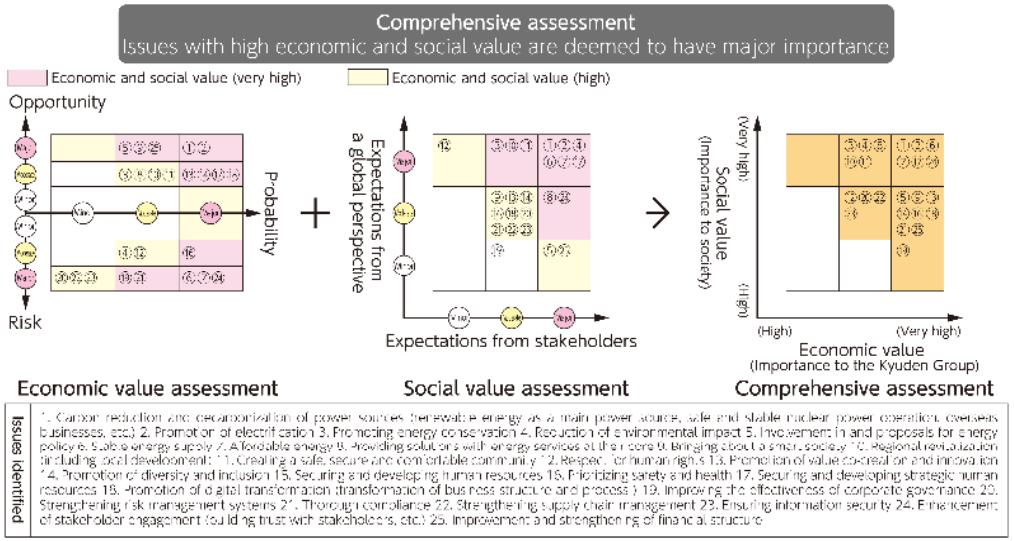
We have broken down the drivers behind increased economic value into the following three categories.

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

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

Social value assessment

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



STEP 3 Drafting proposals for material issues

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

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

STEP 4 Validate proposals

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

■Experts with whom opinions were exchanged

Affiliation and position at the time of consultation

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

STEP 5 Identifying material issues

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

- Leading the way toward a decarbonized society
- Implementing continuous improvements in energy services
- Co-creating a smart and vibrant society
- Promoting growth, success and diversity of human capital[1]
- Strengthening governance

[1] In April 2024, we revised this material issue to “Creating a workplace environment where diverse talent can thrive,” aiming to specify priority areas in human capital management and advance corresponding initiatives

Material Issue Initiatives (Medium-Term ESG Plan)

At the Kyuden Group, we set annual and medium-term annual goals along with action plans for addressing material issues, with the Sustainability Promotion Committee and the Board of Directors monitoring their implementation. These initiatives contribute to a more sustainable society and help us achieve mid-to-long-term growth for the Group.

Leading the way toward a decarbonized society: Achieve carbon negativity by 2050

FY2050 targets: Reduce GHG emissions in our supply chain to net zero, contribute to reducing societal GHG emissions, and contribute to achieving 100% electrification of residential and commercial sectors in Kyushu

Material goal	Key issue	Issue	Medium-term targets (Items for which no year is specified are FY2030 targets)	FY2024 targets	Main action plan	Impact (1)	Impact (2)	Impact (3)	FY2023 results listed in **bold** Figures in parentheses are annual targets	Scope of data collection
Leading the way toward a decarbonized society	Carbon reduction and decarbonization of power sources	Make renewable energy into our main source of power	Develop a steady supply of renewable energy — 5 GW of renewable energy development (Reference indices: 4 GW in FY2025)	FY2024 targets ・Operational: 50 MW ・Approved: 0 MW FY2024 cumulative totals ・Operational: 2.79 GW ・Approved: 3.11 GW	Japan ・Conduct thorough assessments and construction work to ensure operations commence on schedule Globally ・Expand renewable energy capacity via partnerships with developers ・Generate profitable propositions through a network of quality partners and early-phase project engagement	○	○ ○		FY2023 targets ・Operational: **140 MW** (140 MW) ・Approved: **90 MW** (90 MW) FY2023 cumulative totals ・Operational: 2.74 GW ・Approved: 3.11 GW	-
		Maximize usage of nuclear power	Continue safe and stable operation of nuclear power plants — Zero unplanned stoppages	・Zero unplanned stoppages ・Improve facility utilization rate — Shortened regular inspections among others ・Address new laws to extend plant life	・Conduct daily inspections and measures to address aging equipment (renewals and repairs) ・Work to provide easy-to-understand information and engage in careful dialogue regarding the importance of energy mix and efforts to improve the safety of nuclear power	○ ○			・**Zero** unplanned stoppages (Zero) ・Achieved **90.8%** facility utilization rate (Improve facility utilization rate)	-
		Lower the carbon footprint of thermal power generation	・Achieve Energy Conservation Act benchmark indices — A indicator: 1.0 or higher — B indicator: 44.3% or more — Coal-only indicator: 43.0% or more ・Establish technique for 1% hydrogen / 20% ammonia co-firing	・A indicator: 0.97 or higher ・B indicator: 41.90% or more ・Coal-only indicator: 41.97% or more ・Conduct regular studies and research on hydrogen/ammonia co-firing and other techniques	・Oversee unit performance and carry out scheduled repairs and upgrades ・Monitor national policy trends and respond accordingly. Investigate the development of high-efficiency LNG-fired power plants, starting with the Hibiki plant, as well as the introduction of hydrogen, ammonia, and other carbon-free fuels into thermal power plants	○	○ ○		・A indicator: **0.97** (0.95 or higher) ・B indicator: **42.69%** (41.44% or more) ・Coal-only indicator: **41.63%** (41.15% or more)	Kyushu EP
		Improve the power distribution network	Technologies and R&D contributing to improving operation of network facilities to help facilitate the expansion of renewable energy	Respond to increasing difficulties in maintaining proper voltage and carry out systems development necessary to maximize facility capacities	・Establish a method for optimal control of voltage regulators based on joint research and field studies ・Develop grid congestion management systems and other methods to aid upstream addition of renewable energy and to maximize utilization of transmission capacity		○ ○		Conducted studies into the optimal control method for power line voltage regulators (Responded to increasing difficulties in maintaining proper voltage and carry out systems development necessary to maximize facility capabilities)	-
	Promotion of electrification	Residential and commercial	Contribute to increasing the electrification rate in Kyushu — Residential: 70% (1,500,000 MWh energy increase for 2021-2030) — Commercial: 60% (1,600,000 MWh energy increase for 2021-2030)	Energy increase — Residential: 130,000 MWh — Commercial: 130,000 MWh FY2024 cumulative totals ・Residential: 470,000 MWh ・Commercial: 520,000 MWh	Residential ・Strengthen proposals for Kyuden Smart Lease, which can appeal to customers due to requiring no initial investment for all-electric equipment ・Create an IH purchase support plan to encourage customers to switch from gas stoves Commercial ・Propose heat pumps for large-scale new construction and renovations ・Propose electrification measures for school lunches, medical welfare facilities, store chains	○ ○ ○ ○	○ ○ ○ ○		Energy increased — Residential: **90,000 MWh** — Commercial: **180,000 MWh** (Roll out electrification sales activities to achieve an increase in the electrification rate by 2030)	-
		Transportation	Convert company cars to EVs — 100% EV conversion rate excluding vehicles not suitable for EV conversion	・Introduce 100 EVs ・29.5% EV conversion rate (645 vehicles out of 2,185 applicable vehicles)	Replace non-EVs with EVs regularly according to plan	○			・**201** EVs introduced (200) ・**25%** EV conversion rate (25%)	Kyushu EP and Kyushu T&D
		Local energy	Early formulation of a business model for local energy systems that optimize energy management and controls	Implement regular EMS operation verification at the demonstration sites	Conduct operational verifications after system installation at demonstration sites		○		Examined the systems and made proposals at the demonstration sites (Conduct regular examinations of the systems at demonstration sites)	-
	Involvement in and proposals for energy policy		Establish a system that contributes to both decarbonization of power sources and a reliable supply of power	・Engage in and propose national policies aimed at building an attractive environment for the electric power industry ・Investigate courses of action towards the 2050 power supply portfolio	・Continue to petition the government regarding the institutional design of electric power markets and related regulatory systems through discussions on the next Strategic Energy Plan and validation of power system reforms ・Investigate courses of action towards the decarbonization of the 2050 power supply portfolio		○ ○		・Petitioned the country regularly ・Investigated multiple scenarios for the 2050 electricity supply and demand forecasts (Investigate the introduction of a concrete plan for the required supply of power and investigate courses of action towards the 2050 power supply portfolio)	-
	Promoting energy conservation		Expand energy-saving solutions — More than 400 energy conservation proposals (cumulative total for FY2022-2030)	More than 50 energy conservation proposals	Implement detailed energy conservation proposals through energy consumption measurements and investigations into facility operating conditions	○			Made **101** energy conservation proposals (Promotion of energy saving diagnoses that lead to CO_2 reductions and cost savings to satisfy customer demands)	-
	Reduction of environmental impact	Formation of a recycling-oriented society	・More than 98% of waste recycled, excluding coal ash (and 100% for plastic waste) ・Green procurement rate (for office supplies): Over 99%	・More than 98% of waste recycled, excluding coal ash (and 90% for plastic waste) ・Over 97% green procurement rate	・Promote operational efficiency and proper management through joint collection of industrial waste and use of electronic manifests ・Consider a company-wide rollout taking the evaluations of the model sites into account to increase the recycling of waste plastic ・Improve group waste recycling by Circular Park Kyushu ・Promote use of electronic catalog system when purchasing office supplies ・Further strengthen liaise with major suppliers of office supplies	○ ○ ○ ○ ○	○		・**98%** of waste recycled, excluding coal ash (98% or more) (and 99% of plastic waste recycled (90%)) See p. 11 for coal ash ・Achieved **96%** green procurement rate (97% or more)	Kyushu EP and Kyushu T&D
		Conservation of local environments	Water consumption per employee: each fiscal year below the previous	Water consumption per employee: less than the previous year's result (26 m^3/person in FY2023)	Ensure water conservation-conscious behavior	○			Reduced water consumption per employee to **26 m^3/person** (27 m^3/person or less)	Kyushu EP and Kyushu T&D
		Harmony with society (Biodiversity conservation)	Minimize the impact of business activities on the ecosystem	Ensure environmental assessments (environmental impact evaluations) are conducted	・Appropriate consideration and implementation of conservation measures for important species of flora and fauna ・Publication of TNFD reports referencing frameworks such as the TNFD v1.0 Disclosure Framework		○	○	One of our company-owned forests was certified as an OECM site by the Ministry of the Environment (Obtain certification for company-owned forest as a place that contributes to the preservation of biodiversity)	-
		Promotion of environmental management	Zero legal violations	Zero legal violations	・Disseminate and share information on amendments to environmental laws and regulations as appropriate ・Hold training for environmental managers and those responsible for environmental matters	○ ○			**Zero** legal violations (Zero)	-

Impacts: (1) Maximize short-term opportunities (increase income), (2) Expand medium to long-term opportunities (increase growth rate (future growth expectations)), (3) Reduce risk (lower the cost of capital)

	Other	Promotion of environment-related business	Formulate at least one environment-related business model	• Promote new environment-related businesses based on collaboration with external parties in an effort to achieve carbon neutrality and a recycling-oriented society • Support for expansion of Kyushu Rinsan's woodland J-credit business		○ ○		• Developed Woodland J-credit creation support business • Planned and held workshops with external parties in an effort to enhance the value of FSC certified lumber (January–June 2024) (Formulate a business model for the woodland J-credit business)	-

Improving energy services: Contribute to an enriching and sustainable future for customers

Material goal	Key issue	Medium-term targets (Items for which no year is specified are FY2030 targets)	FY2024 targets	Main action plan	Impact (1)	Impact (2)	Impact (3)	FY2023 results listed in **bold** Figures in parentheses are annual targets	Scope of data collection
Improving energy services	Stable energy supply	• Maintaining a stable supply of energy — Maintain a world-class level of average outage time per house — Zero electric shock incidents involving the public • Expansion of overseas operations — 4 GW by 2025, 5 GW by 2030 overseas equity output	• Power outage: 25.4 MWh or below • Zero electric shock incidents involving the public • Overseas equity output: 3.06 GW	• Conduct maintenance through efficient patrols and inspections along with effective facility countermeasures and tree felling to limit the amount of power outages • Foster safety awareness and ensure every employee is safety-conscious in cooperation with partners to eliminate serious disasters • Develop more profitable projects by building a network with quality partners and participating in the early stages of development, with a focus on renewable energy and gas-fired power generation			○ ○ ○	• Power outage: **33.2 MWh** (25.4 MWh or below) • **One** electric shock incident involving the public (Zero) • Overseas equity output: **2.86 GW** (2.88 GW)	-
	Affordable energy	Industry-leading price competitiveness	Reduce power generation costs	• Implement flexible measures in accordance with our fuel procurement policy, such as using coal of diverse qualities. • Optimize preservation of power generation facilities	○ ○			Reduced power generation costs (Reduce power generation costs)	-
	Providing solutions with energy services at their core	Total electric power sales of 120 TWh (Domestic: 90 TWh, Overseas: 30 TWh)	Promote sales by making maximum use of supply capacity	Conduct sales to maximize profits within the scope of supply capacity based on indiscriminate wholesaling internally and externally	○	○		Total domestic electric power sales : **90.2** TWh (Promote sales by making maximum use of supply capacity)	-

Co-creating a smart and vibrant society: Promote transformation in society and manufacturing together with the Kyushu region

Material goal	Key issue	Medium-term targets (Items for which no year is specified are FY2030 targets)	FY2024 targets	Main action plan	Impact (1)	Impact (2)	Impact (3)	FY2023 results listed in **bold** Figures in parentheses are annual targets	Scope of data collection
Co-creating a smart and vibrant society	Bringing about a smart society	Reform business models and create and enhance businesses and services — 10 new business ventures and joint ventures (cumulative total through FY2030) • Create more than 10 new drone services (one or more new drone services per year) that contribute to solving local and social issues • Expand earnings through the nationwide development of ICT services *Machi no Wa* [1] that contribute to the revitalization of local economies [1] See p.48 for more information • Enhance power outage information dissemination using digital technology • Expand the use of Q-ie Mamori, a monitoring service that uses smart meters	• Create new ventures — 20 investigations into new ventures, new services, along with collaboration and co-creation with other companies — 2 new ventures, services, along with collaboration and co-creation with other companies • One or more new drone service that contribute to solving local and social issues • Amplify earnings through the nationwide rollout of ICT services Machi no Wa that contribute to the revitalization of local economies • Enhance power outage information dissemination using digital technology in the event of a disaster such as a typhoon • Expand the use of Q-ie Mamori, a monitoring service that uses smart meters	• Participate in the Kyuden Open Innovation Program Inspiration & Co-Creation and other co-creation events to promote innovation and collaboration with start-ups and other companies from different industries as well as to improve the experience and skills of members • Consider collaboration with new real estate companies and municipalities in the Kyushu region, conduct demonstrations, and propose and conduct sales activities for services to electric power and gas companies outside the Kyushu region to further commercialize our smart meter data analysis platform • Conduct detailed investigation into business models for the scaling and commercialization of step-by-step proof of concept (PoC) for optimal control of distributed energy resources • Hold discussions and conduct investigations aimed at implementing the ideas of three or more of the projects that won awards of excellence at the Kyushu Electric Open Innovation Program 2023 and continue discussions on three other projects that won special awards • Participate in external accelerator programs to search for startups • Create businesses through collaboration, including investment, with startups • Identify areas of implementation and select cooperative businesses • Expand the creation of new businesses and services through co-creation with local communities (contribution to the expansion of the Group's overall profits) • Development of new functions through liaise with business partners to provide services in new fields and markets (Machi no Wa) • Provide real-time information on power outages during disasters through the system rolled out in March 2024; begin disclosing information by splitting the announcement region into sub-regions • Carry out the proposed activities and develop business partners to expand the use of Q-ie Mamori	○ ○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○		• Created new venture — **11** investigations into new ventures, new services, along with collaboration and co-creation with other companies (10 investigations) — **1** new venture, service, along with collaboration and co-creation with other companies (2 new ventures)	-
	Regional revitalization (including local development)	Sustainable development of communities and society — At least one specific issue including industry creation projects resolved through regional projects in each branch area	Create new businesses that contribute to solving regional and social issues — Demonstrate at least one collaborative project with another company	Study and feasibility evaluation of specific ventures such as data centers for AI and cloud computing, corporate investment funds, waste recycling, bio manufacturing		○		• Giving business models shape — Set budget, area, collaborators, and other conditions (Set budget, area, collaborators, and other conditions) • Expand the scale and territory of businesses through co-creation with local communities (Expand the scale and territory of businesses through co-creation with local communities)	-
	Creating a safe, secure, and comfortable community	Sustainable development of communities and society — Participate in more than 10 urban development and city planning projects in Kyushu area (one or more projects per year, cumulative total through FY2030)	Participate in one or more Kyushu area urban development and city planning projects	Regularly hit targets by participating in the development of projects that will contribute to the expansion of the population, regional prosperity, job creation, and regional security and safety (one per year)		○		Participated in **two** Kyushu area urban development and city planning projects (one or more)	-

Impacts: (1) Maximize short-term opportunities (increase income), (2) Expand medium to long-term opportunities (increase growth rate (future growth expectations)), (3) Reduce risk (lower the cost of capital)

Creating a workplace environment where diverse talent can thrive: Create future value by fostering a corporate culture in which people, and the organization itself, continue to grow

2030 Targets: Increase employee engagement - 80% employee satisfaction score (both comprehensive and in important areas (challenge, work worth doing, sense of accomplishment, etc.)), increase value added[1] per employee to 1.5 times that of FY2021

[1] Operating revenues minus value of external purchases (fuel, outsourcing, etc.) and depreciation (calculated as ordinary income + labor costs + leases + finance costs + taxes and duties, etc.)

Material goal	Key issue	Medium-term targets (Items for which no year is specified are FY2030 targets)	FY2024 targets	Main action plan	Impact (1)	Impact (2)	Impact (3)	FY2023 results listed in **bold** Figures in parentheses are annual targets	Scope of data collection
Creating a workplace environment where diverse talent can thrive	Creation of value through the growth of people and the organization	Create new value by leveraging the aspirations of individuals (WILL) — At least 30 commercialized projects (cumulative total through FY2030) — 10,000 proposals and entries — Management Transformation Training: Attended by all organization leaders in FY2025	• 100 participants in KYUDEN i-PROJECT • At least 3 separate projects leading to final commercialization proposals • Accelerate and improve effectiveness of QX initiatives — Management Transformation Training: Attended by all organization leaders — Establishment of a structure to boost activities	Promote in-house innovation • Create an environment conducive to taking on challenges — Investigate efficient administration of i-Challenge to more effectively cycle through new business ideas • Diversify development pathways and secure resources for consideration of new ventures by shifting them away from projects that have left the lab Example development pathway — Strengthen business development by leveraging in-house technology proposals — Consider lab-initiated business creation to shorten time to commercialization Promote open innovation through collaboration with external parties • Proactively utilize external networks Promote QX Initiatives • Consideration and development of concrete measures based on the understanding of the status of activities and verification of issues • Establishment of structures to follow up during and after the implementation of a measure • Introduce a system to connect employees who share the same passions beyond the workplace		○ ○ ○ ○ ○ ○		• **124** participants in KYUDEN i-PROJECT (100) • **Zero** separate projects leading to final commercialization proposals (Three or more per year)	-
	Human capital strategies linked to management strategies	MY Choice Training (formerly Training for Problem Solving Skills), which enables the development of a variety of skills where you can learn from over 3,000 examples: 10,000 participants (cumulative total through FY2030)	MY Choice Training: 2,000 participants	• Systematic and flexible acquisition and development of human resources based on our human resources portfolio • Strengthen support for employees' self-directed career development and provide more opportunities for them to play an active role in the company		○ ○		MY Choice Training: **1,769** participants (target introduced for FY2024 and on)	Kyushu EP and Kyushu T&D
	Promotion of DE&I (diversity, equity, and inclusion)	• At least 30% of manager positions held by women[1] • Greater than or equal to the statutory requirement for employment ratio of persons with disabilities[2] [1] Percentage of appointments to assistant manager level and above in the candidate group (excluding executives) [2] From 2.5% in 2024 increasing to 2.7% in 2026	• At least 10% of female hires among new science and engineering graduates • 100% ratio of paternal leave • 2.5% or more employment ratio of persons with disabilities	• Further promote women playing a more active role in the company through training, promotion, and hiring more female employees • Expand employment of persons with disabilities as well as the areas to which they can contribute in liaise with Q-CAP • Establish and perfect a work environment where diverse talents such as older workers, people with disabilities, LGBT+ individuals can play an active role		○ ○ ○		• Number of new female managers: **3.4 times** increase [13 personnel; 62 personnel cumulatively] Number of appointments to organizational head positions: **5 times** increase [7 personnel; 35 personnel cumulatively].(More than 3 times increase in number of women appointed to management or organizational head positions compared to FY2009–2013) • **103.6%** ratio of paternal leave (100%) • Eruboshi certified (Eruboshi certified)	Kyushu EP and Kyushu T&D
	Work style reforms	75% of employees perceive progress in work style reforms (Started monitoring in 2024)	70% of employees perceive progress in work style reforms (Aiming to achieve 75% in FY2030 through gradual improvement)	• Consider systems that contribute to flexible work styles and implement initiatives to promote understanding and utilization of various work systems • Promote operational efficiency in liaise with digital transformation(DX) promotion efforts		○ ○		Target introduced from FY2024 onward	Kyushu EP and Kyushu T&D
	DX promotion (transformation of business structure and process)	• All employees to receive DX Follower Training (FY2025) • Train approx. 400 DX specialists (FY2025) • Generate approx. ¥40 billion in profit from DX (cumulative total by FY2030)	• Approx. 10,000 DX Follower Training participants (cumulative total) • Approx. 300 DX Specialist Human Resources Training participants (cumulative total) • 50 separate DX projects supported for implementation • 50 self-service BI (Tableau) projects introduced and developed	• Secure and develop talented individuals with diverse knowledge and experience, including highly specialized and DX personnel, in order to realize our business strategy • Check the progress of the DX plan of each department and provide appropriate advice and support for its implementation • Promote utilization of generative AI to improve productivity of all employees (provide info on how to use it and some use cases, hold trainings, provide individual support, etc.) • Quickly provide an environment for the implementation and testing of self-service BI, including for group companies, and respond to questions about self-service BI and Tableau operation • Spread awareness regarding the basic concepts of data utilization and establish a structure to manage data to promote the use of data throughout the company		○ ○ ○ ○ ○	○ ○ ○ ○	• Approx. **7,600** DX Follower Training participants (Approx 3,000) • **220** participants in DX Specialist Human Resources Training (Approx. 100) • **51** separate DX projects supported for implementation (50) • Approx. **70** self-service BI (Tableau) projects introduced and developed (50)	-
	Prioritizing safety and health	• 0 serious occupational accidents including contractors and subcontractors • Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • 80 or fewer overall health risks identified during stress checks	• 0 instances of any of the four types of major accidents[1] including contractors and subcontractors [1]The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery • Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • 80 or fewer overall health risks identified during stress checks	• Develop measures to prevent electric shocks, falls, pinching, entanglements, and accidents involving heavy machinery • Promote safety activities in cooperation with contractors and subcontractors • Implement initiatives to raise awareness and support the practice of self-management of one's health through various measures promoting health • Implement health promotion measures in collaboration with Kyuden Health Insurance			○ ○ ○ ○	• 4 serious accidents involving employees (0) • Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program (continue to be selected) • **76** overall health risks identified during stress checks (80 or fewer)	Kyushu EP and Kyushu T&D
	Respect for human rights	0 significant human rights violations[1] across the entire supply chain [1] Violations deemed to have significant social impact	0 significant human rights violations across the entire supply chain	• Ensure that each division is taking steps to reduce human rights risks, and establish human rights DD (due diligence) so that each division can manage itself more independently going forward • For overseas energy business, continuously investigate newly established companies for human rights risks and encourage necessary corrective measures • Continue to conduct various training programs and share information with group companies			○ ○ ○	Implemented **12** new and expanded human initiatives related to human rights due diligence and remedial measures (12)	-

Impacts: (1) Maximize short-term opportunities (increase income), (2) Expand medium to long-term opportunities (increase growth rate (future growth expectations)), (3) Reduce risk (lower the cost of capital)

Strengthening governance: Establishing good governance practices to support growth

Material goal	Key issue	Medium-term targets (Items for which no year is specified are FY2030 targets)	FY2024 targets	Main action plan	Impact (1)	Impact (2)	Impact (3)	FY2023 results listed in **bold** Figures in parentheses are annual targets	Scope of data collection
Strengthening governance	Improving the effectiveness of corporate governance	・Ensure diversity and appropriate structure of the Board of Directors such as ratio of external directors ・Enhance monitoring structures ・Ensure transparency and objectivity regarding nominations and compensation	・Improve the function of the Board of Directors ・Roll out specific actions laid out in the IP strategy	・Review the governance structure by the Board of Directors in anticipation of the new group structure ・Establishment of IP governance system ・Improve education and dissemination of information related to intellectual property and the appropriate maintenance and management of owned rights			○ ○ ○	・Enhance disclosed information related to corporate governance ・Expand the delegations that the President & Chief Executive Officer receives from the Board of Directors as Representative Director (Enhance disclosure information related to corporate governance and improve the function of the Board of Directors)	Kyushu EP
	Enhance risk management structure	Improve accuracy of risk management	Improve accuracy of risk management	Clarify key risks to align awareness between senior management and executives, and ensure that the mid-term management plan reflects risk countermeasures and is appropriately monitored			○	Conduct group-wide risk analysis to align awareness with senior management and update the mid-term management plan to reflect risk countermeasures (Improve accuracy of risk management)	-
	Ensure compliance	・Zero serious compliance violations ・Create a climate conducive to discussion	・Zero serious compliance violations ・Disseminate information on the consultation service process and encourage its use	・Roll out the business improvement plan submitted to METI in August 2023 ・Roll out measures to create an information system that will not and cannot allow other retail electricity providers' customer information and personal information to be improperly handled ・Administer education to promote understanding of Kyushu T&D's Code of Conduct for Compliance ・Disseminate information to promote understanding and use of the compliance assistance service ・Continuously disseminate messages from top management and operate a consultation service to promote understanding of regulations governing business conduct			○ ○ ○ ○ ○	・**Zero** serious compliance violations (zero) ・**52** consultations and reports at Kyushu EP and Kyushu T&D compliance and harassment consultation services (Monitor the number of cases and consultations)	Kyushu EP and Kyushu T&D
	Improving supply chain management	Raise ESG awareness throughout the supply chain — Exchange opinions on sustainability with 50 major business partners (cumulative total through FY2025)	Exchange opinions on sustainability with 17 major business partners	Promote initiatives to improve sustainability in the supply chain, including consideration of carbon neutrality and human rights, based on the Sustainable Procurement Guidelines		○		**91.5%** response rate to survey on sustainability improvement initiatives among major business partners (90% or more)	Kyushu EP and Kyushu T&D
	Ensuring information security	・Zero leaks of personal information ・Zero serious information security incidents due to cyberattacks ・Zero system failures with significant customer impact	・Zero personal information leak incidents ・Zero serious information security incidents due to cyberattacks ・Zero system failures with significant customer impact	・Ensure measures to prevent further mishandling of new entrant customer information and other sensitive data are implemented ・Strengthen security measures for our information assets in external environments, which are rising in prevalence due to the migration of internal systems to the cloud, increases in telework, the use of company smartphones ・Strengthen information gathering capabilities on cyberattack trends that accompany changes in the state of affairs overseas ・Further enhance response to security incidents ・Promote steady system development and operation in accordance with the division of responsibilities and roles between the divisions in charge of operations and the IT division		○	○ ○ ○ ○	・**Two** personal information leak incidents[1] (zero) [1]Cases reported to the Personal Information Protection Commission in accordance with laws and regulations ・**Zero** serious information security incidents due to cyberattacks (zero) ・**Zero** system failures with significant customer impact (zero)	Kyushu EP and Kyushu T&D
	Improving stakeholder engagement (building up trust with stakeholders)	Improve satisfaction from stakeholders — At least 80% trust level in our group (FY2025)	・At least 75.9% trust level in our group (exceed FY2023 results) ・At least 80% of group companies participating in new activities such as festivals, Korabora-Q-den[1], and activities using generative AI [1] see p. 22 for more information ・At least 90% improvement rate of environmental conservation awareness	・Face-to-face initiatives with local communities — Enhance community engagement activities as a member of the local community (including participating in festivals as part of the Kyuden Group, increasing contact points with the community, and incorporating volunteer activities that boost employee participation and foster community connections) — Promote on-site hands-on environmental education and digital environmental education throughout Kyushu at three Kyuden forests, including the new Kirishima location — Hold branch area roundtable meetings to foster dialog with opinion leaders — Come together as a unified Kyuden Group to hold events (in each prefecture) ・Consider and implement further measures to make our initiatives take root in the organizational culture including consideration of how to build trust toward achieving the management vision		○ ○	○ ○	・Trust in and satisfaction with the Kyuden Group — **75.9%** trust level (59.1% or higher) — **64.0%** satisfaction level (63.4% or higher) ・Percentage that responded "improved" when surveyed — **99%** improved image of the Kyuden Group (90% or more) — **91.3%** environmental conservation awareness (90% or more)	-
	Improvement and strengthening of financial structure	・Achieve financial objectives — Consolidated ordinary income: ¥125 billion or more (FY2025) Domestic electric utility business: ¥75 billion (FY2025) Growth businesses: ¥50 billion (FY2025) — approx. 20% equity ratio (end of FY2025) ・At least 2.5% consolidated ROIC (FY2025)	・Achieve financial objectives — Consolidated ordinary income: ¥125 billion or more (FY2025) Domestic electric utility business: ¥75 billion (FY2025) Growth businesses: ¥50 billion (FY2025) — approx. 20% equity ratio (end of FY2025) ・At least 2.5% consolidated ROIC (FY2025)	・Monitor the progress of the plan, identify downside risks, and consider their countermeasures in liaison with individual divisions to achieve financial objectives and quickly restore our financial footing (reflected in the FY2025 Mid-term Plan) ・Improve profitability of growth investments by continuously and thoroughly streamlining investments in the electric utility business and properly identifying highly profitable projects ・Allocate management resources based on ROIC targets, progress in each business, changes in the environment		○ ○ ○	○ ○ ○	・Consolidated ordinary income: **¥238.1 billion**, excluding the effects of time lag this amounts to **¥176.1 billion** (¥125 billion or more: FY2025) — Domestic electric utility business: **¥189.6 billion** (¥75 billion: FY2025) — Growth businesses: **¥50.6 billion**, inter-company eliminations amount to ¥-2.1 billion (50 billion yen: FY2025) ・**17.3%** equity ratio (approx. 20%: end of FY2025) / 15.5% when excluding the capitalized portion of hybrid bonds: ・**4.2%** consolidated ROIC (2.5% or more by FY2025 /3.0% or more by FY2030)	-

Sustainability management promotion

	Key issue	Medium-term targets (Items for which no year is specified are FY2030 targets)	FY2024 targets	Main action plan	Impact (1)	Impact (2)	Impact (3)	FY2023 results listed in **bold** Figures in parentheses are annual targets	Scope of data collection
Sustainability management promotion	Improvement of external assessments	Achieve top-level ESG ratings in the energy sector	・Improve ESG Ratings ・Issue integrated report	Promote sustainability management that simultaneously pursues social and economic value — Improve mechanisms to roll both non-financial and financial data into one to use as an integral part of management decisions, such as linking corporate value (financial) and social value (non-financial) indicators based on ESG initiatives — Anticipate and respond to the growing importance of TNFD, human capital, and other themes of increasing importance by global standards to expand future growth opportunities — Reflect the voice of the market in management and promote strategic engagement		○	○	・ESG Ratings (Improvement of ESG Ratings) — CDP: **A score** — DJSI: Steady annual increase since FY2021 — MSCI: **A rank** — Sustainalytics ESG Ratings: **40.6 risk rating** ・Issud an integrated report (issue an integrated report) — Selected by three asset managers for GPIF's list of Excellent Integrated Reports	-
	Fostering awareness within the company	Raise internal awareness of sustainability management, ESG, etc.	Achieve materiality awareness levels over 80% (FY2024)	Foster awareness and momentum for sustainability management through things like employee-led projects or lecture sessions to put initiatives at each site into practice		○	○	-	-

Impacts: (1) Maximize short-term opportunities (increase income), (2) Expand medium to long-term opportunities (increase growth rate (future growth expectations)), (3) Reduce risk (lower the cost of capital)

Environmental

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Environmental Management

Policy and approach

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

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

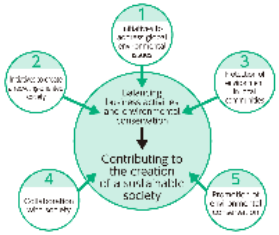
The Kyuden Group develops initiatives toward preserving the global environment and coexistence with the local environment from a global perspective aimed at achieving a sustainable society.

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

Revised June 2018

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

■Environmental Action Policy: five pillars



Medium-term ESG Plan and Environmental Action Plan
In addition to formulating the Medium-term ESG Plan toward resolving material issues, under the Kyuden Group Environmental Charter we also compile our Environmental Action Plan which is an action plan to steadily promote environmental management and to address contents not included in the Medium-term ESG Plan. The Environmental Action Plan comprises environmental action policies, goals, and specific action plans. It sets the targets of annual and medium-term goals and is released each fiscal year.
The Kyuden Group strives to improve and upgrade our initiatives through analyses, assessments, and revisions of our environmental activities based on the PDCA cycle.

Promotion framework

We established the Sustainability Promotion Committee chaired by the president in July 2021 to promote carbon neutrality and other ESG-related initiatives.
Specifically, this committee formulates strategies and basic policies concerning ESG (the identification of material issues), deliberates specific measures, manages the progress of policy implementation, and also deliberates and oversees strategies and risks related to climate change. The committee meets at least twice yearly, and the results of their discussions are reported without delay to the Board of Directors, which oversees all ESG-related activities.
Also, a Carbon Neutrality and Environment Subcommittee has been established under this committee and holds deliberations from a more expert perspective regarding overall environmental issues, including carbon neutrality. This Carbon Neutrality and Environment Subcommittee conducts management reviews pertaining to environmental management and the results of its deliberations are reflected in our Environmental Management System.

■Kyuden Group's Environmental Management Promotion Framework



■Sustainability Promotion Committee

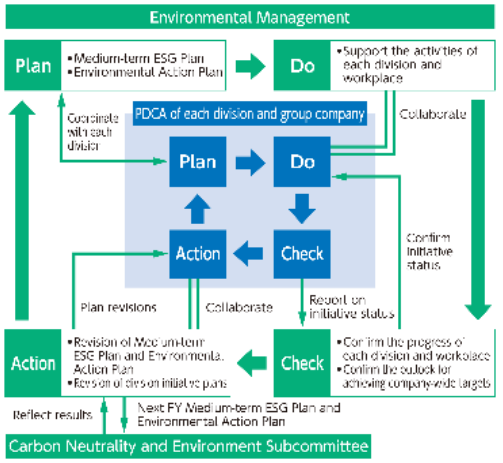
Composition	Chairperson: President Vice chairperson: Chief ESG Officer Committee members: External directors, executive directors of relevant divisions, among others	Meetings Held twice per year in principle and as necessary

■Carbon Neutrality and Environment Subcommittee

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

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

■Kyuden Group's Environmental Management Structure



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

Environmental education
At the Kyuden Group, we provide environmental education to environmental management supervisors and those in charge of environmental operations at each worksite and group company. The details of the education program are as follows:

- Organizer: Kyushu Electric Power Environmental Division
- Participants: Environmental management supervisors and those in charge of environmental operations at each worksite
- Frequency: Once a year
- Description: Domestic and overseas developments concerning the environment, compliance, proper processing of waste materials, among others
- Additional Information: Participants are given a comprehension test following their training

Our commitment to environmental compliance and accident prevention

Due to thorough environmental education measures, there were zero violations of environmental laws or regulations in FY2023.

Medium-term ESG Plan and Environmental Action Plan

Medium-term ESG Plan: Issues and targets
See page 5 onwards for details on the Medium-term ESG Plan toward resolving material issues.

FY2024 Environmental Action Plan: Priority initiatives and targets
The FY2024 Environmental Action Plan (initiatives not included in the FY2024 Medium-term ESG Promotion Plan) is shown in the following table and outlines our efforts toward achieving both single-year and medium-term targets.

Priority initiatives		Targets	
		Medium-term	Single-year FY2024 Target *(FY2023 results)*
Initiatives to address global environmental issues	Achieve target for non-fossil power sources	**FY2030** 44% or more	**Interim goal** 53.84% (prior to certificate trading) 22.88% (after certificate trading) *FY2022: 43.5% (prior to certificate trading)* *20.5% (after certificate trading)*
	Reduce energy intensity based on the Energy Conservation Act	Reduction of at least 1% per year (average for last five years) Increase of 0.2% per year (FY2019–2023 results) *Remain committed to ongoing energy-saving initiatives and maintain the S-rank standard (reduction of at least 1% per year) under the Energy Conservation Act (classification system for business operators)*	
	Expand services that contribute to energy conservation and CO2 reduction, among others	Provide information services using smart meters *Continue providing electric power meter data to home energy management systems*	
		Supply LNG fuel for ships (LNG bunkering) *Promote the transition of ship fuel from heavy oil to LNG to help reduce greenhouse gas emissions at sea*	
		Implement overseas consulting projects that contribute to the adoption of renewable energy	
		Assess the commercial viability of battery storage stations Tagawa Battery Storage Station: Developing technology to fully utilize renewable energy and ensure stable supply of power Omuta Battery Storage Station: Assess the commercial viability of a business model using grid storage batteries	
Initiatives to create a recycling-oriented society	Appropriate management and treatment of industrial waste products	Coal ash recycling rate 100%	・Coal ash recycling rate 100% (FY2023 88%) ・Streamline treatment works using electronic manifests and implement appropriate management and treatment
	Systematic and appropriate treatment of PCB waste products	Complete treatment by the end of FY2025	・Steady implementation of detoxification treatment based on fiscal year treatment plans ・Steady implementation of PCB content survey of equipment being used
	Reduce copy paper purchase volume	Copy paper purchase volume Less than the amount in the prior fiscal year (FY2022: 376 tons)	Less than the amount in the prior fiscal year (FY2023: 347 tons)

Climate Change

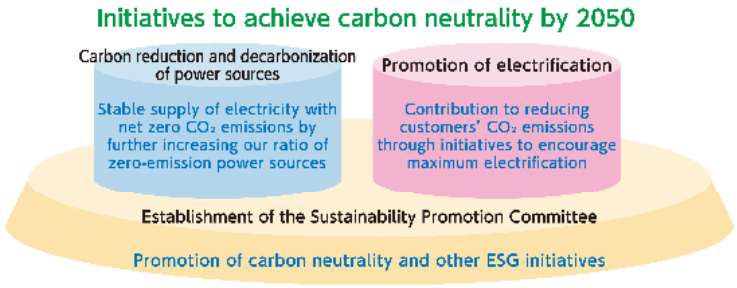
Policy and approach

Amid the escalating severity of global environmental issues, the Kyuden Group has identified the response to climate change as a key focal point in its business operations (Materiality Leading the Decarbonized Society). The Group is driving unified efforts to address this issue.
In April 2021, we formulated the Kyuden Group Carbon Neutral Vision 2050 and declared our intention to achieve carbon neutrality by the year 2050. In November 2021, we formulated the Action Plan for Carbon Neutrality in which we set the challenging target of achieving “Carbon Negativity” as early as possible before 2050, contributing to the reduction of emissions across society beyond net zero GHG emissions in our own supply chain. We also set our 2030 Management Targets (Environmental targets) that significantly exceed the standards set by the Japanese government.
As a responsible energy provider, the Kyuden Group is proactively advancing initiatives towards achieving carbon neutrality, guided by the essential principle of the national energy policy, S+3E (Safety + Energy Security + Economic Efficiency, and Environmental Sustainability).

●Carbon Neutral Vision 2050

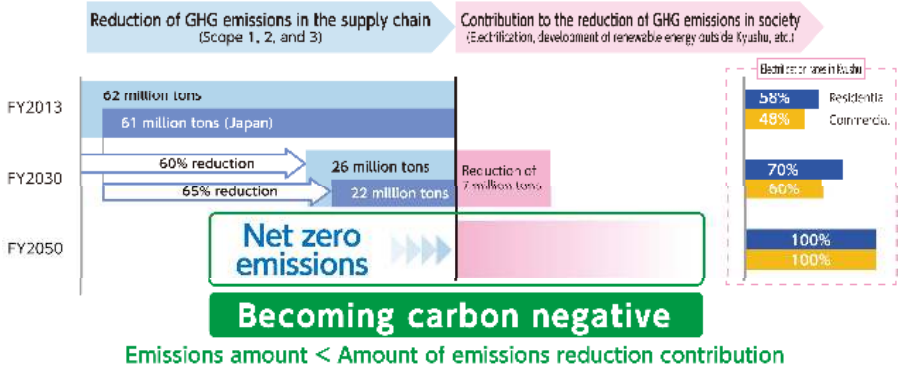
- The Kyuden Group aims to become the corporate group that leads the decarbonization of Japan from Kyushu as the front-runner in carbon reduction or decarbonization efforts, seizing its response to global warming as an opportunity for corporate growth.
- We set two pillars for efforts on both the supply and demand sides of energy, continuing to challenge carbon reduction / decarbonization in power sources and promotion of electrification.

■Outline of the Kyuden Group Carbon Neutral Vision 2050



●Goal for 2050

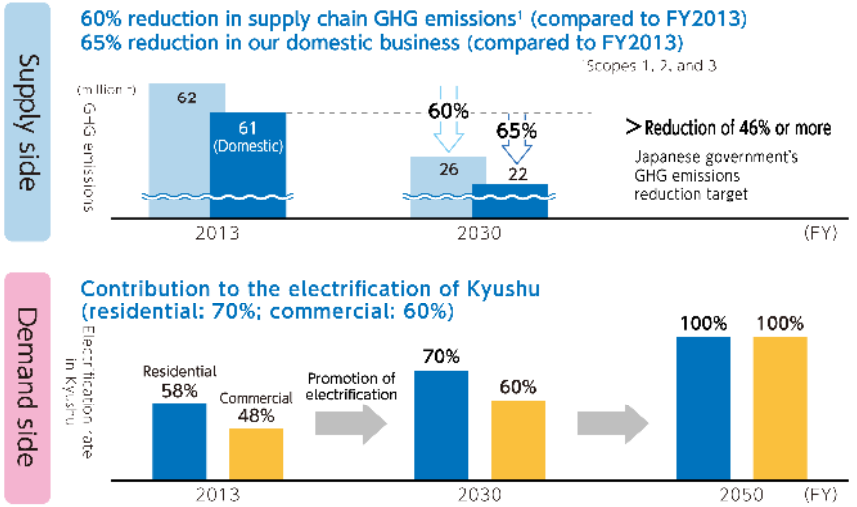
- The Kyuden Group will reduce greenhouse gas (GHG) emissions throughout our supply chain to "net zero" through our business activities.
- We will contribute to the reduction of GHG emissions in society by promoting the maximum possible electrification and ensuring the stable delivery of environmentally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



Emissions amount < Amount of emissions reduction contribution

●Management Targets for 2030 (Environmental targets)

After clearly defining the goals for 2050 that the Kyuden Group aims to achieve, the Group has formulated Management Targets for 2030 (Environmental targets) through backcasting.
The target of a 65% reduction in GHG emissions from the supply chain (domestic operations) exceeds significantly the GHG emission reduction goal set by the Japanese government, which is a 46% reduction (compared to the 2013 levels).



Promotion framework

See Environmental Management on p. 10.

Targets

Management objectives and progress

Categories		Target (FY2030)	Progress (FY2023)
Management objectives	Supply chain GHG emissions [1] (Domestic and overseas: Scope 1,2,3)	60% reduction (compared to FY2013)	45% reduction
	Supply chain GHG emissions [1] (Domestic: Scope 1,2,3)	65% reduction (compared to FY2013)	47% reduction
	Contribute to increasing the electrification rate in Kyushu	Residential: 70% Commercial: 60%	Residential: 60% [2] Commercial: 48% [2] (FY2020)

[1] GHG emissions are all market-based, and domestic emissions exclude Scope 3 Category 15 from domestic and overseas emissions (details of the calculation methods are shown on page 80)
[2] Our calculations are based on the Agency for Natural Resources and Energy, *Energy Consumption Statistics by Prefecture (Fixed Values)*

Targets and results

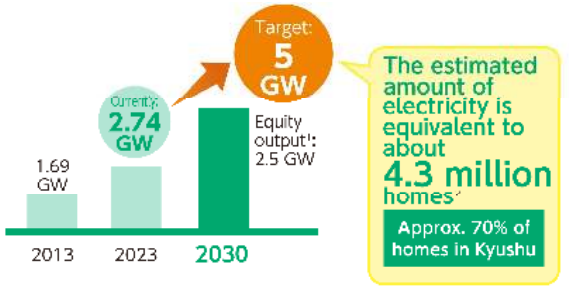
Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Make renewable energy into our main source of power	• Operational: 50 MW • Approved: 0 MW FY2024 cumulative totals • Operational: 2.79 GW • Approved: 3.11 GW	• Operational: 140 MW • Approved: 90 MW	• Operational: 140 MW • Approved: 90 MW FY2023 cumulative totals • Operational: 2.74 GW • Approved: 3.11 GW	-
Maximize usage of nuclear power	• Zero unplanned stoppages • Improve facility utilization rate —Shortened regular inspections among others • Address new laws to extend plant life	• Zero unplanned stoppages • Improve facility utilization rate —Shortened regular inspections, among others	• Zero unplanned stoppages • Achieved 90.8% facility utilization	-
Lower the carbon footprint of thermal power generation	• A indicator: 0.97 or higher • B indicator: 41.90% or more • Coal-only indicator: 41.97% or more • Conduct regular studies and research on hydrogen/ammonia co-firing and other techniques	• A indicator: 0.95 or higher • B indicator: 41.44% or more • Coal-only indicator: 41.15% or more • Studies and research on hydrogen/ammonia co-firing techniques	• A indicator: 0.97 • B indicator: 42.69%. • Coal-only indicator: 41.63%.	Kyushu EP
Improve the power distribution network	Respond to increasing difficulties in maintaining proper voltage and carry out systems development necessary to maximize facility capacities	Respond to increasing difficulties in maintaining proper voltage and carry out systems development necessary to maximize facility capacities	Conducted studies into the optimal control method for power line voltage regulators	-
Residential and commercial	Energy increase • Residential: 130,000 MWh • Commercial: 130,000 MWh	Roll out electrification sales activities to achieve an increase in the electrification rate by 2030	Energy increased • Residential: 90,000 MWh • Commercial: 180,000 MWh	-
Transportation	• Introduce 100 EVs • 29.5% EV conversion rate (645 vehicles out of 2,185 applicable vehicles)	• Introduce 200 EVs • 25% EV conversion rate (544 vehicles out of 2,185 applicable vehicles)	• 201 EVs introduced • 25% EV conversion rate	Kyushu EP and Kyushu T&D
Local energy	Implement regular EMS operation verification at the demonstration sites	Conduct regular examinations of the systems at demonstration sites	Examined the systems and made proposals at the demonstration sites	-
Involvement in and proposals of energy policy	• Engage in and propose national policies aimed at building an attractive environment for the electric power industry • Investigated courses of action towards the 2050 power supply portfolio	• Investigate the introduction of a concrete plan for the required supply of power • Investigate courses of action towards the 2050 power supply portfolio	• Petitioned the country regularly • Investigated multiple scenarios for the 2050 electricity supply and demand forecasts	-
Promoting energy conservation	More than 50 energy conservation proposals	Promotion of energy saving diagnoses that lead to CO_2 reductions and cost savings to satisfy customer demands	101 energy conservation proposals	-

Initiatives

Proactive development of renewable energy

In the country's Sixth Basic Energy Plan, renewable energy is designated to be actively prioritized as the main power source by 2050 under the fundamental premise of S+3E, with maximum introduction efforts. The plan sets a target for the power composition ratio in 2030, with renewable energy accounting for 36-38%.
The Kyuden Group is also proactively developing renewable energy sources that do not emit CO_2 and has set the goal of developing 5 GW of renewable energy by 2030.
The Kyuden Group will promote the use of renewable energy as a main power source not only by leveraging its strengths in geothermal and hydro power development, but also by expanding its efforts to promote offshore wind power and biomass, which have significant potential.

Renewable Energy Development Goals



[1] Power generation output (development volume) of each project in which the Kyuden Group participates multiplied by the investment ratio
[2] Based on the calculation that homes use around 250 kWh of power each month

Renewable Energy Development Achievements

[End of FY2023, including overseas]

Type of power generation	Output
Solar power	Approx. 154 MW
Wind power	Approx. 206 MW
Hydro power	Approx. 1,295 MW
Geothermal	Approx. 554 MW
Biomass	Approx. 532 MW
Total	Approx. 2.74 GW

Total CO_2 emission reductions from renewable energy in FY2023:

approx. 2.35 million tons (equivalent to about 620,000 average households)



Solar power
Approx. 30,000 tons
Omura Mega Solar Power Plant Units 1-4
(Nagasaki Prefecture)
Facility capacity: 17.48 MW
(Panel capacity: 20.35 MW)
Operation commenced: March 2013



Wind power
Approx. 60,000 tons
Karatsu Chinzei Wind Farm
(Saga Prefecture)
Facility capacity: 27.2 MW
Operation commenced: November 2021



Hydro power (excluding pumped water)
Approx. 1.34 million tons
Kamishiiba Power Plant
(Miyazaki Prefecture)
Facility capacity: 93.2 MW
Operation commenced: May 1955



Geothermal power
Approx. 550,000 tons
Hatchoubaru Power Plant (Oita Prefecture)
Facility capacity: 110 MW (55 MW x 2)
Operation commenced: June 1977



Biomass power
Approx. 370,000 tons
Shimonoseki Biomass Power Plant
(Yamaguchi Prefecture)
Facility capacity: 74.98 MW
Operation commenced: February 2022

Geothermal power generation

CO_2 emission reduction by geothermal power generation in FY2023: approx. 550,000 tons

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

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

Outside of Kyushu
- Sarukuradake Area (Yanaizu Town, Fukushima Prefecture)

■Geothermal power generation (March 31, 2024) (kW)

		Output
Existing facilities (approx. 224,000)	Otake	14,500
	Hatchoubaru	110,000
	Yamagawa	30,000
	Ogiri	30,000
	Takigami	27,500
	Hatchoubaru Binary	2,000
	Sugawara Binary [1]	5,000
	Yamagawa Binary [1]	4,990

[1] Development and operation by group companies
All Kyuden's geothermal power plants have been transferred to Kyuden Mirai Energy in April 2024

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

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


Hatchoubaru Power Plant


Yamagawa Binary Power Plant


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

Hydro power generation

CO_2 emission reduction by hydro power generation in FY2023: approx. 1.34 million tons

Together with group companies, we are developing hydro power generation in harmony with the local community, taking into account technical aspects, economic viability, locational environment, and other factors. We are progressing with development through the effective use of unutilized energy in new developments and updating aging existing hydropower plants.
In May 2020, the Tsukabaru Power Plant in Morotsuka Village, Higashiusuki District, Miyazaki Prefecture, began commercial operation.
Construction is currently underway at the Jikumaru Power Plant in Bungo-Ono City, Oita Prefecture and other facilities.

■Hydro power generation (March 31, 2024) (kW)

		Output
Existing facilities [1]	145 locations	1,295,111
Planned facilities (approx. 3,200)	Jikumaru [2]	+1,100
	Chinda [2]	+1,600
	Yoake [2]	+500

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

Biomass power generation

CO_2 emission reduction by biomass power generation in FY2023: approx. 370,000 tons

Biomass power generation, which generates electricity using unused wood and other materials as fuel, is considered "carbon-neutral" [1] because burning it does not affect the increase or decrease of CO_2 emissions. We confirm that these materials are produced sustainably before development.
The Hirohata Biomass Power Plant, in which Kyuden Mirai Energy and others have invested, began commercial operation in December 2023.

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

■Biomass power generation (March 31, 2024) (kW)

			Main fuel	Output
Existing facilities (approx. 532,000)	Wood-fuel mono-firing	Nanatsujima Biomass Power [1]	Palm kernel shells (PKS), wood pellets, unused lumber	49,000
		Buzen New Energy [1]	Palm kernel shells (PKS), wood pellets	74,950
		Fukuoka Woody Biomass [1]	Unused lumber, lumber offcuts	5,700
		Soyano Wood Power [1]	Unused lumber, lumber offcuts	14,500
		Kanda Biomass Energy [1]	Wood pellets, palm kernel shells (PKS), unused lumber	74,950
		Okinawa Uruma New Energy [1]	Palm kernel shells (PKS), wood pellets	49,000
		Oita Biomass Energy [1]	Palm kernel shells (PKS), unused lumber	22,000
		Shimonoseki Biomass Energy [1]	Wood pellets	74,980
		Ishikari Bioenergy [1]	Wood pellets, palm kernel shells (PKS)	51,500
		Hirohata Biomass Power Generation [1]	Wood chips, unused lumber, palm kernel shells (PKS)	74,900
	Other (Including co-combustion)	Miyazaki Biomass Recycle [1]	Chicken droppings	11,350
		Fukuoka Clean Energy [1]	General waste	29,200
		Reihoku [2]	Wood chips	(Max. 1% of weight ratio combusted)
		Matsuura [2]	Sewage sludge	(About 800 tons per year)
Planned facilities (Approx. 61,000)	Wood-fuel mono-firing	Tahara Green Biomass [1]	Wood pellets, etc.	50,000
	Other	Miyazaki Biomass Recycle [1,3]	Chicken droppings	11,350

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

Wind power generation

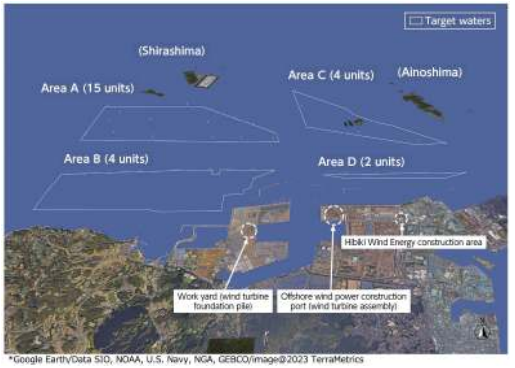
CO_2 emission reduction by wind power generation in FY2023: approx. 60,000 tons

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

■Wind power generation (March 31, 2024) (kW)

		Location	Output
Existing facilities (Approx. 207,000)	Nagashima [1]	Nagashima-cho, Izumi District, Kagoshima Prefecture	50,400
	Amami Oshima [1]	Amami City, Kagoshima Prefecture	1,990
	Washiodake [1]	Sasebo City, Nagasaki Prefecture	12,000
	Kushima [1]	Kushima City, Miyazaki Prefecture	64,800
	Karatsu/Chinzei [1]	Karatsu City, Saga Prefecture	27,200
	Other [1]	-	50,000
Planned facilities (Approx. 220,000)	Kitakyushu Offshore Hibiki-nada [1]	Kitakyushu City, Fukuoka Prefecture	220,000

[1] Development by group companies



Kitakyushu Offshore Hibiki-nada Wind Farm project area
Quoted from published materials of Hibiki Wind Energy Co., Ltd.
(25 wind turbines with rated outputs of 9,600 kW will be installed)

Solar power generation

CO_2 emission reduction by solar power generation in FY2023: approx. 30,000 tons

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

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


Omura Mega Solar Power Plant

■Solar power generation (March 31, 2024) (kW)

		Output
Existing facilities (approx. 154,000)	Omuta Mega Solar [1]	1,990
	Omura Mega Solar [1]	17,480
	Sasebo Mega Solar [1]	10,000
	Solar power installed at businesses	Approx. 2,200
	Other mega solar power facilities [1]	Approx. 122,600

[1] Development by group companies

Tidal power generation

In March 2022, Kyuden Mirai Energy's proposed demonstration project for Japan's first 1 MW-class tidal power generation off the coast of Goto City, Nagasaki Prefecture, was selected for the Ministry of the Environment's FY2022 Regional Decarbonization Model Project by Tidal Power Generation.
This project builds on the successes of Kyuden Mirai Energy's 500 kW tidal power generation project, which was conducted at the same location until FY2021. It aims to create a business model for the implementation and commercialization of highly efficient tidal power generation technologies. The project is scheduled to run from FY2022 to FY2025.
Here, the manufacturer, Proteus Marine Renewables Ltd. (U.K.), will remodel its 500 kW-class tidal current generator into a 1 MW-class generator, and as a pilot operation, it will be connected to the actual power grid. Through this demonstration, the project aims to establish technologies that meet Japan's environmental and technical standards, to accelerate the practical application of tidal power generation in the country.


Tidal power generator (image)

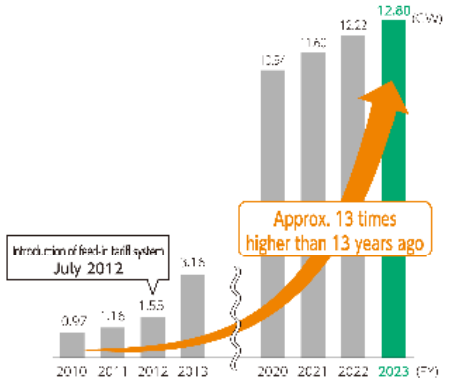
●Adoption of renewable energy

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

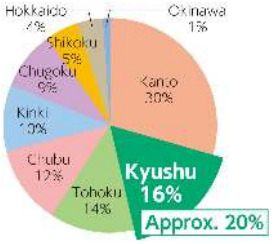
- Flexible operation of thermal power plants (including output control [1])
- Utilization of pumped-storage power plants and large-scale batteries [1]
- Optimization of available grid capacity (introduction of Japan's version of Connect & Manage) [1]

[1] Kyushu T&D initiatives

■Grid-connected solar and wind power in the Kyushu Area



■Ratio of solar and wind power adoption in Japan [1]



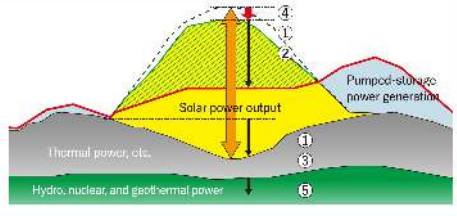
FIT is not included. Please note that totals may not match due to rounding
[1] Based on data from the Agency for Natural Resources and Energy's *Feed-in Tariff System, Information Disclosure Website* (as of December 31, 2023)

Controlling output at thermal power plants

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

These rules establish the conditions and procedures for maintaining a balance between power supply and demand and are maintained by the Organization for Cross-regional Coordination of Transmission Operators (OCCTO)

Priority electricity supply rules

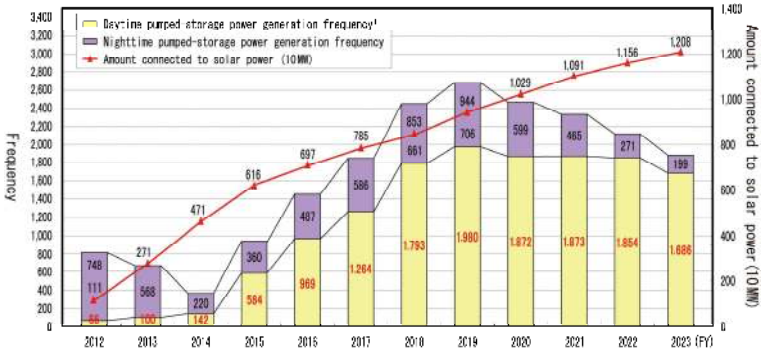


Output control procedure
1 Absorb surplus renewable energy from pumped-storage, control output of thermal power
2 Transmit power outside of Kyushu via the Kanmon interconnection line
3 Control output of biomass power
4 Control output of solar and wind power
5 Control output of hydro, nuclear, and geothermal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

Utilization of pumped-storage power generation

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

■Pumped-storage power generation frequency (Daytime / Nighttime)



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

Utilization of large-scale storage battery systems

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

■Facility Overview

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

[1] Sodium sulfur battery

■Buzen Storage and Transformer Substation



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

Kyuden Group company Nishimu Electronics Industries Co., Ltd. has developed an energy management system called “TAMERBA EMS,” which can integrate with solar power systems and support various electricity markets. The company is actively working to expand the introduction of grid-scale energy storage systems.

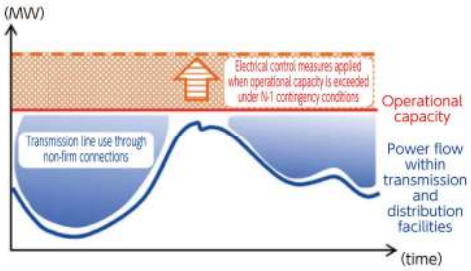
■EMS screen image



Japanese Connect and Manage scheme

Kyushu T&D has introduced the Japanese Connect and Manage scheme to maximize the integration of renewable energy and ensure that the maximum amount of renewable energy can be connected to the power grid.
Specifically, we have implemented the “N-1 Inter-Trip” scheme, which ensures a stable power supply by securing capacity even in the event of a single line fault (N-1 contingency). This system instantaneously limits generation during such failures, allowing for the connection of power sources beyond the traditional operational capacity.
Additionally, we are utilizing a “non-firm access connection” approach in both core and local grids, where we maximize power generation during periods when transmission and substation capacity is available and curtail it during periods of limited capacity.

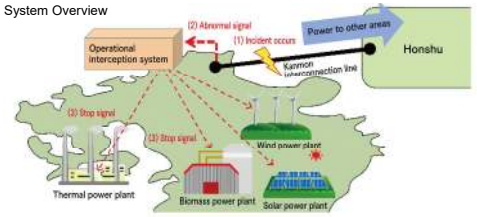
■Utilization of available capacity through Connect & Manage (Image)



Technology development project to reduce renewable energy output control

Kyushu T&D has been commissioned by the Japanese government for a national project to develop technologies that can reduce output control of renewable energy. We are currently constructing a transfer shutdown system that will instantly shut down multiple power plants in the event of an accident on the Kanmon interconnection line to maintain the balance of supply and demand in the Kyushu area.
We have confirmed that this transfer shutdown system can expand the amount of renewable energy that can be transmitted from the Kyushu Area Kanmon interconnection line to other areas by up to about 300 MW and is effective in reducing the amount of renewable energy output control.

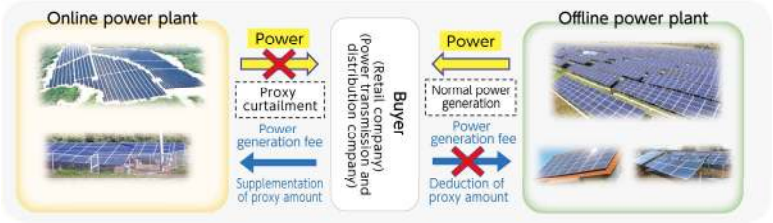
System Overview



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

Introduction of online proxy curtailment (Economically efficient output curtailment)

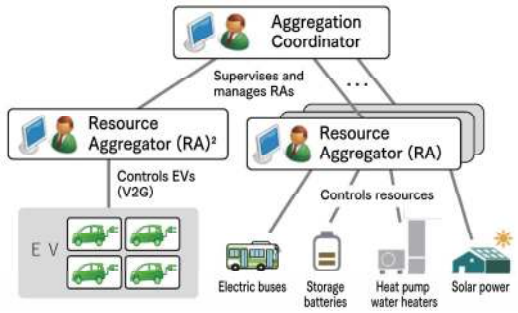
In December 2022, Kyushu T&D revised its output control method for solar power plants in mainland Kyushu to the online proxy curtailment method. This new method uses an online power plant that can make actual, fine output adjustments to further reduce output.
We will continue to implement this operation accurately, working to further reduce the total curtailment amount while also increasing the integration of renewable energy.



Initiatives to commercialize Virtual Power Plants (VPPs)

Since FY2018, Kyushu EP has been conducting demonstration tests, supported by the government [1], to balance electricity supply and demand using electric vehicles (EVs).
These tests have verified the ability to control various energy resources based on commands from aggregators [2] and explored the potential for reducing output control in solar power generation.
Based on the insights gained from these demonstration tests, we will consider the potential for commercializing VPPs.

[1] VPP construction project using consumer-side energy resources (Ministry of Economy, Trade and Industry)



[2] Aggregator: An entity that acts as an intermediary between power companies and consumers, adjusting and controlling consumer demand to help maintain the balance between electricity supply and demand

■Demonstration facilities



What is a virtual power plant (VPP)?

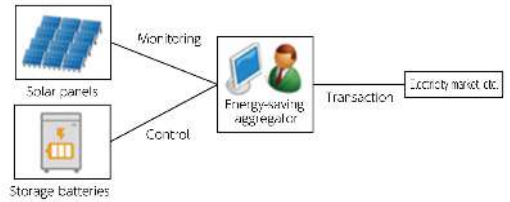
A virtual power plant (VPP) facilitates remote and integrated control of various distributed energy resources connected to the power grid. By doing so, it functions as if it were a single power plant, providing a unified energy source

Renewable energy aggregation demonstration project

Since FY2021, Kyushu EP has participated as an aggregator in a renewable energy aggregation demonstration project supported by the government.[1] In this project, considering the feed-in premium system introduced in FY2022, we have been testing technologies needed to forecast power generation and control resources by combining highly variable solar power installations with battery storage to balance supply and demand.
Moving forward, we will explore the potential for commercialization based on the insights gained from these demonstration tests.

[1] Ministry of Economy, Trade and Industry "Demonstration Project for Next Generation Technology Development Using Distributed Energy Resources such as Storage Batteries"

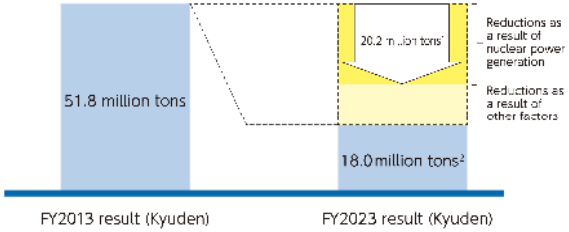
■Project overview



●Utilization of nuclear power

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

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

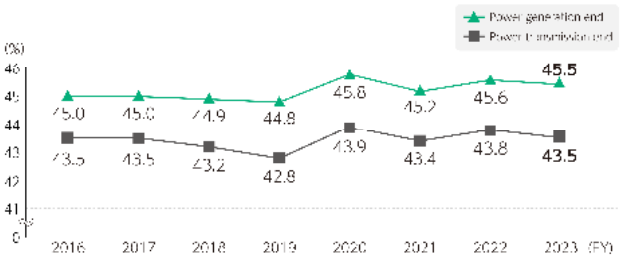


[1] Using the CO_2 emission factor for FY2013
[2] FY2023 results are provisional, and the government is set to announce the final figures in December

●High-efficiency thermal power generation

The Kyuden Group is striving to maintain and improve overall thermal efficiency from the perspective of reducing fuel consumption and CO_2 emissions.
Kyushu EP's total thermal efficiency in FY2023 was 45.5% (at the generation end). This is a decrease of 0.1 percentage points from the previous year due to the lower utilization rate of thermal power facilities. By maximizing the use of thermal power plants with high thermal efficiency, we will continue our efforts to improve the efficiency of thermal power generation.

■Overall thermal efficiency [1]




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

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

●Mixed biomass combustion at thermal power plants

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

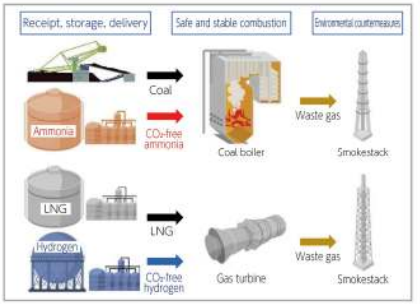
●Creation of a hydrogen and ammonia supply chain

In preparation for the full-scale adoption of hydrogen and ammonia fuels, which do not emit CO_2 during combustion, we are working to establish stable and cost-effective supply chains from upstream to downstream as quickly as possible.
To achieve this, we are building collaborative relationships and conducting joint studies with companies across various domestic and international sectors.

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

The utilization of hydrogen and ammonia, which do not emit CO_2 during combustion, along with CCUS technologies that separate, capture, utilize, and store CO_2, are essential technologies for reducing or eliminating carbon emissions in thermal power generation. We are actively engaged in researching technological trends and developing core technologies in these areas.

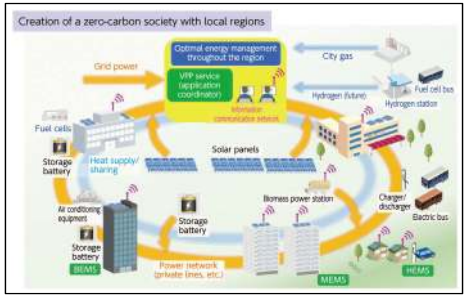
Initiatives to establish hydrogen and ammonia co-firing technologies
We are promoting the following initiatives to establish technology for co-firing of 1% hydrogen and 20% ammonia by 2030.
Study of facilities for receiving, storage, and discharge based on fuel properties
Conducting tests for safe and stable combustion
Study of environmental measures for fuel change
As a specific initiative for FY2023, ammonia co-firing tests we conducted at Reihoku Power Plant Unit 1 in April 2023 and at Matsuura Power Plant Unit 2 in November 2023.



●Initiatives for the creation of a regional energy system

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

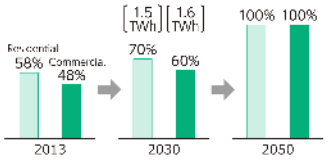
■Regional energy system



●Promotion of electrification

In response to the government's declaration of Carbon Neutrality by 2050 , the Kyuden Group will accelerate the promotion of electrification in the residential, commercial, and industrial sectors, as well as other sectors, in order to achieve carbon neutrality. By 2030, we aim to contribute to achieving 70% electrification in the residential sector, 60% in the commercial sector, and by 2050, 100% in both sectors. Also, our incremental power consumption goals are to achieve 1.5 TWh in the residential sector and 1.6 TWh in the commercial sector between 2021 and 2030.

■Contribute to increasing the electrification rate in Kyushu

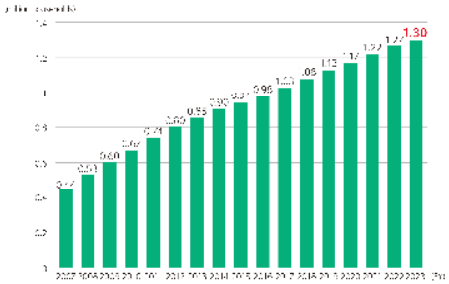


Figures in brackets show the total increase between 2021 and 2030

Residential sector

We strive to improve customer satisfaction and environmental friendliness by helping customers realize a safe, comfortable, energy-efficient and economic lifestyle. This is why we promote going all-electric with Eco-Cute, a high-efficiency water heater, and with IH cooking heaters.
In addition, we are developing activities to promote the spread of all-electric through Kitchen Studios at our sales centers throughout Kyushu and the All-Electric Car, a mobile demonstration vehicle.
As of the end of FY2023, there were about 1.3 million fully-electrified houses in Kyushu, meaning that about one in every five houses is now all-electric.

■Cumulative number of all-electric units in Kyushu

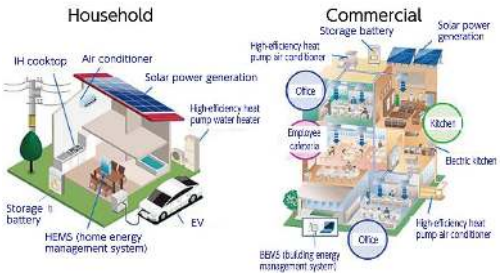


Commercial sector

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

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

■All-electric homes in 2050



Industrial sector

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

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

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



Heat pumps in the agricultural sector

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

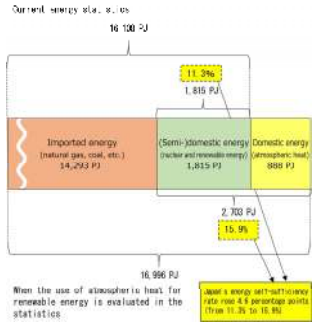


Use of heat pumps in agriculture (eggplant cultivation)

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

Atmospheric heat, a renewable energy source, is a domestic energy and is directly related to energy self-sufficiency. If the amount of atmospheric heat used by heat pumps (thermal heat only) is added to the energy self-sufficiency rate, Japan's energy self-sufficiency rate will increase by 4.6 pt [1] from 11.3% to 15.9% (including 0.45 pt [2] in the Kyushu area) (FY2020).
We will continue our efforts to expand the use of heat pumps in order to achieve carbon neutrality.

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



●Promoting the utilization and adoption of EVs

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

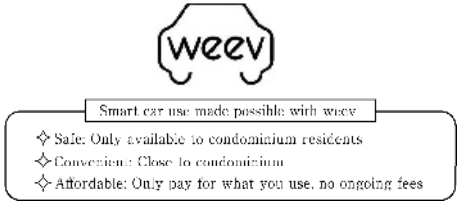
Shifting to an all-electric company car fleet

Kyushu EP and Kyushu T&D have set a goal for all company-owned vehicles [1] to be EVs by 2030. 201 EV vehicles were introduced in FY2023.

[1] Excluding vehicles not suitable for conversion to EVs

EV sharing services

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



Establishment of sharing stations on company-owned land

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



EV Rent-a-Car's efforts in a new way of introducing EVs to the market

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

EV charging service (PRiEV)

PRiEV is a service that provides condominium residents with personal EV charging units in each parking lot section making a comfortable EV charging environment.
Although the service has only been provided in the Tokyo Metropolitan Area and Fukuoka City, it will be expanded to various prefectures in Kyushu and Kansai to further contribute the widespread adoption of EVs from FY2024.



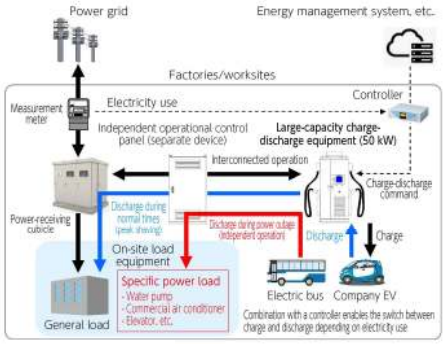
Efforts to achieve the widespread use of electric buses

Kyushu EP launched the Kyuden Electric Bus Service in the first half of FY2024 to provide comprehensive support for the electrification of buses for local government and companies. As the first such project, we are providing a package of solution services, including electric buses, charging equipment, installation consulting, and energy management for hotel shuttle services in the town of China (Okinoerabu Island) in Kagoshima Prefecture. We aim to further enhance the economic and environmental value of our introduction of multipurpose use of electric buses through various services, such as enabling their operation to use carbon-free electricity generated from local renewable energy resources or using them to power local disaster prevention centers.



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

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



System operation illustration


Large-capacity charging and discharging devices

●Contributing to the development of sustainable societies overseas

Making maximum use of the technologies, know-how, and networks that we have cultivated through electric power and other businesses, the Kyuden Group is developing IPP (Independent Power Producers) and other investment businesses mainly in Asia and the United States, as well overseas consulting services.

IPP investment projects

In FY2023, we developed new initiatives, including investments in a renewable energy business in the U.S. and a waste treatment and power generation company in the U.K.
We will continue to focus on decarbonizing investments in renewable energy and power transmission and distribution projects. We will also actively invest in low-carbon, high-efficiency gas-fired power generation and distributed projects. Through the stable supply of electric power overseas and environmental measures, we will continue to contribute to the realization of a sustainable society.


The Kyuden Group invested in a portfolio of solar power plants operated by Enfinity Global Inc., a renewable energy development company (Southern California, USA)

Overseas consulting business

In FY2023, projects from FY2022 continued to be implemented, such as: a Kenya geothermal power plant maintenance capacity enhancement project introducing IoT technology to strengthen O&M capacities; a project in Cuba to create an electricity master plan to improve supply and to introduce renewable energy using storage batteries and EMS; as well as a project to strengthen transmission system technical capacity in Kenya. We propose effective solutions from the standpoint of the partner country by leveraging the expertise and technology of each Kyuden Group company.

Website

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

■Major initiatives for FY2023

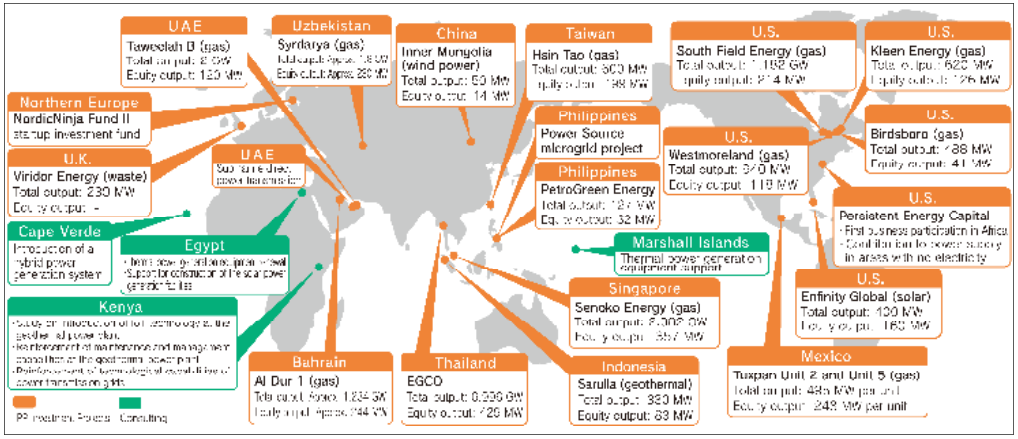
IPP Investment Projects

Northern Europe	Startup investment funds investment
US	Solar power generation investment
UK	Waste treatment and power generation investment

Overseas consulting business

Kenya	Project to reinforce the technological capabilities of power transmission grids (Kyushu T&D, Kyuden International, and others) Project to enhance operation and maintenance capability for Olkaria Geothermal Power Plant Using IoT Technology (Kyushu EP, Kyuden International, West Japan Engineering Consultants, Nishinippon Plant Engineering and Construction, Kyuden Sangyo, and others) Project to improve supply and management of steam in geothermal business (West Japan Engineering Consultants)
Cape Verde	Hybrid power generation system installation project (Kyushu T&D, Kyuden International, West Japan Engineering Consultants, and others)
Cuba	Electricity sector master plan development (Kyushu T&D, Kyuden International, West Japan Engineering Consultants, and others) Plan to improve electricity supply on the Isle of Youth (Isla de la Juventud) (Kyushu T&D, Kyuden International, West Japan Engineering Consultants, and others)
Egypt	Gas combined heat recovery (Kyuden International, others) Hurghada solar power construction (Kyushu EP, Kyuden International, West Japan Engineering Consultants, Nishinippon Plant Engineering Construction, and others)
Marshall Islands	Ebeye Island solar power system development project (Kyuden International, others)

■Overseas business development (recent achievements)



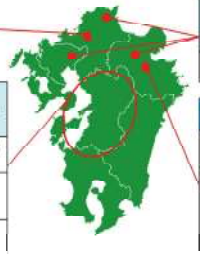
Information regarding IPP investment projects is current as of the end of FY2023, while overseas consulting is shown as the major achievements in recent years

●Creating J-credits through the use of woodland resources

The Kyuden Group is engaged in a project through which it supports the creation of J-Credits [1] using woodland owned by local governments and other organizations, while it also creates J-Credits from company-owned woodland.
The J-credits generated are earmarked to be used to offset carbon emissions through the Kyuden Group's local community coexistence activities and the production activities of local companies.

Hisayama Town, Fukuoka Prefecture	
Creation period (scheduled)	8 years (FY2021-2028)
Expected amount (total)	Approx. 1,500 t-CO_2
Amount already created	200 t-CO_2

Kumamoto Prefecture operations (Work promoting the creation of credits based on the amount of carbon fixation by forests)			
FY	Number of supporters	Creation period (scheduled)	Expected amount (total) (scheduled)
2022	6 (4 local governments, 2 private entities)	8 years (From FY 2022/2023)	Approx. 75,000 t-CO_2
2023	6 (4 local governments, 2 private entities)	8 years (from FY2024)	(In preparation)



Kitakyushu City, Fukuoka Prefecture Kanzaki City, Saga Prefecture Kusu Town, Oita Prefecture	
Preparing for project registration	

Kyuden-owned forests (Yufu City, Oita Prefecture, and elsewhere)	
Creation period (scheduled)	16 years (FY2021-2036)
Expected amount (total)	Approx. 240,000 t-CO_2
Amount already created	Approx. 10,000 t-CO_2

[1] A system where the government certifies and trades credits for the amount of CO_2 sequestered by woodland, the amount of CO_2 reduced through the use of renewable energy and energy-saving measures

The estimated amount (total) is based on current assumptions and will be calculated in detail at the time of credit issuance

●Participation in climate change-related industry organizations and initiatives

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

■Major industry organizations and initiatives

Industry organization/initiative	Activities/Our position
Task Force on Climate-Related Financial Disclosures (TCFD)	Task Force established by the FSB (Financial Stability Board) at the request of the G20 Finance Ministers and Central Bank Governors Meeting. In June 2017, the TCFD published a proposal to encourage information disclosure on the financial impacts of climate-related risks and opportunities. We endorsed the TCFD recommendations in July 2019 and we have been practicing information disclosure based on the same recommendations since 2020.
Task force on Nature-related Financial Disclosures (TNFD)	This is an international initiative that establishes a framework for corporations and financial institutions to properly assess and disclose risks and opportunities related to natural capital. In September 2023, the Kyuden Group TNFD Report 2023 was published in accordance with the TNFD beta version v0.4. We will participate in sharing the latest information related to the TNFD framework, announcing our intention to carry out information disclosure in accordance with the TNFD Final Proposal framework by FY2025, not just as a participant but as an early adopter.
Japan Business Federation “Challenge Zero”	An initiative launched by the Japan Business Federation towards the achievement of a "decarbonized society" as a long-term goal in the Paris Agreement. Participated corporations and organizations declare their commitment to take on the innovatory challenges and concrete action for a decarbonized society. In September 2020, we announced our participation in this initiative and registered a challenge case study.
Science Based Targets Initiative (SBTi)	An international organization jointly established by the CDP, United Nations Global Compact (UNGC), World Resources Institute (WRI), and World Wide Fund for Nature (WWF). SBTs (science-based targets) are GHG (greenhouse gas) emission reduction targets that companies set 5 to 10 years in the future, in keeping with the levels called for by the Paris Agreement (to hold the increase in global warming below 2°C above pre-industrial levels and to pursue efforts to limit the rise to 1.5°C in comparison with pre-industrial levels). In March 2023, we received SBTi certification for the Group's GHG emission reduction targets.
GX League	Launched by the Ministry of Economy, Trade and Industry, the GX League aims to develop collaboration between the Japanese government, universities and other educational institutions, financial institutions, and a group of corporations who are working quickly toward carbon neutrality and who are leading the green transformation of overall economic and social systems, including for stakeholders other than themselves. These players will work together to discuss the transformation of economic and social systems and the creation of new markets. We joined the GX League in April 2023.
Electric Power Council for a Low Carbon Society (ELCS)	The Electric Power Council for a Low-Carbon Society aims to ensure that the global warming countermeasures implemented by the electric power industry are effective by encouraging and supporting member companies' efforts to implement the Council's carbon neutrality action plan. In doing so, the Council is promoting effective global warming countermeasures for the whole industry. In support of its aims, we joined the Electric Power Council for a Low-Carbon Society in February 2016.

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

●Promoting green and transition finance

We are promoting green and transition finance by helping a wide range of stakeholders better understand the Kyuden Group initiative to achieve carbon neutrality by 2050 through our efforts in "carbon reduction/decarbonization of power sources", through our "promotion of electrification" approach and through our diversification of sources of finance.
In FY2023, we issued our second Green Bond.
In FY2024, we issued a transition bond, the first bond in Japan to limit the use of funds to invest in nuclear power generation.
We will also promote efforts to achieve carbon neutrality from a financial perspective.

■Kyushu EP Green Bond

No.	Date of issue	Amount of issue	Period	Interest rate	Use of funds
2nd	July 21, 2023	¥10 billion	10 years	0.860%	New investment and refinancing of existing investment in Kitakyushu Offshore Wind Farm, Sugiyasu Hydro Power Plant and Jikumaru Hydro Power Plant

■Kyushu EP Transition Bond

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

Website

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

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

To achieve carbon neutrality in the Kyushu area, Kyuden Group employees have declared their ambition to implement further energy-saving and electrification efforts in the home under the slogan "Going beyond zero. Changing the future today."
In FY2023, 3,338 employees reduced a total of 1,816 tons of CO_2. [1] In FY2024, 4,914 employees will take on the challenge of reducing a total of 2,702 tons of CO_2. [2]
Employee declarations are being widely communicated to our regions and communities through our website and social media channels.

[1] Equivalent to the CO_2 emissions of 701 households
[2] Equivalent to the CO_2 emissions of 1,043 households

Biodiversity

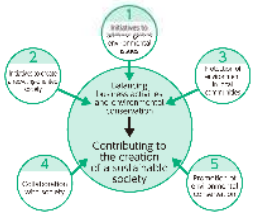
Policy and approach

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

●Environmental Action Policy and biodiversity

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

■Environmental Action Policy



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

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

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

Promotion framework

See Environmental Management on p. 10.

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Harmony with society (Biodiversity conservation)	Ensure environmental assessments (environmental impact evaluations) are conducted	Obtain certification for company-owned forest as a place that contributes to the preservation of biodiversity	One of our company-owned forests was certified as an OECM site by the Ministry of the Environment	-

Initiatives

●Disclosure based on Taskforce on Nature-related Financial Disclosures (TNFD) – Beta v0.4

Referring to the TNFD– Beta v0.4 and guidance for electricity companies, we conducted a trial analysis of the risks and opportunities related to natural capital in our business activities. In September 2023, we became the first power company in Japan to disclose information based on this full and final draft of the framework.

Website

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

●Major supply chain initiatives

Power generation initiatives

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

Implementation of environmental impact assessments

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

Recent voluntary[1] environmental impact assessments

Period	Site name	Power generation method	Implementation Goals	Management and conservation measures based on assessment results
October 2020–June 2021	Kurokawa Daiichi Power Plant Comprehensive Refurbishment (Restoration) Plan (Aso District, Kumamoto Prefecture)	Hydro power	Although this restoration project was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment to ensure appropriate environmental considerations and maximum reduction of impact on the surrounding environment.	In consideration of the surrounding environment, we set up sound-absorbing panels in areas near residences to minimize excess noise from construction machinery during construction.
October 2020–November 2021	Chinda Power Plant Comprehensive Refurbishment Plan (Bungo-Ono City, Oita Prefecture)	Hydro power	Although this small-scale development was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment in consideration of the surrounding environment.	We set and managed our own wastewater quality standards in line with national environmental standards to monitor water quality (turbidity) during construction
July 2021–March 2022	Shin-Yoron Power Plant Unit 5 Facility Expansion Plan (Yoron, Kagoshima Prefecture)	Internal combustion power	Although this small-scale development was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment in consideration of the surrounding environment.	We decided to mainly use an ivory color for the additional building and smokestack to ensure harmony with the surrounding environment.
July–September 2022	Shin-Tanegashima Power Plant Unit 6 Facility Expansion Plan (Minamitane, Kagoshima Prefecture)	Internal combustion power	Although this small-scale development was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment in consideration of the surrounding environment.	In consideration of the environment, we mainly used an ivory color for the additional building and smokestack, and installed soundproofing panels in locations near homes.
August 2022–February 2023	Shin-Iki Power Plant Unit 5 Facility Expansion Plan (Iki, Nagasaki Prefecture)	Internal combustion power	Although this small-scale development was not subject to assessment under the Environmental Impact Assessment Act, we conducted a voluntary environmental impact assessment in consideration of the surrounding environment.	Since the power plant is located within a national park, we ensured harmony with the surrounding environment by selecting colors for the additional building and smokestack in accordance with the Natural Parks Act's criteria for special areas.

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

Example of our environmental conservation measures

As part of our plans to renovate Otake Geothermal Power Plant, we completed an environmental assessment in line with the law in July 2016. The assessment confirmed the presence of rare plants, such as an indigenous thistle, known as *higotai* in Japanese, and relocated them in consultation with experts. After this transplantation, we regularly monitored the plants to confirm they were flowering and bearing fruit. Similarly, as part of our plans to expand Unit 7 at Shin-China Power Plant, we completed a voluntary environmental impact assessment in March 2017. The assessment confirmed the presence of a hermit crab species known as *oka-yadokari* in Japanese, which is designated as a natural monument. After consulting with experts, the hermit crabs were relocated to suitable sites outside the premises as a conservation measure.


Higotai thistle

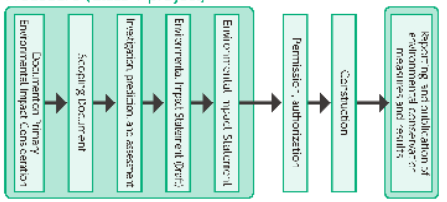
Reference: Procedure for legally-required environmental impact assessments

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

Business scales subject to assessment

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

Procedure (Class 1 project)



Power transmission initiatives

Implementing environmental impact assessments when constructing power transmission towers

Kyushu T&D conducts pre-construction surveys on the impact of transmission tower construction on surrounding ecosystems. It works to protect rare flora and fauna, implementing conservation measures to ensure construction is considerate of the natural environment.


Power transmission towers


Bird survey

Initiatives at power plants

Greening measures at power plants

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

●Environmental conservation activities

The Kyuden Group is collaborating with NPOs and people in local communities to roll out Korabora Q-den[1] activities across the Kyushu region with the aim of resolving local issues. Our activities include cleaning up sites with historic or scenic significance using aerial work platforms and inspecting electrical equipment at elementary schools to create a society that is kind to young and old alike.

[1] "Korabora" is a portmanteau combining the loan words for "collaboration" and "volunteer" in Japanese.

We use the term Korabora Q-den Eco to refer to Korabora Q-den initiatives with an environmental focus, such as biodiversity conservation and natural landscape protection. These initiatives include environmental conservation activities such as tree planting and beach cleanups.
In FY2023, we conducted a total of 47 Korabora-Q-den and Korabora-Q-den Eco activities with the participation of about 2,700 people.

Through our Korabora Q-den Eco activities, in FY2023 we collected approximately **84 tons** of waste, equating to around **1,900** 45-liter waste bags.


Restoration and conservation of the Niji-no-Matsubara pine grove (Karatsu Power Distribution Office)

●Environment and energy education

We offer the Kyuden Mirai School as an environment and energy education platform for classroom-based study and hands-on programs predominantly targeted at the younger generation.
In addition to educational lessons at nurseries and elementary schools and experience-based programs in forests, we also hold educational programs that leverage digital technology. In FY2023, our education initiatives attracted a cumulative total of 29,000 participants.

	Name of main activity	Description	FY2023 results	Photo
Lessons	Eco-Mother school visits	Mothers well-versed in environmental issues visited nurseries across the Kyushu region, teaching children about the importance of environmental friendliness through paper puppet plays and other activities.	114 visits 7,840 participants	
	Outreach lessons	We provided lessons on environmental and energy topics to students from elementary school through university, including issues such as climate change and the mechanisms of energy production.	635 lessons 16,350 participants	
	Energy and environmental education using digital content	We conducted lessons that leverage digital technology, including virtual reality and CGI, to provide virtual power plant tours and environmental education, such as simulations of tree thinning and other forestry activities.	72 lessons 2,510 participants Included in the number of outreach lessons	
Hands-on experiences	Kyuden Play Forest	We taught elementary school students about the importance of valuing the environment through our Kyuden Play Forest experiential learning events at woodland parks throughout the Kyushu region.	6 events 1,340 participants	
	Environmental education in the forest	We provided environmental education that combines forestry experiences with classes on the role of forests in preventing global warming at the Kuju Kyuden Forest and Kyuden Mirai Forest.	17 events 960 participants	

●Environmental activities led by the Kyuden Mirai Foundation

Environmental conservation activities at the Kuju Bogatsuru wetlands

Located in the west of Oita Prefecture, the Kuju Bogatsuru wetlands are approximately 53 hectares of high-altitude wetlands surrounded by the Kuju mountain range. They are home to rare ecosystems because of the diverse geological and topographical features of the land.
To protect the natural environment of the wetlands, Kyushu EP works with the Ministry of the Environment, Taketa City, the Kuju Nature Preservation Association, and other local organizations. Together, we conduct controlled burning, activities to protect rare plants, and activities to protect the Kyushu azalea found on the adjacent, company-owned Mt. Hiijidake. In 2005, the Kuju Bogatsuru wetlands were listed as part of the Ramsar Convention, which aims to protect wetlands of international importance.
These activities have been led by the Kyuden Mirai Foundation since FY2016.


Controlled burning in the Kuju Bogatsuru wetlands


Activities to protect rare plants in the Kuju Bogatsuru wetlands


Activities to protect the Kyushu azalea found on Mt. Hiijidake

Environmental education activities at the Kuju Kyuden Forest

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


Forest class

Kyuden Mirai Forest Project

With the goal of expanding the environmental education for young people conducted through the Kuju Kyuden Forest to the entire Kyushu region, we are implementing the Kyuden Mirai Forest Project to create forests that serve as hubs for environmental education and community interaction.
In FY2022, based on partnership agreements with Nagasaki Prefecture and Isahaya City, we began developing the Isahaya Kyuden Mirai Forest on land owned by Isahaya City in Nagasaki Prefecture. We conduct environmental education through tree planting, as well as forestation activities with participation from local residents, Kyuden Group employees, and other volunteers.
In FY2023, Kagoshima Prefecture, Kirishima City, and the Kagoshima Branch of Kyushu EP concluded an agreement and began creating the Kirishima Kyuden Mirai Forest on land owned by Kirishima City in Kagoshima Prefecture.
In FY2023, we conducted 17 environmental education programs with participation by 960 people at Kuju Kyuden Forest, Isahaya Kyuden Mirai Forest, and Kirishima Kyuden Mirai Forest (total participants from FY2016 to FY2023: 7,590 people).


Tree planting experience (Isahaya)


Tree thinning experience (Kirishima)


Signing ceremony for the Kirishima Kyuden Mirai Forest agreement

Environmental education using digital technologies

To expand educational opportunities, we are using digital technologies like virtual reality and CGI to create immersive simulated experiences of activities such as forest thinning at Kuju Kyuden Forest. These digital experiences are being utilized in onsite lessons at schools and showcased at events. In FY2023, we offered 47 experiences with 1,650 participants (total participants from FY2021 to FY2023: 2,420).



Forest class



VR tree-thinning experience

Grants for activities that teach children the importance of nature

To support the growth of children who will shape the future of Kyushu, we provide grants to NPOs and other organizations involved in fostering the development of future generations. In FY2023, we received 49 grant applications from organizations offering activities that teach children the importance of nature. After a selection process conducted by our screening committee, we awarded grants to support 18 activities. For activities in FY2024, we have already approved grants for 18 activities after receiving 32 applications. We also aim to widely communicate the excellent work of each of our grant recipients. We showcase the activities and stories of these organizations through platforms such as the Kyuden Mirai Foundation's social media.

FY2023 grant recipients



Organization: Kusunoki Sharing Nature Association (Kumamoto Prefecture)
Activity: Early-stage rice cultivation experience and coastal conservation

This activity in Amakusa City, Kumamoto Prefecture, invites elementary and junior high school students to learn about the connection between mountains, fields, and bodies of water while growing rice, cultivating shiitake mushrooms, digging up bamboo shoots, making things with bamboo, and cleaning the coast



Organization: Special Interest Group for Satoyama Conservation and Bamboo Utilization (NPO) (Oita Prefecture)
Activity: Satoyama preservation woodland class for parents and children

This activity invites elementary and junior high school students in the area surrounding Mt. Sobo in Taketa City, Oita Prefecture, to walk in the woodlands, learn about the current state of damage caused by animals, plant trees, maintain the woodlands, and make crafts using bamboo cut down in the area



Organization: SUGAHARA Chiikizukuri Kyogikai (Kagoshima Prefecture)
Activity name: Explore and learn at our ocean academy! Kinko Bay's future and ways to enjoy it

This activity invites elementary and junior high school students in Kanoya City, Kagoshima Prefecture, to the Yukusa Ohsumi Umi no Gakko, a marine education facility that repurposes the former Sugawara Elementary School, to learn about the issue of marine waste and oceanic ecosystems while participating in coastal cleanup activities, kayaking, and other experiences

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

Together with our group company Kyushu Rinsan, Kyushu EP is engaged in the maintenance and management of 4,447 hectares of company-owned forests mainly in Oita Prefecture, involving a cycle of planting, trimming, and planting trees.
Kyushu EP's history of forest ownership dates back to 1919, when the company's predecessor, Kyushu Hydroelectricity, sought to secure a stable source of water for hydro power generation. It thus took to planting and cultivating forests in the open fields along mountain ridges in Kyushu. The year 2019 marked 100 years since this forest development began.
In 2005, the Kyuden Group was the first electric power company in Japan to acquire FSC® Certification (FSC-CO18956) from the Forest Stewardship Council® headquartered in Germany for its environmentally friendly woodland management. In this and other ways, the Kyuden Group has received wide acclaim for its activities.
Through its maintenance and management of company-owned forests, Kyushu EP is committed to contributing to the creation of a sustainable society through its work to maintain and enhance the beneficial functions of forests, including watershed protection (a mechanism whereby woodlands help stabilize river volumes through their retention of water) and CO_2 absorption.
In FY2023, environmentally friendly maintenance and management of company-owned forests led to the carbon fixation of approximately 1.43 million tons worth of CO_2. Approximately 10,000 tons of this was used for the creation of J-Credits.
We plan to create around 240,000 tons worth of J-Credits in the 16-year period ending in FY2036.

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



When converted to CO_2, the amount of carbon fixation in company-owned forests is estimated to be around 1.43 million tons (as of March 31, 2023)

●Contribution to the 30by30 target through certified OECM sites

To play our part in achieving the global 30by30 biodiversity target,[1] we are part of the 30by30 Alliance for Biodiversity established by Japan's Ministry of the Environment.
In FY2022, the biodiversity protection activities at one of our company-owned forests were rated highly, receiving certification as a "FY2023 H1 OECM Site" by the Ministry of the Environment in FY2023.[2]
These initiatives will help us continue to tackle the challenge of realizing a sustainable society and our collaboration with society, namely through biodiversity conservation.

[1] The 30by30 target is one of the main targets of the Kunming-Montreal Global Biodiversity Framework, which was established at the Conference of the Parties to the UN Convention on Biological Diversity (COP15) held in December 2022. It is a worldwide initiative that aims to designate 30% of both land and ocean areas as protected areas by 2030
[2] A system whereby the Ministry of Environment certifies areas where companies in the private sector are engaged in biodiversity protection initiatives. Trials and studies of the system began in FY2022, with official certification beginning in FY2023

Environmental Conservation

Policy and approach

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

Promotion framework

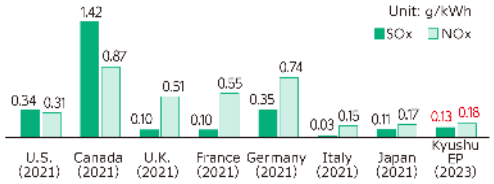
See Environmental Management on p. 10.

Initiatives

●Conservation of local environments

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

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

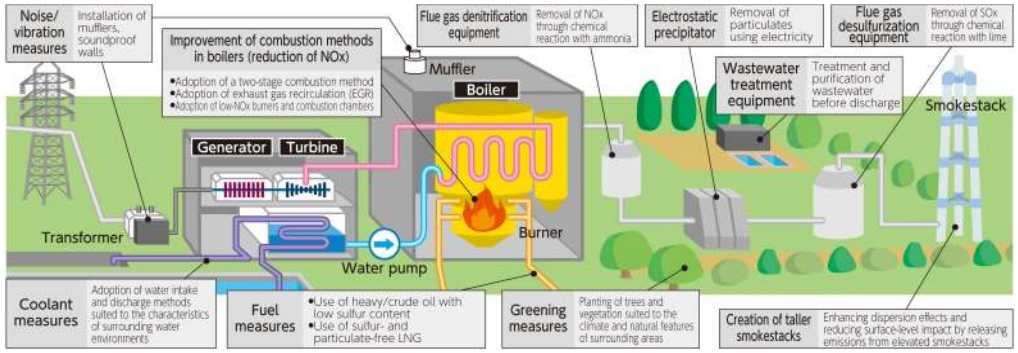


Source: Created based on data for both Japan and overseas countries from "Energy and Environment 2023" by the Federation of Electric Power Companies of Japan

■Overview of our air pollution countermeasures

Measures to reduce SOx	○Use of heavy/crude oil with low sulfur content ○Use of sulfur-free LNG ○Installation of flue gas desulfurization equipment to remove SOx from exhaust gas ○Adoption of an in-furnace desulfurization system to remove SOx from inside boilers
Measures to reduce NOx	○Improvement of combustion methods for boilers and other equipment ・Adoption of a two-stage combustion method ・Adoption of a combustion method that mixes exhaust gases ・Adoption of low-NOx burners and combustion chambers ○Installation of flue gas denitrification equipment to remove NOx from exhaust gas
Measures to reduce particulates	○Use of particulate-free LNG ○Installation of high-efficiency particulate removal systems for exhaust gas treatment

■Environmental conservation measures at our thermal power plants



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

・**Asbestos**
We have also addressed the issue of sprayed asbestos through work conducted in accordance with relevant laws and regulations. We completed our measures to prevent exposure for all locations where asbestos was used.
We are systematically replacing any existing products that contain asbestos with asbestos-free alternatives during routine inspections and repair work. Further, when dismantling buildings and facilities, we enforce measures to prevent asbestos dispersal in line with laws and regulations, and ensure appropriate disassembly, transport, and disposal.

・**Pollutant Release and Transfer Register (PRTR) system**
Based on the Japanese government's PRTR system, we investigate and make records of designated chemical substances emitted or transported out of our facilities based on our annual figures. In addition to submitting reports to the government, we also voluntarily announce our results to the public.

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

Resource Recycling

Policy and approach

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

Promotion framework

See Environmental Management on p. 10.

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Formation of a recycling-oriented society	・More than 98% of waste recycled, excluding coal ash (and 90% for plastic waste) ・Over 97% green procurement rate for office supplies	・More than 98% of waste recycled, excluding coal ash (and 90% for plastic waste) ・Over 97 % green procurement rate	・98% of waste recycled, excluding coal ash (and 99% of plastic waste recycled) See p. 11 for coal ash result ・Achieved 96% green procurement rate	Kyushu EP and Kyushu T&D

Initiatives

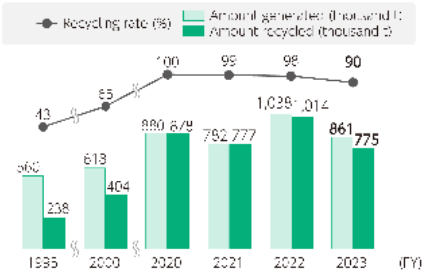
Initiatives for a recycling-oriented society

Net zero emissions from waste

・ Industrial waste

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

■Volume and recycling rate of generated industrial waste



Efforts to reduce waste

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

Efforts to reuse waste

Kyushu T&D reuses power equipment and materials removed during power distribution work after assessing them to ensure the performance and quality necessary for reuse.

Efforts to recycle waste

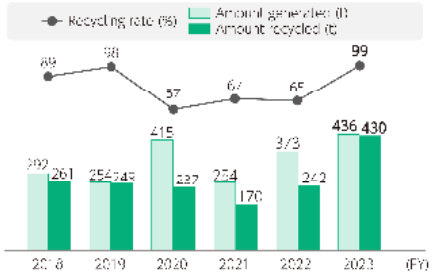
In FY2023, we recycled 90% of the 860,000 tons of industrial waste generated by Kyushu EP and Kyushu T&D.
Most of this industrial waste consists of coal ash, which we leverage and effectively utilize as a raw material for cement and other applications.

・ Plastic waste

It is becoming increasingly important to further promote the recycling of plastic resources in Japan in response to the issues of marine plastic waste, climate change, and tighter regulations surrounding waste import in other countries.
The Act on Promotion of Resource Circulation for Plastics was brought into effect on April 1, 2022, in Japan.
The Kyuden Group is also striving to enhance our plastic waste recycling. In FY2023, we recycled 99% of the 436 tons of plastic waste generated by Kyushu EP and Kyushu T&D.
Going forward, we will continue to promote efforts to enhance plastic recycling and contribute to improving plastic resource circulation.

Kyushu EP's emissions in FY2023 amounted to 259 tons, which puts the company in the large-volume emitter category (for companies with emissions of 250 tons or more in the previous fiscal year) under the Plastic Resource Circulation Act.

■Amount of plastic waste generated and recycling rates



・ General waste

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

Promotion of green procurement

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

Proper disposal of PCBs

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

■Amount of general waste (paper waste, etc.) generated and recycling rates (FY2023)

	Amount generated (t)	Amount recycled (t)	Recycling rate (%)	Main uses
Paper waste	755	749	99	Recycled paper
Shellfish	775	58	7	Roadbed material
Dam driftwood	7,345	1,781	24	Mulch

Website

Green Procurement Policy Introduction
(https://www.kyuden.co.jp/company_procurement_provide_green_index.html)

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

	FY2020	FY2021	FY2022	FY2023
High concentration	0.01	153.14	0.50	0.40
Low concentration	237.9	781.0	499.6	1,093.5
Total	237.9	934.1	500.1	1,093.9

Circular Park Kyushu

In April 2024, we started a business to recycle waste from businesses and the local area at our resource circulation hub, Circular Park Kyushu, which is located on the site of the former Sendai Power Plant in Kagoshima Prefecture. At Circular Park Kyushu, we promote recycling the waste generated by Kyuden Group companies and the local community. We plan to leverage the resource recycling technologies and expertise of businesses and universities and conduct demonstration experiments in collaboration with Satsumasendai City in an attempt at social implementation to address challenges related to resource recycling. Through these initiatives, we will expand our resource circulation program across Japan and contribute to building a more sustainable society by promoting decarbonization and a circular economy.



Vision for Circular Park Kyushu (FY2030)

Water Resources

Policy and approach

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

Promotion framework

See Environmental Management on p. 10.

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Conservation of local environments	Water consumption per employee: less than the previous year's result (26 m3/person in FY2023)	Water consumption per employee: less than the previous year's result (27 m^3/person in FY2022)	Reduced water consumption per employee to 26 m^3/person	Kyushu EP and Kyushu T&D

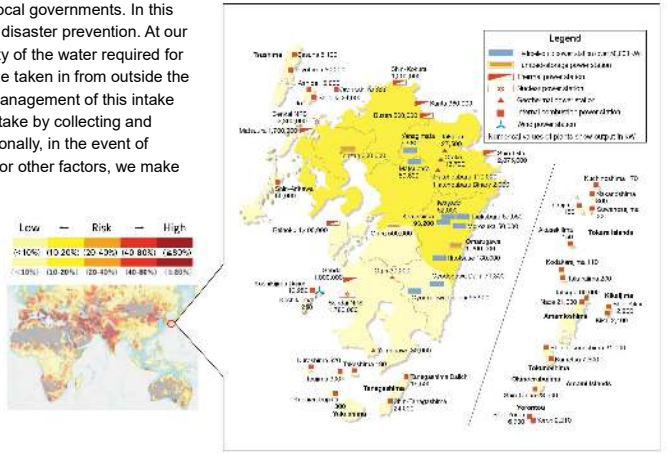
Initiatives

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

	Operations	FY2023 results	Scope of data collection
Industrial water	Compliance with water intake limits set by laws and regulations	5.44 million tons	Thermal, nuclear, and internal combustion power plants

●Water risk assessments

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



Created by the Kyuden Group based on the WRI's Aqueduct Water Risk Atlas' baseline water stress levels (as of July 31, 2020)
Source: https://www.wri.org/aqueduct
Kyuden Group facilities shown on the map are current as of March 31, 2022

●Measures to reduce water turbidity in the Hitotsuse River

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



Information on Hitotsuse River water turbidity measures

●Dialogue with stakeholders

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

Social

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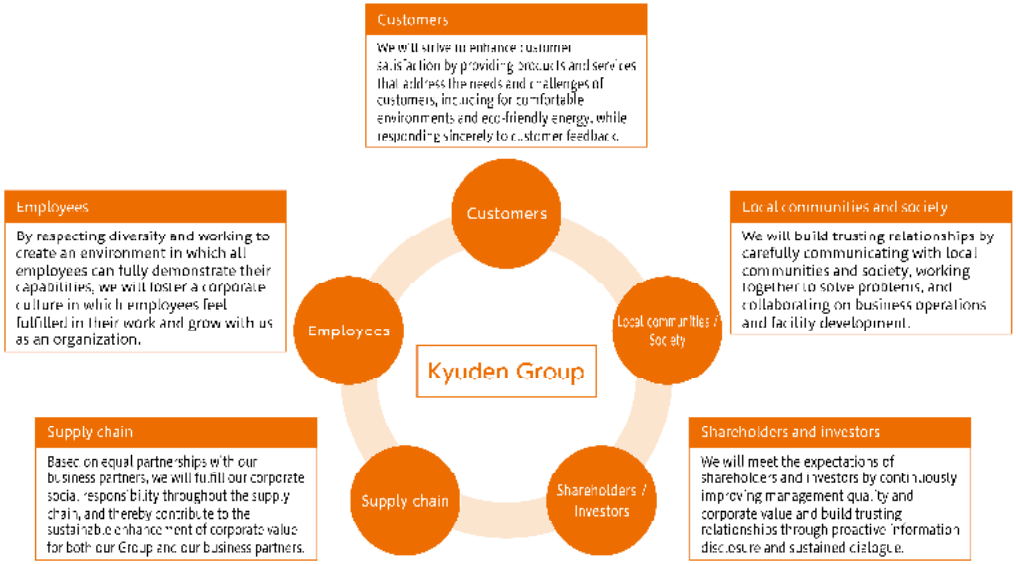
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Stakeholder Engagement

Policy and approach

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



■Main communication methods with stakeholders

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

Promotion framework

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

■ Promotion structure



■ Sustainability Promotion Committee

Composition
Chairperson : President
Vice chairperson : Chief ESG Officer
Committee members : External directors, executive directors of relevant divisions, among others

Meetings
Held twice per year in principle and as necessary

■ Community and Social Impact Subcommittee

Composition
Chairperson : Executive Director of Business Solution Headquarters
Vice chairperson: Director of District Symbiosis Division
Committee members : Executive directors of relevant divisions, among others

Meetings
Held twice per year in principle and as necessary

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Improving stakeholder engagement (building up trust with stakeholders)	• At least 75.9% trust level in our Group (exceed FY2023 result) • Participation by at least 80% of Group companies in new activities [1] such as festivals, Korabora-Q-den, and activities using generative AI • At least 90% improvement rate of environmental conservation awareness [1]	• Trust in and satisfaction with the Kyuden Group -Reliability: 59.1% or higher (exceed FY2022 result) -Satisfaction: 63.4% or higher (exceed FY2022 result) • Percentage that responded "improved" when surveyed -Image of the Kyuden Group: 90% or higher -Environmental conservation awareness: 90% or higher	• Trust in and satisfaction with the Kyuden Group -Reliability: 75.9% -Satisfaction: 64.0% • Percentage that responded "improved" when surveyed -Image of the Kyuden Group: 99% -Environmental conservation awareness: 91.3%	-

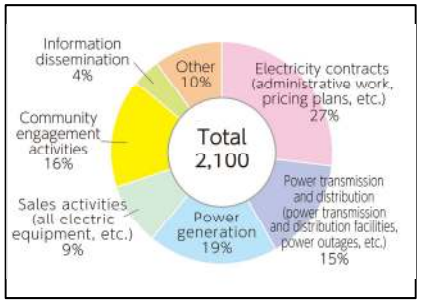
[1] See p. 22, 23, and 51 for specific initiatives

Initiatives

●Business operations that value stakeholder feedback

Kyushu EP and Kyushu T&D received approximately 2,000 items of feedback from stakeholders in FY2023 through day-to-day business activities, dialogue, and other sources.
We share stakeholder feedback across the entire Group, including top management, through internal systems and other means. In addition, we initiate inter-departmental discussions on measures for improvement, reflecting the results in the operational plans of each division, branch, and office in order to improve our management.
We will continue to listen carefully to the voices of our stakeholders and strive to respond promptly to their needs.

■Number and breakdown of stakeholder comments

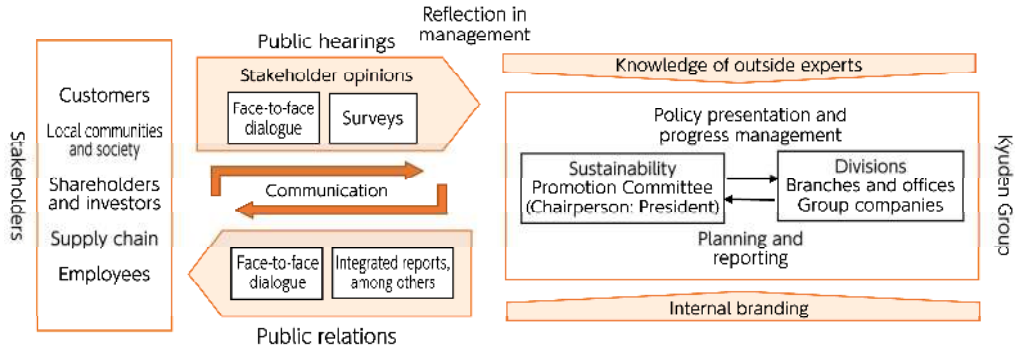


■Showcasing examples of how we value customer feedback on the Kyushu EP website

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



■Our method for incorporating stakeholder feedback in our business operations



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

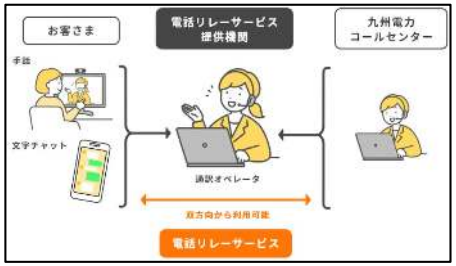


耳が不自由なため、「電話リレーサービス」を利用した問合せも受付できるようにしてほしい。

お客さま

We now respond to inquiries by using a telephone relay service.[1]

[1] A service that enables real-time, two-way communication for individuals with hearing or speech difficulties. This is facilitated by an operator that converts sign language or text into audio and vice versa.



Website

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

●Promotion of communication with stakeholders

Kyushu EP and Kyushu T&D actively engage in face-to-face dialogue with local residents and customers. By leveraging various opportunities for communication, we explain our business activities and listen to customer opinions and requests.
We are also making proactive efforts to further promote these activities, such as by preparing unique explanatory materials for local customers and forming a dialogue promotion team (we communicated with about 20,000 people in FY2023).


Home visit


Our dialogue promotion team in action

Holding open worksite days and regional revitalization events

To express our gratitude for the continued support from our local customers, the entire Kyuden Group collaborates to hold a variety of events throughout Kyushu, including open worksite days and other events that respond to community needs for regional revitalization. These events are designed to foster interactive communication with our stakeholders.


Open worksite day


Kado Festival in Fukuoka Prefecture, an event held in collaboration with the local community

Using a variety of opportunities for communication

In addition to home visits, we engage with stakeholders through various opportunities such as outreach lessons and facility tours. We have also established the Kyushu Electric Power Eco Terrace in Kagoshima City as a hub for sharing information on energy and the environment, interacting with local residents, and hosting a variety of events.
Alongside traditional in-person activities, we are also working to expand communication opportunities through the use of digital technology, including online outreach lessons as well as virtual power plant tours that use virtual reality images, CGI, and videos.


An event at Kyushu Electric Power Eco Terrace in Kagoshima City


A virtual power plant tour

Community outreach by our rugby club Kyuden Voltex

Our Kyuden Voltex rugby team encourages young people to keep healthy and promotes sports in local communities by holding tag rugby classes in cooperation with elementary schools throughout Kyushu, participating in local sports events, and running a junior rugby academy for junior high school students. The team is also proactively involved in a variety of other volunteer activities.

Junior rugby academy
With the goal of fostering the next generation of leaders through rugby, we aim to nurture players who can play an active role in society by not only teaching rugby skills, but also by incorporating training that utilizes our human resource development program to help the participants grow into well-rounded individuals.


Tag rugby class


Junior rugby academy

●Communication that reflects the needs of shareholders and investors

Kyushu EP established its IR Basic Policy and conducts various IR activities with shareholders and investors to achieve sustainable growth and enhance corporate value over the medium to long term.
Utilizing the internet, teleconferences, and other means, we are proactively working to enhance communication through business summary briefings led by executives, briefings on businesses and ESG that are of high interest to investors, and other activities aimed at promoting dialogue with individuals. Opinions and requests received from shareholders and investors are periodically reported to the Board of Directors for internal feedback, and are appropriately reflected in the Group's management.
Furthermore, we actively disseminate clear and accessible information by disclosing materials from briefings, IR tools, financial information, stock data, and other information on our website.
Moreover, we strive to make our General Meetings of Shareholders more accessible and understandable from the shareholders' perspective through the following efforts:
・Live streaming via the internet
・Introduction of a system for exercising voting rights via the internet and smartphones
・Improvement of the contents of convocation notices, business reports, and other related materials, and changes in design to make them easier to read
・Quick posting of related materials on the website

■Main IR activities (FY2023)

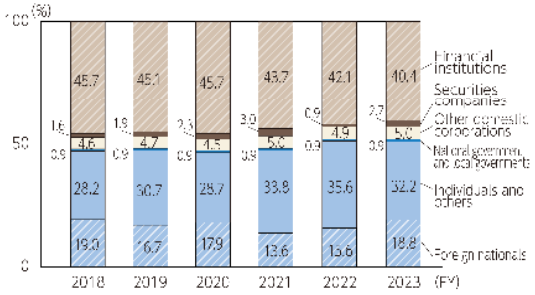
Targets	Activities	Personnel	Frequency per year
Analysts/ Institutional investors	Business summary briefings by top management	Chief IR Officer	Twice
	Small-group meeting with the President	Chief IR Officer	Once
	Small-group ESG-related meeting	Chief ESG Officer	Once
	Dialogue between external directors,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

"Chief IR Officer" here refers to either the President or an executive appointed by the President

■Handling of questions and comments received during IR activities

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

■Shareholding ratio (common shares)





Website

Video of the President's message to overseas investors on ESG management (in English)
(https://www.kyuden.co.jp/english_company_esg_index.html)

●Dialogue between employees and top management

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

■Results of the FY2023 dialogues between employees and top management

Facilitator	Chairperson, President, vice presidents, managing executive officers, branch managers, external directors and others
Period	September 2023 to February 2024
Locations	90 locations, including branches, branch offices, power plants, sales offices, and power distribution offices 22 Group companies
Number of participants	4,420 (cumulative total)
Number of questions, opinions, and requests raised in the dialogues	1,242
Main topics	• Status of efforts to achieve the management vision • Status of efforts toward achieving carbon neutrality • Measures to be taken at each business site to improve capital efficiency • Details of efforts to promote human capital management

●Proactive disclosure and dissemination of information

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

Our approach to information disclosure

In order to gain the understanding and trust of our customers and local communities by increasing the transparency of our corporate activities, we have established the Disclosure Commitment, which outlines our basic approach to the disclosure of information.

Based on this commitment, we proactively disclose and disseminate information on all aspects of our corporate activities, including management information, problems at power plants, safety measures at nuclear power plants, and corporate PR. To do so, we utilize various means, such as press releases, websites, social media, and pamphlets.

■Disclosure Commitment

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

Established: April 1999
Revised: August 2022

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

Kyushu EP and Kyushu T&D strive to proactively disclose and disseminate information. They have established systems for the disclosure of information, including the appointment of information disclosure officers at their head offices and other parts of the Group.

We also strive to promptly and accurately disclose information on occurrences that affect customers and society, such as accidents, violations of laws and regulations, and acts that violate corporate ethics.

Furthermore, the Kyuden Group also implements joint efforts to promote the disclosure of information. In addition to making press announcements with the cooperation of Group companies, we raise awareness of the importance of disclosing information and share information when we hold liaison meetings for the entire Kyuden Group.

■Information disclosure on outages and facility problems

	FY2021	FY2022	FY2023
Outages	8	5	6
Nuclear power-related	4	0	1
Facility problems	5	3	2
Other	2	4	0
Total	19	12	9

Main incidents in FY2023
- Outages attributable to human error
- Temporary deviation from operational limits during power reduction at Genkai Nuclear Power Plant Unit 4



Onsite public viewing (tour of Kyushu EP's Genkai Nuclear Power Plant)

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

Kyushu EP and Kyushu T&D disclose and disseminate information through press conferences by the President, press releases, and other means in order to promote understanding of our corporate activities.

Along with using charts and graphs to make press conferences easier to understand, we also hold open worksite days, tours, study sessions, and other events for the media to ensure accurate reporting on the business operations of Kyushu EP and Kyushu T&D.

■Results of press releases and other initiatives targeting the media [1]

FY2023 results		
Press conferences by the President	4	・General Meeting of Stockholders, personnel decisions on executives ・Financial results, the release of the Kyuden Group Integrated Report 2023, etc.
Press releases	264	-
Open worksite days / Tours / Study sessions	148	・Public commencement ceremony for hydrogen fuel cell bus operation via technological development for a regional hydrogen society model using a zero-emission power source ・Genkai Nuclear Power Plant tours ・Study session on Kyushu T&D's output control initiatives

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



Press conference by the president of Kyushu EP

Proactive dissemination of information through various means

Sharing information through our website

The Kyushu EP and Kyushu T&D website provides clear, timely, and accurate information to earn the understanding and trust of customers and local communities and build the Kyuden Group brand.

In addition to a complete overhaul of the website in FY2021 to improve usability, we also improved convenience by launching a service in April 2023 that accepts applications and inquiries regarding electricity contracts via a chat service through the Kyushu EP website and official LINE account.



九州電力 HP 検索

Prompt dissemination of information on power outages

In the event of a power outage, we respond to customer inquiries by phone and chat, and promptly post information on the power outage areas, date and time of restoration of power, and cause of the power outage on the Kyushu T&D website. Although we used to post separate announcements about regular outages and outages during emergencies, we began to integrate these announcements in March 2024 in order to provide information on outages quickly after they occur. We also improved convenience by adding Japanese geographic units called *chome* (districts) and *oaza* (larger areas) to our information on outage areas, which were previously provided in units based on municipalities.

We also provide a service that uses the LINE app and other smartphone apps to transmit information on power outages, as well as a service that sends out information on power outages in requested areas via email to customers who have registered in advance.

In the event of an emergency or disaster such as a typhoon, Kyushu EP and Kyushu T&D cooperate to promptly provide information on power outages via the companies' website and official X accounts, as well as through media outlets.

In addition, in the event of an earthquake in Kyushu of intensity 4 or higher on the Japanese seismic scale, we will promptly post information on the operational status of our nuclear power plants on the Kyuden website, and provide a service to send this information by email to customers who have registered in advance.

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



九電速報 停電情報 検索

■Provision of information on electricity supply and demand

The Kyushu T&D website has a feature called "Electricity Forecast," which provides timely information on the current status of electricity consumption, in addition to same-day, next-day, and weekly forecasts.

When the supply and demand of electricity comes under strain, we promptly post information on the supply and demand situation and requests for cooperation in saving electricity on our website and social media.

Electricity Forecast screenshot (Kyushu T&D website)



九電速報 でんき予報 検索

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



九電グループ X 検索

Dissemination of information through TV commercials and online videos

We use TV commercials and newspaper ads to disseminate information about the Kyushu Group's efforts to reduce and eliminate carbon emissions from power sources toward achieving carbon neutrality in 2050.

In addition, various videos are available on Kyushu EP's official YouTube channel, including "Kyuden Kazuhiro Channel," in which our President Kazuhiro Ikebe introduces topics related to the Kyuden Group alongside employees, and "Kyuden's roundtable discussion for women in STEM," in which female STEM employees discuss topics such as what made them decide to join the company.



Web video "Kyuden Kazuhiro Channel"



Web video "Kyuden's roundtable discussion for women in STEM"





Sharing information via social media

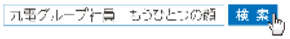
Sharing information by using short videos

In order to make more people aware of the Kyuden Group's initiatives, a short video titled "The Backstories of the Employees of the Kyuden Group" has been available since March 2024, highlighting the Kyuden Group's community engagement activities and employees.





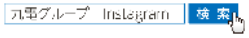




Kyuden Group official Instagram account

Through our official Instagram account, we post photos that showcase Kyushu's nature, scenery, festivals, and other appealing content.





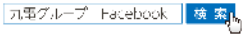
Kyuden Group official Facebook account

On the Kyuden Group's official Facebook page, we provide information on volunteer activities in local communities, useful information for daily life, and various other initiatives that help people get to know our Group.

Additionally, in the event of an emergency disaster such as a typhoon, Kyushu EP and Kyushu T&D collaborate to provide timely information on topics such as the restoration of electricity.


Introduction of Korabora Q-Den Eco collaborating with people in local communities


Introduction of support dispatched to the affected area after the 2024 Noto Peninsula Earthquake



Disclosure and dissemination of nuclear power-related information and communication activities

In April 2017, Kyushu EP established the Siting Affairs & Communication Division to further improve the transparency of its nuclear power business by proactively disclosing information based on customer feedback and conducting thorough company-wide communication activities that carefully address the concerns and questions of people in the Kyushu region.

Prompt and accurate information disclosure and dissemination

Through press releases and our website, we promptly and accurately disclose and disseminate information on our measures to confirm compliance with the new regulatory standards for nuclear power plants, and on the operational status of the Genkai and Sendai nuclear power plants.

Face-to-face communication activities

In order to reassure local communities that nuclear power generation is safe and reliable, we believe that it is of the utmost importance to build trust by engaging in dialogue based on the idea of risk communication.

To this end, we strive to provide clear information on our efforts to enhance the safety and reliability of our power plants and other activities and engage in face-to-face communication activities in which we respond to concerns and questions by providing careful explanations while utilizing various opportunities such as home visits and tours.

Nuclear power information disclosure in FY2023

1. Press conferences on nuclear power issues: 47

Subject	No. of conferences
Issues related to regular inspections of nuclear power plants	11
Issues related to efforts to confirm compliance with regulatory standards	14
Issues related to decommissioning efforts	3
Issues related to transporting new and spent fuel to and from nuclear power plants	6
Issues related to litigation	10
Other (efforts to ensure safety, etc.)	3

2. Content posted on the Kyushu EP website

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

3. Nuclear power information booths

Our nuclear power information booths located at Genkai Energy Park, the Sendai Nuclear Power Plant Exhibition Hall, and other locations provide a variety of information to the public about Kyushu EP's nuclear power plants.

Examples of available information

- Public notices concerning Kyushu EP's nuclear power
- Safety agreements
- Applications for permission to install (modify) a nuclear reactor
- Incident reports
- Periodic safety review reports
- Safety regulations for nuclear reactor facilities
- Evaluation reports on aging technology
- Seismic safety evaluation results
- Data on nuclear power plants
- Disaster prevention work plans for nuclear power operators

Stable Supply

Policy and approach

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

Promotion framework

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

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Stable energy supply	• Power outage: 25.4 MWh or below • Zero electric shock incidents involving the public • Overseas equity output: 3.06 GW	• Power outage: 25.4 MWh or below • Zero electric shock incidents involving the public • Overseas equity output: 2.88 GW	• Power outage: 33.2 MWh • One electric shock incident involving the public • Overseas equity output: 2.86 GW	-
Affordable energy	Reduce power generation costs	Reduce power generation costs	Reduced power generation costs	-
Providing solutions with energy services at their core	Promote sales by making maximum use of supply capacity	Promote sales by making maximum use of supply capacity	Total domestic electric power sales: 90.2 TWh	-

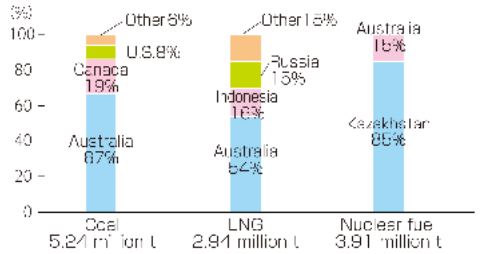
Initiatives

Fuel Procurement

●Strengthening fuel procurement capabilities

Fluctuations in electricity sales volume due to the ongoing progress of deregulation, fluctuations in fuel procurement due to the expanding volume of renewable energy which is subject to weather-induced variability, and the rising risk of decreased fuel supplies due to conditions at the supply source have all brought about a need for greater stability and flexibility in fuel procurement. As such, Kyushu EP is working to reduce procurement costs by proactively participating in the entire fuel value chain, from the development and production of fuel resources (upstream interests) to procurement, transportation, trading, receiving, storage, consumption, and sales. We are also working to increase profits as a group, by trading fuel flexibly and economically, in response to fluctuations in power generation through fuel trading and the like. We have also established an LNG trading subsidiary and formed alliances with other companies in the field of fuel business development to further enhance the stability and flexibility of our fuel procurement.

■Fuel Procurement Status (FY2023 Results)



Acquisition of upstream interests

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

Involvement in fuel transportation

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

Utilization of LNG trading subsidiaries

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

LNG bunkering business for ships

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

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

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

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

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

Participation in LNG project (September 2011) (Australia)

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



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

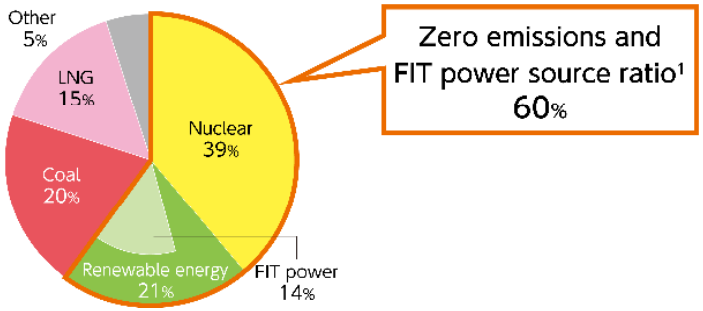
Power generation

●Basic considerations for power development projects

From the perspective of securing long-term energy stability and combating global warming, Kyushu EP has been promoting nuclear power on the premise of ensuring safety and security, proactively developing and introducing renewable energy sources such as geothermal and hydro power, and increasing the efficiency of thermal power generation.
With regard to future power source development projects, we will strive to secure competitive and stable power sources and consider balanced power source development based on trends in national energy policy and certain other factors.

Power supply configuration (generated and received)
Kyushu EP's power generation mix in FY2023 is as follows.

■Power generation mix (kWh)



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

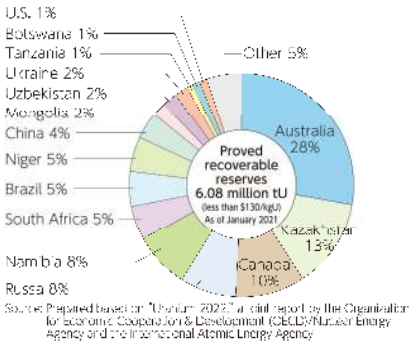
●Importance of nuclear power

Nuclear power is positioned as an “important baseload power source” in the government's Strategic Energy Plan, and the Basic Policy for the Realization of GX, which was decided in February 2023, indicates a direction to “utilize it to the maximum extent.” Kyushu EP believes that the importance of nuclear power is unchanged, given its overall superiority in terms of energy security, global warming countermeasures, and other factors, with safety as a fundamental prerequisite.

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

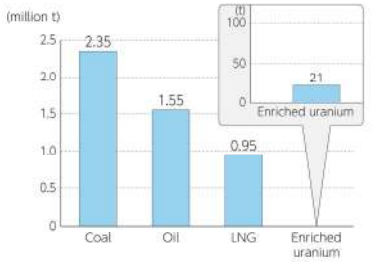
Response to global warming
Nuclear power is a power source that does not emit CO_2, a major cause of global warming, during the power generation process, and thus plays an important role in addressing global warming.
As with nuclear power, solar power and wind power are power sources that do not emit CO_2 when generating electricity, but their utilization rates are low due to issues such as their dependence on natural conditions.

■Uranium reserves in the world



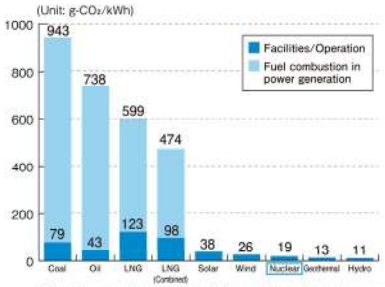
Source: Prepared based on "Uranium 2022" a joint report by the Organisation for Economic Cooperation & Development (OECD)/Nuclear Energy Agency and the International Atomic Energy Agency

■Fuel required to operate a 1 GW power plant for one year



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

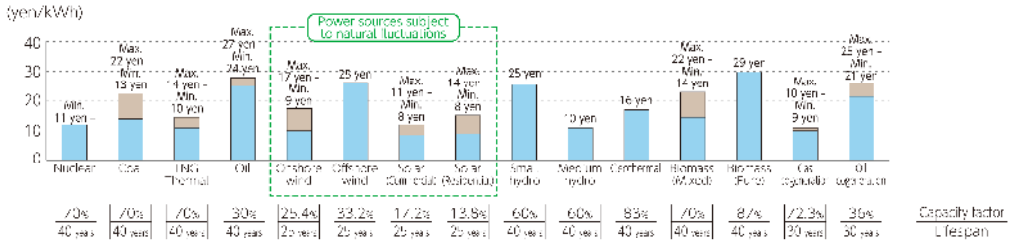
■Life cycle CO_2 emissions of various power sources



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

Economic efficiency
Compared to thermal power generation that uses fossil fuels, nuclear power generation is less affected by fuel prices because fuel costs account for a smaller proportion of generation costs. In addition, once power generation starts, it plays an important role in ensuring a stable supply of electricity, as it can generate power over a long period of time regardless of weather conditions or time of day.
We believe that the report on power generation cost verification to the Subcommittee on Basic Policy released in September 2021 indicates that nuclear power generation is at a level comparable to other power sources in terms of economic efficiency.

■Power generation cost per 1 kWh (2030 model plant calculations)



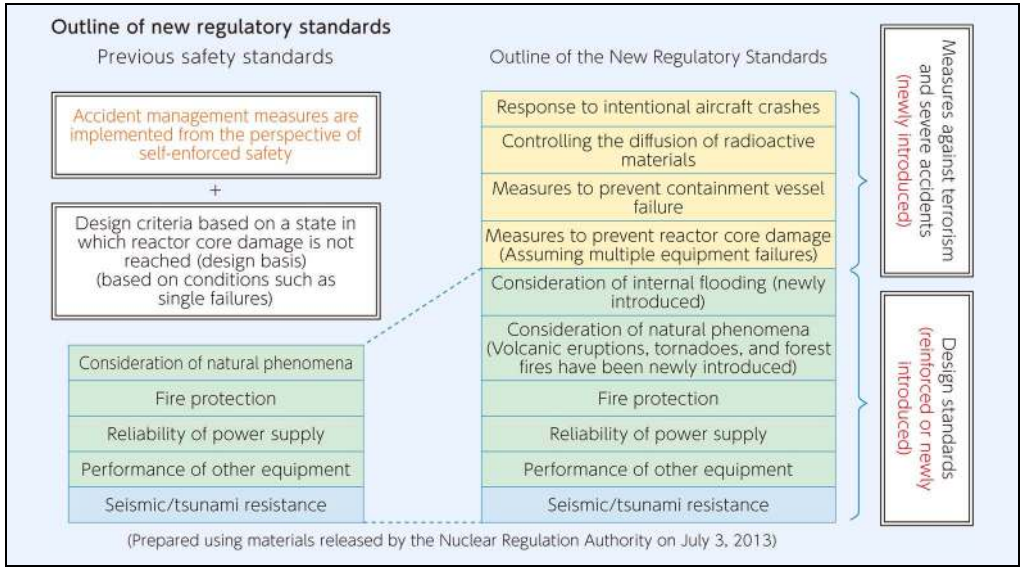
- The above estimates are reference material for discussions on energy policy toward 2030, such as which power sources to focus on, based on the cost characteristics of each power source
- The cost per kWh of constructing and operating new power generation facilities on a vacant lot in 2030 is mechanically estimated based on certain assumptions and is not the cost of operating the existing facility
- The results for 2030 costs will change if the assumptions used in the estimation are changed, such as the outlook for fuel costs, facility operating life and utilization rates, and the amount of solar power installed
- The actual construction of power generation facilities by a company is determined comprehensively, taking into account not only the power generation costs shown here but also other conditions that vary from location to location
- The generation costs of natural variable power sources (solar and wind) do not take into account the integration costs into the electricity system associated with their mass introduction (e.g. costs associated with reduced efficiency of thermal power generation and use of pumped water) and low-frequency risks such as cloudy weather or no wind conditions for a certain period of time

Source: Power Generation Cost Verification Working Group, Strategic Policy Committee of the Advisory Committee for Natural Resources and Energy, Material 1: Discussions Thus Far on Power Generation Cost Verification (September 2021)

●Confirmation of compliance with new regulatory standards for nuclear power generation

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

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



●Further improve the safety and reliability of nuclear power generation

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

1 Updating and adding design standards

(1) Earthquakes

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

(2) Tsunamis

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

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

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

■Storage facility for materials and equipment (Genkai)



(4) Fire and overflow

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

■Overflow countermeasures (watertight door)



■Automatic fire extinguishing system (Halon fire extinguishing system)



2 Countermeasures against severe accidents

(1) Measures to prevent reactor core damage

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


■Large-capacity air-cooled generator


■Large-capacity pump vehicle

(2) Measures to prevent containment vessel failure

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

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


■Static catalytic hydrogen recombination device

(3) Controlling the diffusion of radioactive materials

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


■Water cannon

(4) Base facility for handling major incidents

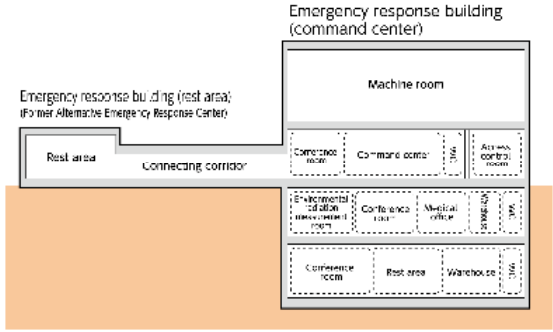
- Establishment of an Emergency Response Center
  - Establishment of an alternative emergency response center and emergency response building that meet the requirements of the new regulatory standards, such as earthquake resistance and communication facilities.
  - Establishment of an earthquake-resistant emergency response building (command center) with further improved functions, as well as connectivity to the former alternative emergency response center as a break room, has been completed at the Sendai Nuclear Power Plant. At the Genkai Nuclear Power Plant, an alternative emergency response center is being operated while construction is underway to install an emergency response building. (As of the end of June, 2024)

■Alternative Emergency Response Center (Genkai)



■Emergency Response Building (Sendai)

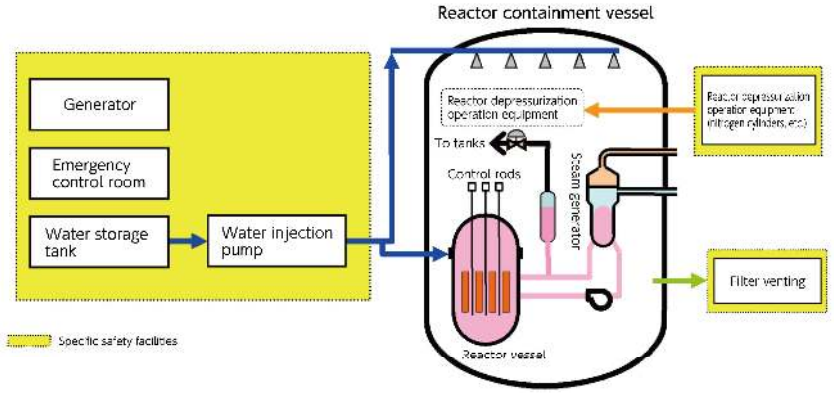




Interior image of the completed Emergency Response Building (Sendai)

3 Specialized safety facilities

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



Overview diagram of specific safety facilities

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

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

■Training to respond to major incidents at a nuclear power plant

Power supply training

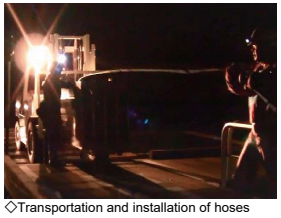

◇Connection high-voltage generator truck power cables

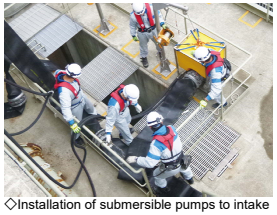

◇Power supply using a high-voltage generator truck (at night)


◇Transport of power cables

Cooling water supply training


◇Installation of a large-capacity mobile pump truck


◇Transportation and installation of hoses (at night)


◇Installation of submersible pumps to intake seawater

Radioactive material diffusion control training


◇Installation of water cannon


◇Water discharged from the water cannon

Fire extinguishing training (dedicated firefighting unit)


◇Training against a woodland fire in the vicinity of the site

Debris removal training


◇Debris removal using heavy machinery

Emergency operation training


◇Operation using simulator

Nuclear emergency preparedness drills


◇Training at the Emergency Response Center

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

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

■Main initiatives pertaining to the support of nuclear emergency preparedness

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

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


Assistive vehicle (stretcher compatible)


Assistive vehicle (wheelchair compatible)


Inspection and decontamination during evacuations


Assistance in refueling monitoring posts


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

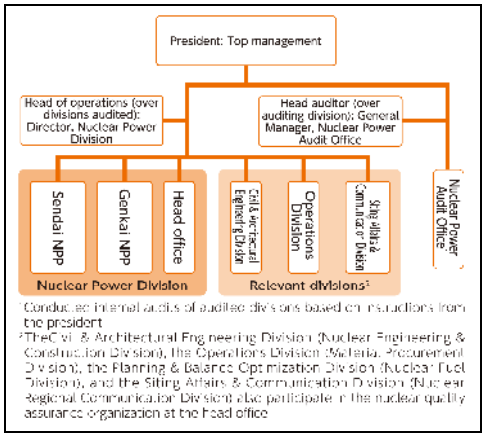

Implementation of employee training

Safety management system

Quality assurance activities
Kyushu EP is working to maintain and improve the safety and reliability of nuclear power plants by accurately implementing safety activities based on the quality management system for nuclear safety headed by the President and steadily making continuous improvements, including risk management to prevent abnormalities.

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

■Quality Assurance System (as of the end March, 2024)



Maintenance of nuclear power generation facilities

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


Periodic Inspection

Establishment of the Nuclear Safety and Reliability Improvement Committee

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

Radiation control

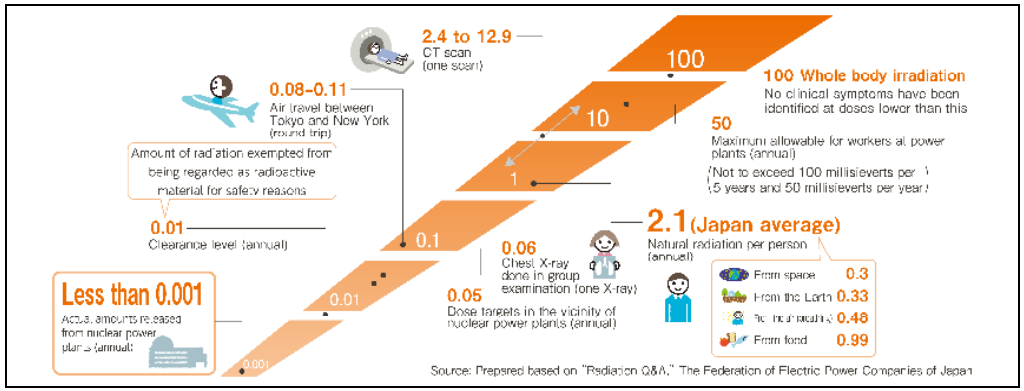
Managing radiation for radiation workers
At Kyushu EP's nuclear power plants, in order to minimize radiation doses to those who work with radiation as much as possible, we have installed equipment to shield them from radiation while working or have the work done by remote control or even automated.
The actual exposure dose received by radiation workers in FY2023 was 0.2 mSv on average, which is well below the legal dose limit [1].

[1] Annual limit for workers at power plants and other facilities: 100 millisieverts per five years and not exceeding 50 millisieverts per year.

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

Website
Real-time data
(https://www.kyuden.co.jp/nuclear_real.html)

■Radiation Doses in Daily Life (unit: millisievert)



Radioactive waste management and treatment

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

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

■Cumulative volume of radioactive solid waste (as of the end of FY2023)

Unit: Drums (equivalent to 200ℓ drum)

	Amount stored in power plants	Amount removed
Genkai NPP	38,933 (38,719)	19,256 (17,536)
Sendai NPP	27,580 (27,523)	640 (640)
Total	66,513 (66,242)	19,896 (18,176)

Figures in parentheses are as of the end of FY2022.
Cumulative amount removed to the Low-Level Radioactive Waste Disposal Center

■Low-level radioactive waste treatment methods

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

High-level radioactive waste

Highly radioactive liquid waste generated during the reprocessing of spent fuel is melted with glass materials and solidified in a stainless steel container, which is called "high-level radioactive waste" (vitrified waste). Since this waste will remain highly radioactive for a very long time, it will be cooled and stored for 30 to 50 years at JNFL's High-Level Radioactive Waste Storage and Management Center (Rokkasho, Aomori) and other facilities before finally being safely disposed of in a stable geological formation deeper than 300 meters underground (final disposal site).
As of the end of FY2023, the center has accepted a cumulative total of 187 pieces of vitrified waste from Kyushu EP.
As for the location of the final disposal site of high-level radioactive waste, the government is aiming to conduct site selection surveys in multiple regions. The organization taking the lead in this project is the Nuclear Waste Management Organization of Japan (NUMO), a corporation licensed by the Ministry of Economy, Trade and Industry (METI). NUMO has been conducting a literature survey, which is the first stage of a phased investigation (literature survey, outline survey, and detailed survey) into potential disposal sites in Suttsu and Kamoenai in Hokkaido since November 2020 and in Genkai in Saga Prefecture since June 2024.
As a generator of high-level radioactive waste, Kyushu EP is working with the national government and NUMO to provide easy-to-understand information and engage in dialogue with local residents, including local governments, in order to increase awareness and understanding of the final disposal project.

Decommissioning of Genkai Nuclear Power Plant Units 1 and 2

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

■Decommissioning process of Genkai NPP Units 1 and 2

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

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

●Nuclear emergency preparedness system

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

■Response System in the Event of a Nuclear Emergency



■Major enhancements in disaster preparedness measures

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

Nuclear Emergency Preparedness Drills

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


In-house nuclear emergency drill simulating a major accident at Sendai Nuclear Plant (December 2023)

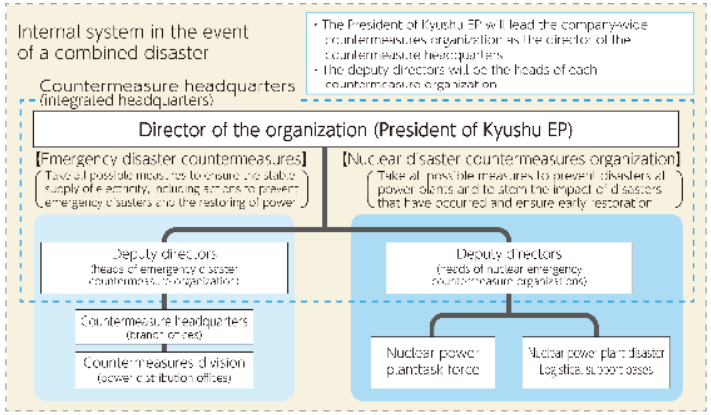
Initiatives to pass on technologies to ensure the continued safe and stable operation of nuclear power plants

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


Genkai Nuclear Power Plant Training Center Simulator Room

Responding to combined disasters

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



Company-wide drills





Power Transmission and Distribution

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

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

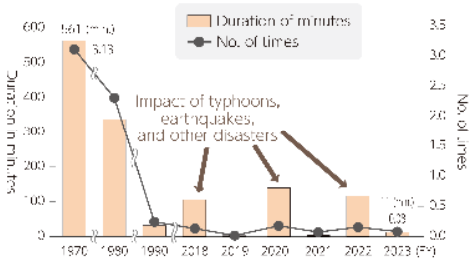
●Maintaining supply reliability

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

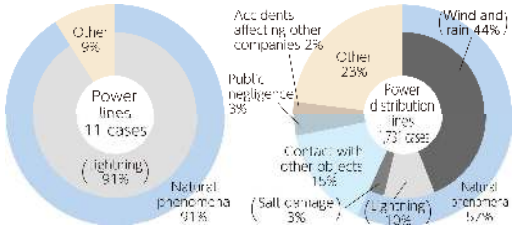
Prevention of power outage accidents

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

■Annual outage hours and number of outages per customer per year



■Breakdown of the number of power outages (FY2023)

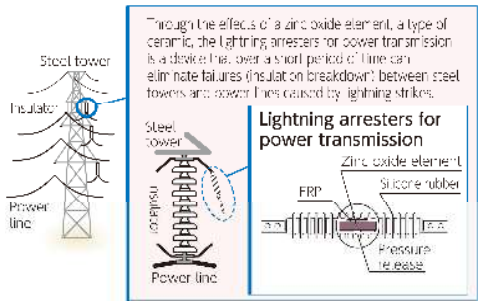


[1] 646 power outages due to typhoons

Measures to reduce instantaneous voltage drops

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

■Lightning Arresters for Power Transmission



Enhanced operation and management

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



High-voltage generator truck

●Promoting safe and disaster-resistant urban development

Prevention of public electric shock accidents

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


Installation of climbing prevention devices on power transmission towers



Public Electric Shock Accident Prevention Pamphlet for the Construction Industry

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

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

■Number of public electric shock incidents

FY	2019	2020	2021	2022	2023
incidents	1	0	0	0	1

Number of deaths or hospitalizations



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



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



Electricity Guidebook

Website
Digital Pamphlet
(https://www.kyuden.co.jp/company_pamphlet_book_home_index.html)

Highest priority on customer safety during construction work

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

■Specific safety measures

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



Use of nets to prevent falls during power distribution work

Safety inspection of electrical equipment in customers' homes

Inspection committee members from the Kyushu Electric Safety Association and the electrical work industry association for each prefecture, commissioned by Kyushu T&D, visit customers' homes to conduct safety inspections of electrical facilities (once every four years).

During the safety inspection, we make every effort to ensure that our customers can use electricity safely by carrying out leakage inspections. We check distribution boards for loose screws and inspect the earthquake-detection breakers[1] that are intended to prevent fires.

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



Distribution board inspection

Promoting the elimination of utility poles

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



Before the removal of utility poles



After the removal of utility poles

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

Kyushu T&D is working on a disaster information transmission system where speakers are attached to utility poles to deliver disaster prevention information from local governments in an easy-to-hear voice. The aim is to resolve the issue surrounding the current disaster prevention radio system broadcasts not reaching every corner of the city.

A demonstration test was conducted in Higashimine, Fukuoka Prefecture, in January 2020, with favorable results, and the full-scale introduction of the system in Higashimine began in March 2022. Currently, we are proactively visiting multiple municipalities in Kyushu to propose the introduction of the system.



Installation on utility poles



Promoting qualification as a disaster prevention specialist

Kyushu EP and Kyushu T&D hold information sessions on the operation of disaster preparedness equipment and materials for all employees who have moved to the Miyazaki area, which is expected to be severely damaged in the event of a Nankai Trough earthquake.

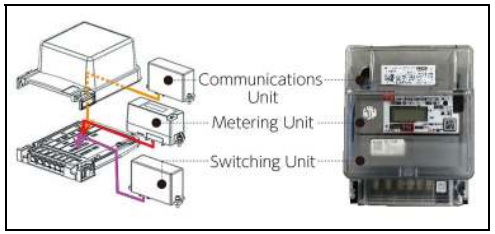
In addition, we train local disaster prevention leaders by promoting and supporting our employees in acquiring disaster preparedness certification in the hope of enhancing the resilience of the Miyazaki area. (Received in FY2021-2023: 50 people)

●Completed installation of smart meters

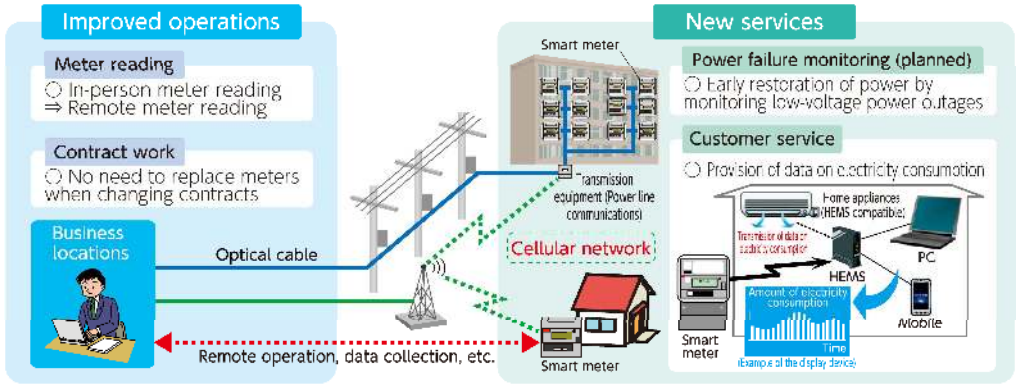
Kyushu T&D began full-scale installation of smart meters in its service area in March 2016 to improve operational efficiency and customer service, and as of March 31, 2024, installation was completed for all customers (approximately 8.63 million units), except for some locations where replacement work is difficult.

By utilizing smart meters, we are working to improve efficiency through remote meter reading and eliminating the need for meter replacement work during contract changes. Additionally, we aim to provide customers with data on their electricity usage and to quickly restore power by understanding the extent of low-voltage outages.

■Smart Meter



■Image of smart meter utilization



Retail

●Provide rate plans and services based on current social conditions and customer needs

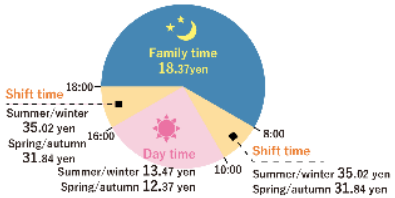
Plan for carbon neutrality and expansion of renewable energy introduction

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

Residential plans

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

■Ohisama daytime plan time zone classification



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





Plans for corporate customers

In order to meet customers' needs for renewable energy and decarbonization, we offer three renewable energy and CO_2-free plans for corporate customers.

From April 2024, to allow more customers to experience the benefits of electricity with CO_2-free value, we are conducting a CO_2 Reduction Plan Trial Campaign for high-voltage customers, offering a CO_2 cost reduction plan for up to one year, essentially free of charge.

(Campaign application period: until March 31, 2025)



Plans and services in partnership with other companies

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

- **U-NEXT for Kyushu EP**
  In partnership with U-NEXT Co., Ltd., which provides video and book distribution services, we offer U-NEXT for Kyushu EP and this is available from June 2024.

U-NEXT for 九州電力

- **Fukuoka Softbank Hawks Support Plan**
  In collaboration with Fukuoka SoftBank Hawks Corp., we offer the Club Hawks Membership Course, which allows customers to join the official Hawks fan club at a discount rate, and the Event Uniform Course, through which customers can receive a limited edition replica uniform distributed at event games. Additionally, exclusive lucky draws for subscribers are held, offering great prizes like player-signed merchandise and luxury game tickets.



- **JAL Electricity**
  In partnership with Japan Airlines Co., Ltd., we offer a rate plan that allows customers to earn JAL miles based on their monthly electricity bill throughout Japan [1] (excluding Okinawa and some remote islands).
  [1] Kyushu area: Provided by Kyushu EP
  Other areas: Provided by Kyuden Mirai Energy

JALでんき

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



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

- **Pricing plans**
  As a local Kyushu company, Kyushu EP offers the Sukusuku Baby Plan and the IJU-turn Support Plan to help solve the local issues of "low birthrates, aging population, and a declining population" aimed at revitalizing Kyushu.





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

九電あんしんサポート

Anshin in case of home equipment failure
Home support

Anshin for Mom and Dad
Child raising support

Anshin when you need a hand
Lifestyle support

Point service Q-PICO

We offer a loyalty program called Q-PICO for customers who have a contract with Kyushu EP.

Points are accumulated in many ways, with no application required. In addition, we hold the Q-PICO Lottery twice a year, in which customers can use their accrued points to enter.

■Advertisement for the April 2024 Lottery



Member site Kyuden Web Statement Service

Kyushu EP offers the Kyuden Web-Based Statement Service, which allows low-voltage residential customers to check the status of their electricity and gas usage online.

A customer can easily check the monthly electricity bill and usage volume on the smartphone or PC, and we will notify up to five recipients by e-mail or other means when the monthly statement is finalized.

In addition, for customers who have a smart meter installed and are subscribed to a residential electricity plan, we offer an electricity bill forecasting feature that predicts the next electricity bill based on the most recent usage, as well as a feature that allows the customer to check the electricity usage by month, day, and hour up to the day before logging in.

■Projected electricity rates



■Monthly and daily/hourly results



〈日ごとの実績〉



〈時間ごとの実績〉

Demand response service for residential households using the Kyuden eco app

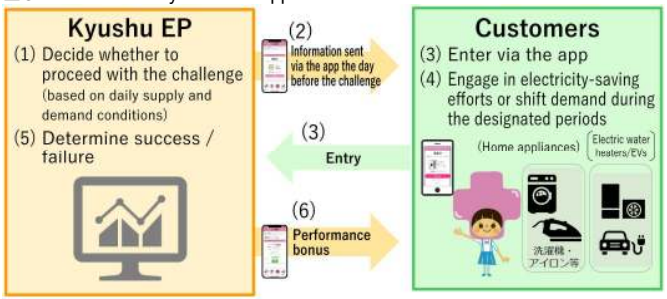
Kyushu EP is working on a demand response (DR) [1] service for residential households that utilizes the smartphone app Kyuden eco/Kirei Life Plus.

The Kyuden eco app offers two types of eco challenges based on daily supply and demand: the "Use it, Save it, Eco Challenge", in which users shift their electricity use to times when the amount of electricity supplied by solar power is likely to exceed their electricity use; and the "Power Saving Challenge," in which users save electricity in the evening when demand for electricity is high, and the amount supplied by solar power generation is likely to decrease.

Through this initiative, we will create a system that contributes to energy conservation and lower electricity rates for our customers, as well as the effective use of renewable energy.

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

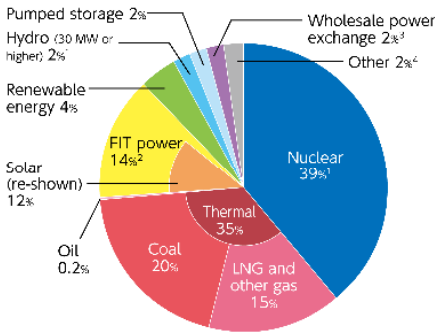
■Overview of the Kyuden eco application



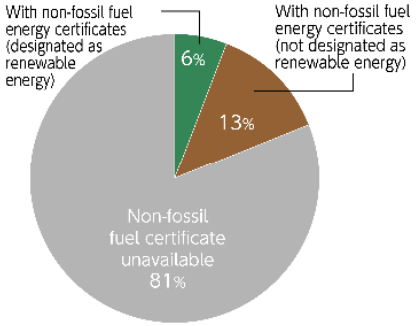
●Power source composition and usage of non-fossil fuel energy certificates (retail supply)

Kyushu EP's power source breakdown and the status of non-fossil fuel energy certificates usage in FY2023 are as follows.

■Power source breakdown (FY2023 actual results)



■Status of Non-Fossil Fuel Energy Certificates (FY2023 actual results) [5]



[1] Non-fossil fuel power sources, including renewable energy
The portion of this electric power that does not use non-fossil fuel certificates has no value as renewable energy, or as a CO_2-free power source, and is treated as having the same CO_2 emissions as the national average for electricity, including thermal power generation

[2] FIT electricity
Kyushu EP's procurement costs for this electric power are partially covered by surcharges collected from all electricity users, including those who are not customers of Kyushu EP.
The portion of this electric power that does not use non-fossil fuel certificates has no value as renewable energy, or as a CO_2-free power source, and is treated as having the same CO_2 emissions as the national average for electricity, including thermal power generation.
(Electricity generated by solar, wind, hydro (less than 30,000 kW), geothermal and biomass is eligible.)

[3] Electric power procured from wholesale power exchanges
This electricity includes hydro, thermal, nuclear, FIT electricity, and renewable energy.

[4] Others
This includes electricity procured from other companies and for which the power plant cannot be specified.

[5] Non-fossil Fuel Certificates Usage Status
The usage status of non-fossil fuel energy certificates in FY2023 corresponds to the electric power generated from January to December 2023

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

Response to large-scale disasters

(The Kyuden Group will coordinate a response)

●Improve disaster response capabilities

Enhanced disaster response system

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

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

Furthermore, in March 2019, the 10th Regional Coast Guard Headquarters, which has jurisdiction over the southern Kyushu area, and in February 2022, the 7th Regional Coast Guard Headquarters, which has jurisdiction over the northern Kyushu area, signed agreements on mutual cooperation in the event of a disaster.



Agreement signing ceremony with the 7th Regional Coast Guard

In addition to concluding these agreements, by the end of December 2021, we had also concluded cooperation agreements with all municipalities in the Kyushu area (7 prefectures and 233 cities, towns, and villages) in the event of a disaster.

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

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

Training in preparation for large-scale disasters

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

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



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



High-voltage generator airlift training with the Self-Defense Forces at Omarukahan Sports Park

Responding to large-scale disasters

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

In August 2023, Typhoon No. 6 caused power outages in up to 18,000 households, mainly in the southern Kyushu area. We mobilized up to 4,900 employees, including support dispatched from northern Kyushu, which suffered relatively minor damage, and worked closely with local governments and others to quickly restore power.



Transmission of electricity to inaccessible areas by high-voltage generator trucks

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

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

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

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

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



Installation of multi-chargers at sales offices

■Status of agreements with related organizations for disaster response (list major agreements)

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

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

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

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

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

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



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

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

▶ Scan the code for ▶

Community

Policy and approach

The Kyuden Group has developed alongside Kyushu as a company with deep roots in the region. Based on the belief that regional sustainable development is essential for the continuation of our business, we help create sustainable communities by working to solve local social issues in collaboration with residents, local governments, academic research institutes, and local companies.

Our approach to community-building and social impact activities

Established: April 2006
Revised: April 2020

Kyushu EP and Kyushu T&D will actively promote community-building and social impact activities as good corporate citizens based on the following principles, aiming for the sustainable development of comfortable, prosperous communities and society as a whole.

1. We will work to build thriving communities, nurture future generations, and solve local and social issues in the fields of regional development, arts and culture, sports, academia and education, social welfare, health and medical care, international exchanges, and environmental conservation.
2. We will effectively leverage our management resources in our initiatives.
3. By disclosing the details of our activities and communicating with our stakeholders, we will reflect stakeholder opinions in our activities and promote collaboration with local communities and society.
4. We will support the social impact activities that our employees engage in as members of the community.

Promotion framework

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

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Bringing about a smart society	• Create new ventures 20 investigations into new ventures, new services, and collaborations or co-creations with other companies 2 new ventures, services, and collaborations or co-creations with other companies • One or more new drone services that contribute to solving local and social issues • Amplify earnings through the nationwide rollout of ICT services *Machi no Wa* that contribute to the revitalization of local economies • Enhance power outage information dissemination using digital technology in the event of a disaster such as a typhoon • Expand the use of Q-ie Mamori, a monitoring service that uses smart meters	Create new ventures 10 investigations into new ventures, new services, along with collaboration and co-creation with other companies 2 new ventures, services, along with collaboration and co-creation with other companies	Created new venture 11 investigations into new ventures, new services, along with collaboration and co-creation with other companies 1 new venture, service, along with collaboration and co-creation with other companies	-
Regional revitalization (including local development)	Create new businesses that contribute to solving regional and social issues Demonstrate at least one collaborative project with another company	• Giving business models shape Set budget, area, collaborators, and other conditions • Expand the scale and territory of businesses through co-creation with local communities	• Giving business models shape Set budget, area, collaborators, and other conditions • Expand the scale and territory of businesses through co-creation with local communities	-
Creating a safe, secure, and comfortable community	Participate in one or more Kyushu area urban development and city planning projects	Participate in one or more Kyushu area urban development and city planning projects	Participated in two Kyushu area urban development and city planning projects	-

Initiatives

●Industry-academia-government collaboration to solve regional issues

Kyushu EP has concluded cooperative agreements with local governments in Kyushu to promote the resolution of local issues and sustainable community development.
For example, we are leveraging the Kyuden Group's management resources, products, and services to develop a system for quick recovery in the event of a disaster. Additionally, we are ensuring the provision of necessary equipment and supplies for evacuation centers, promoting industry by utilizing local tourism resources, and promoting electrification to achieve zero carbon emissions.

Status of conclusion of comprehensive cooperation agreements with local governments

Period of agreement	Local government [1]
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
FY2021	Togitsu Town (Nagasaki Pref.), Higashisonogi Town (Nagasaki Pref.), Satsumasendai City (Kagoshima Pref.), Minamiaso Village (Kumamoto Pref.), Ogori City, Sasaguri Town, Nagomi Town (Kumamoto Pref.), Kamimine Town (Saga Pref.), Fukutsu City, Chikugo City, Munakata City, Chikuzen Town, Fukuoka City, Okawa City, Shingu Town, Omuta City, Miyazaki Pref., Saga City (Saga Pref.)
FY2022	Usa City (Oita Pref.), Kitakyushu City, Kanoya City (Kagoshima Pref.), Satsuma Town (Kagoshima Pref.), Fukuoka Pref., Itoshima City, Nakatsu City (Oita Pref.), Nagasaki City (Nagasaki Pref.), Kashima City (Saga Pref.), Tamana City (Kumamoto Pref.), Sue Town, Oita City (Oita Pref.), Saiki City (Oita Pref.), Beppu City (Oita Pref.), Shintomi Town (Miyazaki Pref.), Gokase Town (Miyazaki Pref.)
FY2023	Umi Town, Hita City (Oita Pref.), Nagasaki Pref., Kitsuki City (Oita Pref.), Kagoshima City (Kagoshima Pref.), Nankan Town (Kumamoto Pref.)

[1] Local governments not indicated by a prefecture name are located in Fukuoka Prefecture.

●Q-Den Nigiwai Startup Project

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

Introduction of the two project locations
Higashisonogi Town, Nagasaki Prefecture
Product development utilizing the specialties of Higashisonogi Town
Since December 2019, Kyushu EP has been collaborating with Higashisonogi Hitokotomono Foundation in the sale of products to increase the number of non-resident visitors to the area, and the operation of a community hub to create a population of people who relate to and settle in the region.
As part of the product sales business, the project developed a brand of Sonogi tea, a specialty green tea from the town. The town has a strong association with whales, so the project also developed whale-themed Japanese sweets: a new local delicacy called Kujira Monoka, and Kujira Yaki which are served from Chanoko mobile vending trucks. These products went on sale in February 2021.
In February 2022, the project opened umino Wa, a community hub for sharing information and local attractions as well as exchanges between local residents and tourists. In May 2024, umino Wa reopened after a revamp to welcome two local companies as tenants that will start new initiatives.
Through this project, Kyushu EP will continue to work together with local residents to revitalize Higashisonogi Town's community.


Kujira Monaka


Kujira Yaki


umino Wa, a community hub for local residents and tourists

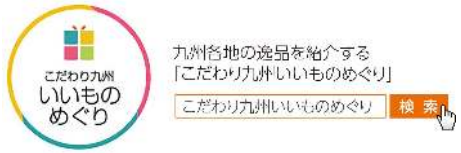
Ainoshima Island in Shingu Town, Fukuoka Prefecture
Product development to revitalize Ainoshima's key fishing industry
In light of the shortage of workers in the local community, Kyushu EP has been collaborating with the Council for Development of Ainoshima and Shingu Town since November 2021 to create a population of residents and people deeply connected to the island by implementing measures in the following three areas: industry creation, encouraging people to settle on the island, and daily life.
As for Kyushu EP's efforts to contribute to industry creation, it has been developing a processed fish food business to expand the scale of the fishing industry. Since January 2023, it has been manufacturing and selling products such as rod-shaped pressed sushi made using fresh fish from the Genkai Sea. It is also working to develop new products.
Through this project, Kyushu EP will continue to work together with local residents to revitalize Ainoshima Island.

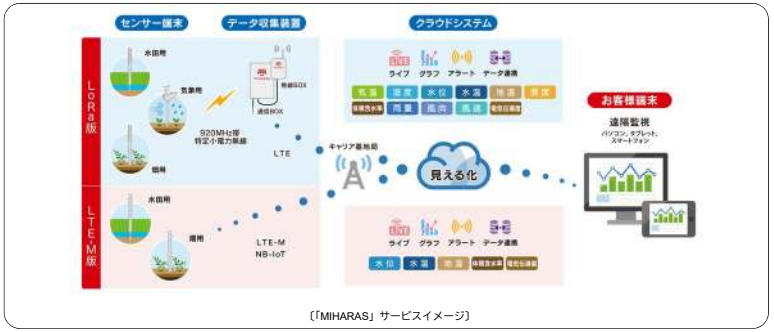


Umisachi-bo-zushi (rod-shaped pressed sushi), a local specialty, available since January 2023

●Revitalizing primary industries

Group company Nishimu Electronics Industries provides the MIHARAS IT sensor for agriculture, which helps reduce the workload of farmers and other benefits. The lineup offers a choice between the conventional LoRa version as well as the LTE-M version depending on the conditions of use.
In addition, Kyuden Sangyo operates Kodawari Kyushu iimono meguri, an online store that introduces outstanding products from all over Kyushu and supports the promotion of local products.





〔「MIHARAS」サービスイメージ〕

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

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


Kamidera Strawberry Farm


Inside a strawberry greenhouse

●Promotion of tourism and regional revitalization by leveraging local resources

Kyushu EP is implementing a variety of initiatives to contribute to the promotion of tourism and regional revitalization by leveraging local resources, including "Kodawari Kyushu Iimono Meguri," a tourism campaign for visitors to experience the best of Kyushu cuisine.

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

Until FY2019, we offered package tours that included visits to local landmarks and tourist facilities, guided tours of electric power facilities normally closed to the public, and programs with a simulated facility inspection experience. We also issued a series of collectible dam cards and other products in collaboration with tourist facilities, which proved very popular.
Due to the COVID-19 pandemic, we canceled in-person tours and offered online remote tours instead in FY2020.


Dam card


Visitors walking along the inspection walkway of Kamishiiba Dam, Miyazaki Prefecture

Supporting regional economic revitalization by providing a local information platform

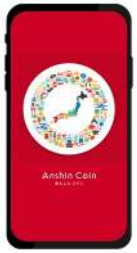
In May 2021, Kyushu EP established Machi no Wa Co., Ltd. with SBI Holdings, Inc. and The Chikuho Bank, Ltd. for the purpose of strongly promoting regional development and community revitalization.
Machi no Wa offers more than 90 local governments throughout Japan a regional information platform that enables smartphone-based services, including premium gift certificates as well as local forms of currency and points that can only be redeemed in the local area.
In accordance with the policies of each local area, the platform can be used to issue digital gift certificates for childcare benefits, coupons to promote tourism, and more. In addition to circulating local funds within the area, Machi no Wa also aims to provide a local platform to attract people and funds from outside the area.
In March 2024, through collaborative development with Kanazawa University, Machi no Wa added the Anshin Coin app to its platform, which allows users to send messages of support along with donations to support reconstruction in the areas affected by the 2024 Noto Peninsula earthquake.
In April 2024, Machi no Wa launched a service that enables local processing of payments made through Japan's Furusato Nozei system, in which taxpayers can divert part of their residential tax payments to other local governments in exchange for gifts in the form of local specialties and experiences. Machi no Wa is also focusing on enabling local governments to offer gift certificates via the Furusato Nozei system for leisure experiences that encourage local consumption for golf, hotels, restaurants, and more. In this way, the company is working to contribute to solving local issues and revitalizing communities.



Machi no Wa's vision for local communities



Screenshots of the apps



Anshin Coin



Machi no Wa Furusato Nouzei

●Urban development business

The Kyuden Group is involved in a wide range of urban development business projects in Kyushu, across Japan, and internationally.
We engage in projects that make the most of our strengths to accelerate growth and support community and societal development. Through our business activities, we aim to increase the number of non-resident people with strong ties to local areas. We also focus on creating prosperity and job opportunities, and ensuring local safety and security.

Building a portfolio based on profitability and stability

We leverage the Kyuden Group's corporate network to expand our property portfolio that includes offices, residences, and airports, and step up our efforts for new revenue-generating businesses in areas such as community development, logistics facilities, and overseas urban development. We also engage in asset management to build a well-balanced portfolio.

High added-value urban development using energy and digital technology

We contribute to the realization of a decarbonized society by promoting environmentally-friendly development, such as by improving energy-saving performance and reducing the amount of CO_2 emissions from energy use. As a Group that offers a platform for urban infrastructure support, we provide a variety of services in fields including energy, ICT, and area management.


Redevelopment project of the former Niagemachi Elementary School in Oita City (opened in April 2024)


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


Redevelopment project of the former Fukuoka City fruit and vegetable market site (LaLaport Fukuoka) (opened in April 2022)


Logistics facility Logiport Fukuoka Kasuya in Kasuya Town, Fukuoka Prefecture (scheduled to be completed in August 2024)


New passenger terminal building at Kumamoto Airport (opened in March 2023)


ESG-conscious multi-family housing property development in the southern U.S. (participated in May 2022)


Nagasaki Ekimae Denki Building, fully powered by renewable energy (opened in August 2022)

●Attracting companies to Kyushu

The Kyuden Group is leveraging its Kyushu-wide network to proactively encourage companies outside Kyushu to begin doing business in the region.
Kyushu EP introduces industrial sites to companies that want to set up operations in Kyushu, and works with local governments to promote business sites to companies outside the region.
Kyushu T&D works closely with local governments to gather information on matters such as industrial parks and idle land, while paying attention to regulations on business conduct. It also reviews the outline of supply measures for early supply and proposes candidate sites where early energy supply can be achieved.

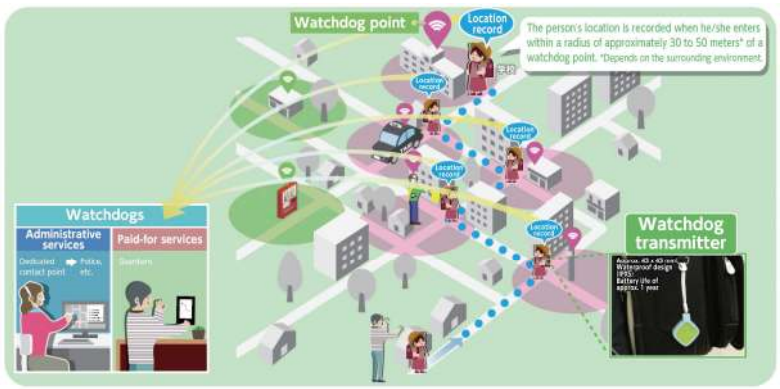




Kyushu EP's PR flyer to attract companies to the region

●Provision of a monitoring service that leverages IoT technology to help parents, guardians, and other caregivers keep track of children and the elderly

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





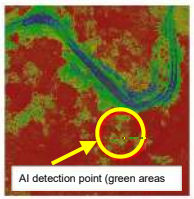
●Kyuden drone services

In April 2024, Kyushu EP established the Kyuden Droneservice Company to provide new services combining drones and AI to customers throughout Japan, adding to its existing services in the fields of aerial photography, inspection, and surveying using drones. The company will contribute to solving local community issues, such as aging populations and worker shortages.

AI service for detection of dead trees

The Fukuoka City Waterworks Bureau owns a forest that provides watershed protection around a dam and conducts inspections through surveys to identify dead trees and prevent accidents caused by falling trees. Through the combination of images taken by drones and AI analysis, we enable more efficient surveying through the automatic detection of dead trees.


Image with regular visibility



AI analysis results for detection of dead trees

Drone-based pesticide spraying service

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


Pesticide-spraying drone


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

●Air ambulance helicopters

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


Air ambulance helicopters

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

Sales of the Kyuden Group's products

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

Our website features the Kyuden Group Product Guide, which categorizes our products and services by purpose (such as disaster prevention, heat countermeasures, information security, LED, medical, offices, manufacturing sites, and other). It highlights the key features of these products and services and has videos that introduce them.

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

Introductory screen for products handled by the Kyuden Group



Carbon Neutrality and Disaster Preparedness Guide



Scan the code for details▼

For details, please search for the Kyuden Group Product Guide

九電グループ取扱商品ガイド 検索

●Community-building and social impact activities

Community-based activities

In order to fulfill its roles as a member of the local community and enhance communication with local residents, the Kyuden Group proactively participates in local events and works to build safe and secure communities. In FY2023, our employees collectively participated around 32,000 times in community-building and social impact activities.

Participation in local festivals

Our employees participate in and help run local festivals to revitalize local communities and promote traditions and culture.



Kokura Gion Daiko
(Kokura Power Distribution Office)

■Cumulative total of employee participants in the festival

FY2020	FY2021	FY2022	FY2023
- [1]	~60	~400	~2,400

[1] No participants in FY2020 due to the spread of COVID-19

Support for local sports competitions and events held by the Group

We support sports competitions and organize events for young people in order to promote and improve the level of local sports activities and help build bright, healthy local communities.



Kyuden Group Sports Festival
(Fukuoka Branch)

Support for sports events in FY2023

16 business sites, 22 competitions, 12 categories, cumulative total of about 4,200 general participants

Support activities throughout Kyushu

The Kyuden Group works with local communities to create a society friendly to the elderly and children through various activities such as food drives and provision of locations for children's cafeterias that provide meals to children in need. In FY2023, we donated about 52,000 items to local food banks and other organizations.
We also provide assistance to people affected by natural disasters to help them rebuild their lives.



■**Food drives**
(Oita Branch)
We collected food and other items from Group company employees and donated them to Food Bank Oita.



■**Events at children's cafeterias**
(Kanoya Distribution Office)
We held a chopsticks-making workshop at three children's cafeterias in Kanoya City.



■**Health classes for seniors**
(Fukuoka Branch)
We held a yoga exercise class and food health class for seniors in Hoshinomura, Yame City.



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



■**2024 Noto Peninsula Earthquake**
The Kyuden Group donated about ¥18.6 million to the Japanese Red Cross Society and other organizations. We also called on our employees to contribute, raising about ¥21 million for the affected areas. Additionally, we delivered about 6,300 bottles of drinking water, 3,200 meals, 2,300 portable toilet products, and 50 blankets to Nanao City, Uchinada Town, and Wajima City in Ishikawa Prefecture.

Wiring inspections in the homes of elderly people who live alone

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



Indoor wiring inspection
(Kumage Distribution Office)

Volunteer collection activities

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



Presentation ceremony for Kagoshima Children's Cafeteria Support Center Takushite

Recipients of collected items (FY2023)

Prepaid postcards
- No. of prepaid postcards collected: 2,040 (equivalent to about ¥98,000 worth of stamps)
- Recipient: Kagoshima Children's Cafeteria Support Center Takushite

Used stamps
- Amount collected: About 35 kg
- Recipient: Council of Social Welfare

Foreign currency
- Amount collected: About 9 kg
- Recipient: Japan Committee for UNICEF

Community monitoring activities

Kyushu EP and Kyushu T&D leverage their community-rooted business structures to cooperate in community monitoring and crime prevention activities through agreements and memorandums of understanding with local governments and related organizations. In FY2023, we made three reports throughout Kyushu in the course of these activities.

Participation in the Kodomo 110-ban program

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

Contributing to communities and society through donations

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

Total amount of donations in FY2023 [1] ¥640 million	Contributions to social service projects led by local governments	¥20 million
	Donations as part of community-building and social impact activities (details in table at right)	¥620 million

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

Support for the volunteer activities of employees

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

Illegal dumping patrols

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

■Breakdown of our donations as part of community-building and social impact activities (total: ¥620 million)

Field	Percentage of total
Medical care and health	80.2
Environmental conservation	7.3
Preservation of historic sites and traditional culture	3.6
Science and education	2.9
Regional development	1.3
Support for disaster-affected areas	1.0
International exchanges	0.6
Arts and culture	0.4
Sports	0.2
Social welfare	0.1
Other	2.4

■Volunteer time off system and awards recognizing employees who contribute to their local communities

Fiscal year	FY2019	FY2020	FY2021	FY2022	FY2023
No. of volunteer time off days taken	224	117	66	70	124
No. of employees recognized for their local community contributions	28	28	11	18	7

Digital Transformation (DX)

Policy and approach

The Kyuden Group believes that corporate transformation is essential for DX. By harnessing digital technologies and data, we aim to overhaul our services, business model, and work processes to boost profits, create new business opportunities, enhance productivity, and strengthen our operations. We are also committed to transforming our talent, workplace environments, and organizational culture.
We have also developed a DX vision, which outlines our digitalization goals, as well as a DX roadmap that serves as our basic plan for promoting DX. By clearly defining and sharing our basic approach, we aim to unify the awareness and determination of the Group, ensuring we achieve our targets and contribute to realizing the Kyuden Group Management Vision 2030.

Promotion framework

To further accelerate radical operational reforms and new business development using digital technologies, we appointed a Chief DX Officer and established the DX Promotion Division on July 1, 2022. The DX Promotion Division and Information & Communications Division will work across all business divisions and Group companies to create new businesses and overhaul operations using digital technology, thereby enhancing the corporate value of the Kyuden Group and leading to sustainable growth.

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
DX promotion (transformation of business structure and processes)	・Approx. 10,000 DX Follower Training participants (cumulative total) ・Around 300 DX Specialist Human Resources Training participants (cumulative total) ・50 separate DX projects supported for implementation ・50 self-service BI (Tableau) projects introduced and developed	・Approx. 3,000 DX Follower Training participants ・Approx. 100 DX Specialist Human Resources Training participants ・50 separate DX projects supported for implementation ・50 self-service BI (Tableau) projects introduced and developed	・Approx. 7,600 DX Follower Training participants ・Approx. 220 DX Specialist Human Resources Training participants ・51 separate DX projects supported for implementation ・Approx. 70 self-service BI (Tableau) projects introduced and developed	-

Initiatives

●Business reforms

In order to achieve business reforms utilizing digital technology, we have established 8 themes and 18 measures to promote our initiatives, including automation and centralization of field operations, reform of common operations, and realization of data-based decision-making.
We have designated the executive director of each business division as a “business reform leader.” It is under their leadership that these initiatives are moving forward in cooperation with the business divisions, DX Promotion Division, and Information & Communications Division.
We are also proactively promoting the use of generative AI. Since July 2023, we have made it possible for all employees to leverage generative AI to improve work processes and enhance productivity.
Kyushu EP and Kyushu T&D invited every workplace to submit DX initiatives focused on improving operational efficiency and labor productivity. We recognized five outstanding initiatives among the 269 submissions, which are now showcased on our DX Promotion Site[1] as they are rolled out throughout the Group.

[1] An internal portal that shares information on DX and highlights initiatives throughout the Group

●ICT infrastructure reforms

In order to implement structural reforms to our ICT infrastructure, we have established 8 themes and 18 measures for promoting our initiatives, including the establishment of a simplified development infrastructure for insourcing, construction of a data utilization infrastructure, and expansion of virtualization infrastructure and external cloud services.
Since structural reforms to our ICT infrastructure are an important element in supporting our DX, we are rapidly implementing the following policies:
・Infrastructure that can be utilized across divisions and the entire Group
・Infrastructure that is highly scalable and can reduce operation and maintenance costs
・Development standards and an operation system that promote efficient development and utilization of ICT infrastructure

●Innovation

We are leveraging digital technology to enhance the value of our products and services and to fundamentally transform our customer touchpoints and business model. Specifically, we are tackling the creation of a variety of new businesses that provide new value and address social issues, such as offering services via data analysis platforms that leverage smart meters and other technologies. We are also promoting initiatives aimed at collaboration with other companies, combining the Kyuden Group’s resources with digital technologies and startup ideas. Additionally, we collaborated with other companies to establish the “Shinketsugo! Fukuoka” consortium for open innovation in June 2024. Through such cross-company collaboration, we aim to drive further innovation and help create new businesses in the Kyushu region.

●Promotion of data utilization

In order to achieve data-driven corporate activities, improve productivity, and reform our business, we prioritize three areas: data utilization support and awareness, data management, and data governance. As initiatives for encouraging the utilization of data, we focus on self-service business intelligence (BI) for visualization and simple analysis and advanced analysis for forecasting and optimization. Furthermore, we will strengthen the mechanisms to promote and establish the use of data within and across the Group by each employee using a well-balanced data use environment that is both secure and convenient.

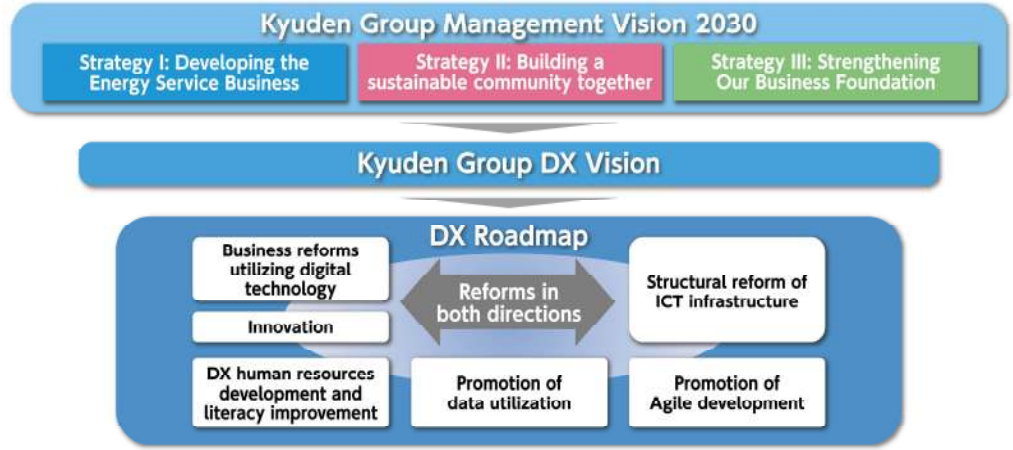
●Promotion of agile development

Agile development is a method of development that enables a flexible response to changes in the business environment by implementing functions incrementally in a short development cycle. In our current system development, we are proactively selecting and promoting agile development while confirming its applicability. Since cooperation between users and developers is essential for promoting agile development, we are increasing momentum for its application by offering a range of agile training programs and sharing practical in-house examples and expertise with all relevant parties, including each business division.

●Human resources development for promotion of DX

To further accelerate radical operational reforms and new business development using digital technology, in FY2023 we established our DX Specialist Human Resources Training program as practical, exercise-based training for data analysis and visualization, report creation, and other tasks, as well as DX Follower Training aimed at having all employees acquire basic knowledge and skills.
In FY2024, we are continuing the DX Specialist Human Resources Training and DX Follower Training to further develop human resources who proactively work on DX. Furthermore, we will drive the transformation of our organizational culture by introducing a reverse mentoring system in which young employees train managers. We will also introduce a skills assessment for the purpose of visualizing knowledge and skills related to DX. This will help us measure the effectiveness of the training and identify human resources with potential within the company, and will be utilized in future human resource strategies.

■DX Vision and DX Roadmap

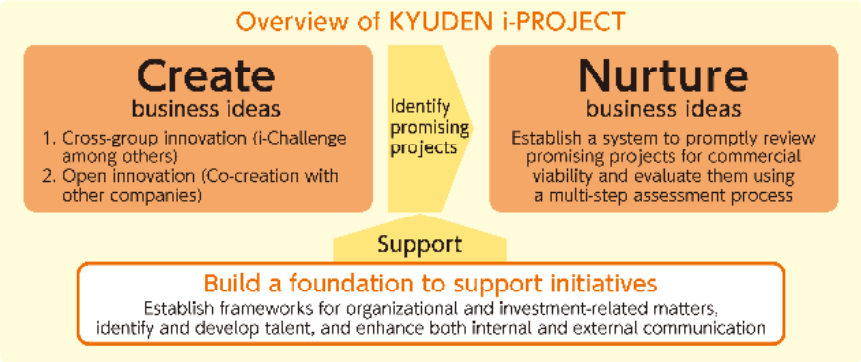


Promote DX by advancing business reforms, innovation and ICT infrastructure structural reforms, supported by human resources development, data utilization promotion, and the promotion of Agile development

Innovation

Policy and approach

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



Promotion framework

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



Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Creation of value through the growth of people and the organization	• 100 participants in KYUDEN i-PROJECT per year • At least 3 separate projects leading to final commercialization proposals	• 100 participants in KYUDEN i-PROJECT • At least 3 separate projects leading to final commercialization proposals	• 124 participants in KYUDEN i-PROJECT • 0 separate projects leading to final commercialization proposals	-

Initiatives

●Business idea development project i-Challenge

The i-Challenge project has been held annually since 2017 and is now in its eighth year. Designed to generate promising business ideas, the project welcomes individuals and teams from across the Kyuden Group who are passionate and interested in innovation. The initial nurturing phase, which combines workshops and mentoring by external experts, is followed by the selection phase, where presentations are given. To date, the project has seen close to 800 participants propose nearly 600 business ideas.

●Kyuden Open Innovation Program 2024: Inspiration and Co-Creation

Since 2022, we have been engaged in an open innovation program that integrates the exceptional knowledge, technology, and ideas of startups and business enterprises with the management resources of the Kyuden Group to create new businesses and solve business challenges. Starting in June 2024, we began accepting applications for new business ideas as well as existing business updates. After initial selection and refinement, we plan to announce the recipients after the final screening in December 2024. We will then collaborate with the recipients to solve business challenges and create new businesses.

Major commercialization projects born from KYUDEN i-PROJECT

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



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



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



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



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



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



Changing Our Organizational Culture

Policy and approach

As the business environment surrounding the Kyuden Group undergoes major changes, our human resources are the driving force for realizing Management Vision 2030. It is crucial that we accelerate our human capital enhancement initiatives to create value through the capabilities of our diverse talent.
To achieve this, the Kyuden Group is creating future value by fostering a corporate culture in which people, and the organization itself, continue to grow under our Basic Approach to Human Capital Enhancement.

Promotion framework

We are promoting initiatives under the strong leadership of our committed senior management, including our President. In addition, we are further accelerating growth of our people as well as the organization through our establishment of a joint project structure between the Corporate Strategy Division and the Human Resources Vitalization Division.

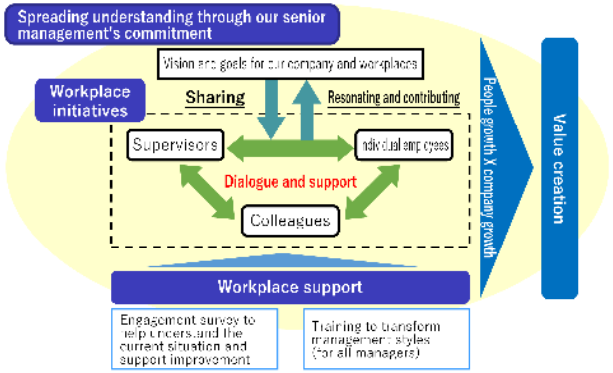
Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Creation of value through the growth of people and the organization (target introduced for FY2024 and on)	・Accelerate and improve effectiveness of QX initiatives -Management Transformation Training: attended by all organization leaders -Establishment of a structure to boost activities	–	-	Kyushu EP and Kyushu T&D

Initiatives

●Qden transformation (QX) initiatives

We promote our QX initiatives to enhance our organizational strength and productivity. Through dialogue, we identify the aspirations shared by both individual employees and the organization as a whole. We then have each employee work to realize these aspirations (WILL) by improving and reforming existing operations as well as creating new businesses and services.



Spreading understanding through our senior management's commitment
The President and the rest of our senior management drive QX initiatives share their commitment to QX with all parts of the Group in their own words. We also conduct video-based training for all employees to help them understand and align their actions with the initiatives.

Workplace support
In some workplaces,[1] we conduct engagement surveys to visualize the current state of our organization. We also conduct Management Transformation Training to develop the managerial skills and approaches of managers throughout the Group. By devising and implementing improvement measures tailored to the challenges of each workplace, we foster a work environment where employees can confidently take on the challenge of creating value. (Number of FY2023 participants: 389)
In FY2024, we plan to roll out these initiatives to all workplaces at Kyushu EP and Kyushu T&D.

[1] All main offices of Kyushu EP and Kyushu T&D as well as some other offices of Kyushu EP


Management transformation training session

●Leveraging engagement surveys

We have been incrementally introducing engagement surveys across all our workplaces since FY2023 with the aim of transforming them into environments that enhance employee engagement, which we define as resonating with the overall company direction and having the enthusiasm to proactively tackle challenges. This initiative enables company-wide monitoring of employee engagement as well as evolving our company-wide initiatives. It also helps us visualize workplace conditions and promote efforts toward workplace transformation focused on specific improvement areas for each workplace.

■Reference: How we leverage our engagement surveys



Company-wide cycle of improvement (KGI: Increase employee engagement)
- Use surveys to monitor employee engagement
- Improve engagement through company-wide measures

Cycle of improvement in workplaces
- Use surveys to visualize workplace conditions and understand issues
- Engage in dialogue to consider and implement workplace improvement initiatives
- Use focused surveys on improvement items to measure the effectiveness of initiatives
  → Continue/review activities and change improvement items

Securing and Developing Human Resources

Policy and approach

At the Kyuden Group, we have begun developing a talent portfolio to identify the personnel needed to increase the earnings of the growth businesses outlined in our management vision and to create new businesses. Based on this portfolio, we will focus on both acquiring talent with diverse experience from outside the Group and developing our existing talent.
Additionally, by enriching opportunities for diverse training and experiences both inside and outside the Group, we will help employees take ownership of their careers and foster their growth through varied experiences. We will also identify individuals who embrace these opportunities, place them in roles that match their qualifications, further develop their skills, and ensure they receive fair evaluations and treatment. In this way, we will harness each individual's efforts as a source of strength for achieving our management strategies.

Promotion framework

In terms of our approach to acquiring human resources, our senior management first discusses recruitment plans. The Human Resources Vitalization Division then takes the lead in implementing these plans while liaising with each division to ensure systematic and strategic hiring.
Our approach to human resources development is based on the Kyushu Electric Power Education Charter. We primarily conduct on-the-job training, with the Human Resources Vitalization Division focused on ensuring employees have the fundamental capabilities necessary for their work, and the individual divisions responsible for advancing employees' acquisition of specialized knowledge and technical skills.
Additionally, while closely liaising with the individual divisions and communicating with senior management, the Human Resources Vitalization Division leads the implementation and reform of systems that determine employee evaluation, compensation, treatment, and opportunities to take on new challenges.

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Human capital strategies linked to management strategies (target introduced for FY2024 and on)	MY Choice Training (formerly Training for Problem Solving Skills): 2,000 participants	-	MY Choice Training : 1,769 participants	Kyushu EP and Kyushu T&D

Initiatives

●Acquisition of talent with diverse knowledge and experience

We are actively working to diversify our talent pool and gain new perspectives through several key initiatives: acquiring experienced professionals from other companies; hiring highly specialized personnel for new and growth businesses; and rehiring employees who previously left due to personal circumstances such as childbirth, childcare, or nursing care responsibilities. Since May 2021, we have also taken a flexible approach to hiring external talent, including people who have side jobs or concurrent positions outside the Group.

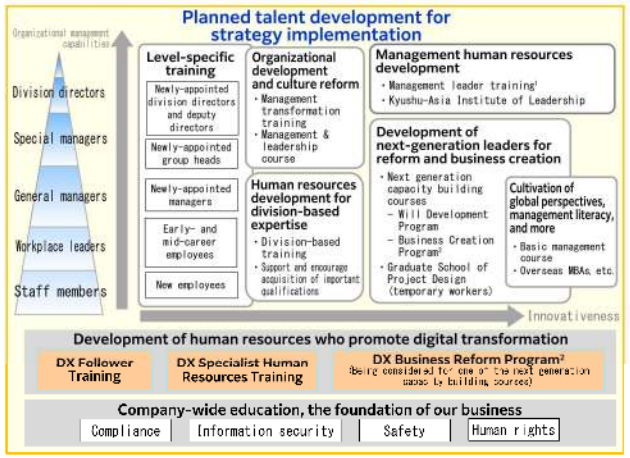
■Initiatives to secure diverse human resources

Category	Initiatives
Obtaining outside perspectives	• Mid-career recruitment (for people with experience working at other companies) • Recruitment for highly specialized expertise (aimed at our new businesses and growth businesses)
Leveraging outside experience by former Kyuden Group employees	• System for reentering the workplace (for employees who left due to childbirth, childcare, nursing care, etc.) • Job return system (for employees who left to start their own business, change jobs, etc.)
Flexibly leveraging diverse hiring styles	• People with side jobs or concurrent positions outside the Group • Contract employees (with advanced/specialized skills)

●Human resources development aimed at achieving our management strategies (training system)

We are systematizing training and enhancing human resources development in terms of both "planned talent development for strategy implementation" and "self-driven learning by employees." For the former initiative, we combine programs categorized by career level with challenges selected by the company or individual to systematically develop our management talent, talent who can lead reforms and business creation, and talent with skills for digital transformation. For the latter initiative, we offer a wide variety of options to provide flexible learning opportunities (such as on-demand learning and e-learning) that align with each individual's lifestyle.

■Outline of our training system





[1] This program was designed to develop the transformational leadership skills required of managers through dialogue with outside experts, exercises, and workplace practice. It aims to cultivate in management candidates the mindset, perspectives, and decision-making abilities required of managers, extending beyond the scope of individual divisions. To date, a cumulative total of 214 employees have participated in the program. Of these participants, 20 have risen to the level of executive officer, while 73 have been appointed as division directors at main offices or heads of important units directly under the control of main offices and divisions. (All figures represent cumulative totals)
[2] Provisional name(in the process of coordinating with relevant parties)

■Average training per employee[1]

Category	FY2023
Average training hours per employee	36.3 hours
Education and training expenses per employee	107,000 yen

[1] Current employees (excluding employees on leave)

Securing and developing human resources with digital transformation skills
Digital transformation (DX) is essential for realizing the Kyuden Group Management Vision 2030, as it will lead to improved productivity and the creation of new businesses through fundamental operational reforms. To this end, we are systematically developing human resources with the knowledge and skills necessary to promote digital transformation, guided by our DX Roadmap. (For details, see Digital Transformation on p 51.)

Initiatives to maintain and pass on technical skills

Kyushu EP and Kyushu T&D implement initiatives[1] to enhance the knowledge and skills of employees in each division, enabling them to acquire the technology and expertise needed for their roles. Furthermore, for mid-career hires and employees whose responsibilities have changed significantly due to transfers or other factors, we provide tailored follow-up support at each workplace. This ensures the prompt acquisition of required skills and competencies.

[1] These initiatives offer step-by-step development plans that enable employees to systematically acquire job-related competencies, with clear timelines and proficiency milestones.

■Overview of each division's initiatives to ensure acquisition of skills and competencies

Kyushu EP	Thermal Power Division	• Implementation of education tailored to the level of growth of each individual based on an education plan • Initiatives to familiarize employees with the necessary operations of the Thermal Power Division and to work toward mastery of highly specialized knowledge and skills • Initiatives to develop human resources who can play an active role in a wide range of fields and respond flexibly to changes in the business environment
	Civil & Architectural Engineering Division	• Initiatives to develop human resources capable of creating, maintaining, and leveraging technology for facilities in local communities. • Initiatives to develop human resources capable of responding flexibly to business diversification and evolving conditions • Initiatives to strengthen our technical response to natural hazards • Initiatives to improve onsite and management skills through onsite-focused education
	Nuclear Power Division	• Initiatives for the acquisition of a wide range of knowledge on matters such as plant operation and equipment • Initiatives for the prompt acquisition of expertise on matters such as facility maintenance and management as well as management of radiation and nuclear fuel • Initiatives for practical education and training through the effective utilization of operation simulators and maintenance training facilities available at the Power Plant Training Center, as well as at various external training facilities and training programs
	Information & Communications Division	• Initiatives to maintain and pass on the information and communication technologies necessary for the enhancement and greater efficiency of the electric power business • Initiatives to improve technological capabilities for the future promotion of digitalization, such as in drones, security, IoT, and AI
Kyushu T&D	Transmission & Substation Division Power System Operation & Engineering Division	• Initiatives to maintain and pass on technical capabilities for maintenance through the establishment and operation of a collaborative framework with the group company Kyuden High Tech Co., Ltd.
	Distribution Division	• Initiatives to improve skills for restoring power distribution facilities through means such as periodic technical training on power distribution work

Group-wide human resources development

Aiming for the integrated development of the Kyuden Group, Kyushu EP will continue to systematically implement the Kyuden Group Mirai-Juku, which offers joint Group education and training. By understanding the needs of Group companies, we will develop effective education and training programs that will lead to the improvement of the Group's overall capabilities.

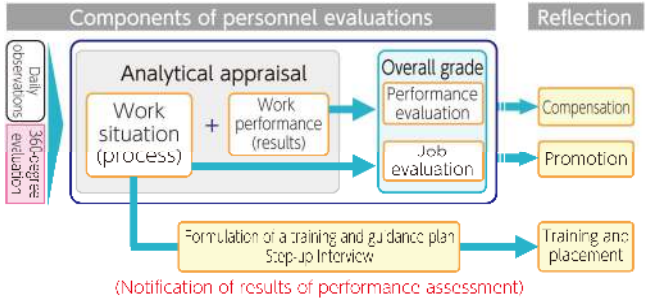
●Evaluation system that recognizes, leverages, and rewards diverse capabilities

Evaluations with nuanced assessment of individual performance

Kyushu EP and Kyushu T&D evaluate employees not only on the basis of performance but also on their attitude toward taking on challenges, awareness of compliance, and processes they follow in the course of their work.

Notably, general employees are informed at the beginning of each fiscal year of the work performance expectations that will serve as the baseline for their appraisal. We also analyze our appraisals of general employees to apply the results to training and guidance for enhanced human resources development.

Additionally, we conduct "Step Up Interviews" for non-managerial employees, who account for about 60% of the total number of employees, to boost their motivation and ensure planned daily development and guidance. In these interviews, superiors and subordinates share insights on matters such as employee strengths, areas for improvement, and future career plans based on their engagement in operations over the prior year. These interviews, along with other aspects of our system, ensure that the results of our analysis of employee appraisals (such as individual work performance) contribute to further employee growth.



Moreover, from the perspective of ensuring objective, convincing appraisals that encourage self-awareness and further growth, we introduced a 360-degree evaluation system in FY2023. This system complements the supervisor's appraisal by gathering multifaceted feedback on the employee's actions and other aspects. We have also standardized our notification method for performance appraisal results.

Multi-track career paths

We have established multi-track career paths that recognize and reward diverse capabilities so that diverse human resources can maximize their potential. This initiative will also help us acquire talent for our new and growth businesses.

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

●Creating a system that lets employees challenge themselves to reach their full potential

Putting accountability into practice

As we move toward the realization of the Kyuden Group Management Vision 2030, it is necessary for each employee to see change as an opportunity and respond appropriately. To this end, Kyushu EP and Kyushu T&D have defined actions that warrant particular attention as "Accountability in Action for Every Employee to Achieve Our Management Vision." We are promoting efforts that encourage employees to carry out these actions, such as by presenting awards for outstanding efforts.

Accountability in action for every employee to achieve our management vision

Open up: Open up your mind to unlock a whole new world

The world's values and needs are constantly changing, and technology is continually advancing. We need to be sensitive to and anticipate these changes and progress, and apply them to our work.

Each of us should always ask ourselves if our current way of working is indeed the best way. We must broaden our perspectives to include other industries and fields, while valuing different opinions and ways of thinking as we evolve our technologies and services to meet the needs of society and our customers.

Speed up and step up: Continue to step up to challenges with speed and passion

In order to respond to our customers' desires in a timely manner, it is important that we act quickly and seize every opportunity. By taking action first and foremost, new insights will emerge, revealing a changing landscape. We are not afraid to take risks as we move toward the future with passion and courage.

The challenges we face and the efforts we make are the fuel that will propel us into the future.

Learn: Embrace the joy of learning and keep growing

The world never stops moving forward. Similarly, we can continue to grow by learning, regardless of our age or life stage.

To be professionals who meet our customers' expectations, we must always maintain a desire to learn and continue to refine our knowledge and skills through our on-the-job practices.

Helping employees tackle new challenges of their own choosing

We will enhance opportunities for diverse learning and experiences both inside and outside the company. Through our self-nomination career advancement system, we will place motivated and suitable individuals in appropriate positions, supporting self-driven career development. This approach will allow us to leverage the strengths of our diverse talent to create value for the Kyuden Group.

Career success	Human resource bank (matching individual skills with positions)			System-based personnel changes (FY2023) ・36 participants in the career accelerator program ・22 positions filled through internal recruitment
	Achieve career success by applying for positions	Career accelerator program (apply to a desired division)		
		In-house recruitment (apply to work in a specific position)		
Diverse experiences	Opportunities within the company	Proposals	KYUDEN i-PROJECT (startup proposals)	Total number of participants ・163 concurrent positions inside the company (38 subjects) ・18 members with side jobs outside the company (19 subjects)
			Concurrent jobs within the company (propose ideas and plans to divisions)	
	Opportunities outside the company	External side job / concurrent position	Side jobs outside the company (opportunities for working outside the company)	
Learning		Self-funded study abroad at a university or graduate school (study leave system)		1,769 voluntary training participants in FY2023 (MY Choice Training)
		Company-funded study abroad		
	Self-driven learning by employees (MY Choice Training, personal development support, etc.)			

DE&I

Policy and approach

The Kyuden Group is committed to strengthening our business foundation by fostering a workplace culture that values diversity, equity, and inclusion (DE&I).
We strive to enhance our corporate value by harnessing the strengths, individuality, and capabilities of each of our employees, ensuring inclusion **across all genders, ages, nationalities, and beliefs.** By creating an environment where diverse talent can thrive, grow, and feel a sense of purpose, we are working toward achieving our vision encapsulated by our creed: “Kyuden Group: Creating the future, starting from Kyushu.”

Promotion framework

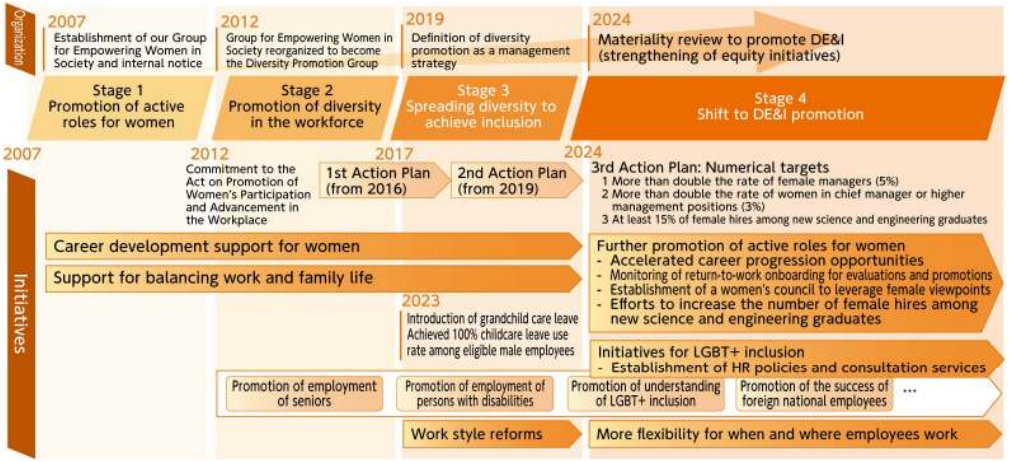
We have appointed the Human Resources Strategy Group in our Human Resources Vitalization Division to spearhead our DE&I initiatives. This group works in tandem with all our senior management as well as the personnel and labor-related groups of each branch.

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Promotion of DE&I	・At least 10% female hires among new science and engineering graduates ・100% ratio of paternal leave ・2.5% or more employment ratio of persons with disabilities	・More than 3 times increase in number of women appointed to management or organizational head positions in FY2019–2023 compared to FY2009–2013 ・100% ratio of paternal leave ・Eruboshi certification	・3.4 times increase in the number of new female managers[13 personnel; 62 personnel cumulatively] 5 times increase in the number of women appointed to organizational head positions [7 personnel; 35 personnel cumulatively] ・103.6% ratio of paternal leave ・Eruboshi certification	Kyushu EP and Kyushu T&D

Initiatives

We began initiatives in 2007 to make the Kyuden Group a place where women can thrive in their careers. Since then, we have continuously evolved our efforts to embrace a diverse workforce. Starting in 2024, we are taking our initiatives to the next level with our DE&I promotion.



●Creating a work environment where women can thrive

Kyushu EP and Kyushu T&D strive to create a dynamic work environment where employees of all genders can find purpose and fulfillment in their work. Our efforts are centered around three main pillars: changing mindsets and workplace culture, career development support for women, and support for balancing work and family life.
In our career development support for women, we are addressing the impact of major life events like childbirth and childcare on career progression. Our initiatives focus on providing accelerated career progression opportunities and equitable return-to-work programs for women who have taken extended leave. We are also enhancing our efforts to recruit new female graduates in recognition of our very low number of women in science and technology divisions.

■Kyuden’s roundtable discussion for women in STEM (YouTube)



We are working to form a community among our female tech employees through efforts such as uploading videos of roundtable discussions featuring the Kyuden Group’s women in STEM

■Women tech employees talk STEM with female junior and senior HS students



We help foster the next generation of STEM talent by creating opportunities for the Kyuden Group’s female tech employees to speak with aspiring female junior and senior high school students

Action Plan based on the Act on Promotion of Women’s Participation and Advancement in the Workplace
Kyushu EP and Kyushu T&D have further evolved their efforts for women’s success in the workplace through the development of the third phase of our action plan based on the Japanese government’s Act on Promotion of Women’s Participation and Advancement in the Workplace. In July 2016, we were recognized by the Minister of Health, Labour and Welfare as a company with outstanding initiatives for promoting women’s workplace advancement. (In February 2018, our Group company Kyuden Sangyo also received this recognition.)

Action plan to promote active roles for women

Plan period
April 1, 2024 to March 31, 2029
Targets
We aim to accomplish the following targets by the end of FY2028.
(1) More than double the rate of female managers (goal: 5%)
(2) More than double the rate of women in chief manager or higher management positions (goal: 3%)
(3) At least 15% female hires among new science and engineering graduates
Goals are based on the second phase of the Action Plan
Main initiatives over the next five years
▶Enhancement of measures to support women’s career growth (from April 1, 2024)
・Plan-based, systematic development and promotion of female employees in different divisions and areas
・More opportunities for accelerated career progression and return-to-work onboarding in consideration of the major life events that can affect women’s careers
・Mentorship support from managers to help women plan long-term careers
・Career development support tailored to different stages, including for young women, mid-career professionals, and working mothers
-Proactive development of information sessions and other recruiting activities that target female STEM students
-Organization of career development seminars
-Career consulting services to support personalized career development
▶Training and promotion of women who will lead the Kyuden Group (from April 1, 2024)
・Planned training, job transfer opportunities, and assignments to continuously develop women’s management skills
・Accelerated training and development of management candidates
▶Creation of more supportive environments that help employees of all genders thrive in their careers while managing housework and raising children (from April 1, 2024)
・Enhancement of environments that enable concentrating on work while also managing housework and childcare
-Expansion and promotion of use of our programs that enable flexible work styles and career choices
・Enhancement of supportive environments that help women continue their careers after marriage and childbirth
-Consideration of work location when employees are raising children
・Provision information and introducing role models to male employees to encourage greater involvement in housework and childcare

Eruboshi certification logo in recognition of our initiatives based on the Act on Promotion of Women’s Participation and Advancement in the Workplace

●Support for balancing work and family life

As part of our commitment to building workplaces that support a diverse workforce, Kyushu EP and Kyushu T&D strive to create a work environment where employees can easily balance their professional and personal lives.
Through our ongoing efforts, we are exploring more flexible policies to better accommodate the childcare, caregiving, and other needs of our employees.

■Outline and achievements of our programs that support childcare and family care needs

Program	Leave	Shortened working hours	Special leave
Childcare support	**Applicable period** Until the end of April after the child reaches the age of two Number of users: 68 (11) / 73 (26) / 279 (225) / 356 (291) Ratio of paternal leave[1]: 3.5 / 8.3 / 80.6 / 103.6	**Applicable period** Until the end of the child's third year of elementary school. However, if afterschool childcare is not available even upon request, the program is available for use until the end of the child's sixth year of elementary school. Number of users: 127 (1) / 130 (1) / 162 (7) / 162 (6)	**Nursing care leave** For the purpose of caring for an ill or injured child in the third year of elementary school or below, 5 days are granted per year per child, and 10 days are granted per year for 2 or more children (may be taken in one hour increments) Number of users: 299 (211) / 323 (222) / 351 (274) / 426 (315)
Family care support	**Applicable period** Up to a total of two years (730 days) for the same care recipient Number of users: 3 (0) / 1 (1) / 3 (3) / 1 (0)	**Applicable period** Until family care is no longer necessary Number of users: 2 (1) / 7 (1) / 6 (1) / 2 (1)	**Family care leave** For those who need to provide family care, 5 days are granted per year per family member, and 10 days for 2 or more family members (may be taken in one hour increments) Number of users: 185 (156) / 157 (133) / 179 (135) / 175 (149)

Figures in parentheses indicate male employees who utilized the program
[1] The ratio of male employees who took childcare leave among all male employees whose spouses gave birth is calculated based on the provisions of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labour No. 25 of 1991). In FY2022, we discontinued our spousal maternity leave system and began providing partially-paid paternal leave.

Our action plan to support future generations

Kyushu EP and Kyushu T&D[1] recognize that everyone should play a role in helping raise the next generation. As such, we are committed to fostering a workplace culture that supports employees of all genders who are raising children. Their 7th Action Plan promotes initiatives that help employees easily balance childcare with work responsibilities.
In recognition of these efforts, Kyushu EP was awarded the Japanese government's Kurumin certification as a general business that meets child-friendly workplace standards both in 2013 and 2015.

[1] Only Kyushu EP was involved when the Action Plan was formulated

7th Action Plan

Plan period
April 1, 2021 to March 31, 2025
(The 10-year period, as stipulated by law, is divided into two- to five-year periods.)
Benchmark targets for our initiatives
- Achieving 100% childcare leave utilization rate among eligible male and female employees
- Enhancing flexible work arrangements for employees who are raising children and increasing awareness about their needs

Kurumin certification logo from the Minister of Health, Labour and Welfare
in recognition of our initiatives based on the Act on Advancement of Measures to Support Raising Next-Generation Children

Support enabling male employees to be active parents

Using the slogan "IkuQ: Over 2 weeks" (a play on the company names and the Japanese word for "childcare"), Kyushu EP and Kyushu T&D encourage male employees to be active fathers by suggesting they take at least two weeks of leave to focus on childcare. The companies recognize that fathers experience personal growth and enhance their time management and creative thinking skills in the course of deepening their family bonds and raising children.
We aim for 100% of our eligible male employees to take childcare leave by implementing various measures, including partially paid childcare leave and the distribution of our unique "Papanote" paternity handbook, which helps fathers embrace their role as parents. Our efforts were recognized in 2023 when we received Fukuoka Prefecture's Award for Companies with Declarations of Support for Childcare.


Receiving Fukuoka Prefecture's Award for Companies with Declarations of Support for Childcare

Grandchild care leave

In December 2023, we introduced a grandchild care leave system that helps grandparents play active roles in raising their grandchildren. We aim to foster a culture that encourages all generations to help with childcare.
(FY2023 results: 28 employees who took a cumulative total of 71 periods of leave)

●Promotion of employment for persons with disabilities

The Kyuden Group promotes employment of persons with disabilities as part of our Group-wide commitment to helping create a society where all people with and without disabilities can thrive in their communities.
Our special subsidiary Q-CAP has been helping increase employment opportunities for persons with disabilities through business support services alongside its existing subtitle production services.
Our employment rate for persons with disabilities in June 2023 was 2.51%. In order to keep our rate above the legal mandate, we are implementing systematic hiring with a special selection process during our regular hiring periods.

●Promoting employment of seniors

Kyushu EP and Kyushu T&D believe that employees aged 60 and over are valuable human resources with a wealth of experience and advanced knowledge and skills. They have established programs to encourage these employees to play an even more active role, including the Career Employee Program, a system for rehiring employees who have reached the mandatory retirement age, as well as the Career Bank Program, a system for commissioning work to retired employees who are interested. In addition, we provide a wide range of support for employees interested in exploring work options for after their retirement, including our Side Job System that allows employees to pursue side jobs outside the company, our Reemployment Support Course, and our leave program that helps employees prepare to transfer jobs.

Creation of an environment that helps senior employees thrive	・Career Employee Program ・Career Bank Program ・Side Job Program
Initiatives to raise employee awareness	・Career design training ・Training before re-hiring under the Career Employee Program ・Career development consultations

●Initiatives for LGBT+ inclusion

We respect sexual orientation and gender identity as important aspects of diversity and are committed to creating a work environment where employees can work confidently and authentically.
Our policies include recognizing same-sex partners and their children as families within our internal systems. We also support transgender employees by recognizing their gender identity and preferred names as well as providing leave for gender-affirming care.
Furthermore, to foster understanding among employees, we have established internal and external LGBT+ consultation services to respond to inquiries from employees and workplaces. We also conduct training sessions for all employees to promote deeper understanding of LGBT+ inclusion.

■Examples of policies for same-sex partners and their children

Work-related policies	Special leave (for marriage and other reasons), shortened working hours for childcare and family care
Employee welfare	Company housing, dormitories, subsidies for childcare expenses
Leave	Childcare leave, family care leave
Compensation	Household allowance, housing allowance
HR	Use of preferred names



Raising awareness via the company intranet

Work Environment Improvements

Policy and approach

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

Promotion framework

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

Targets

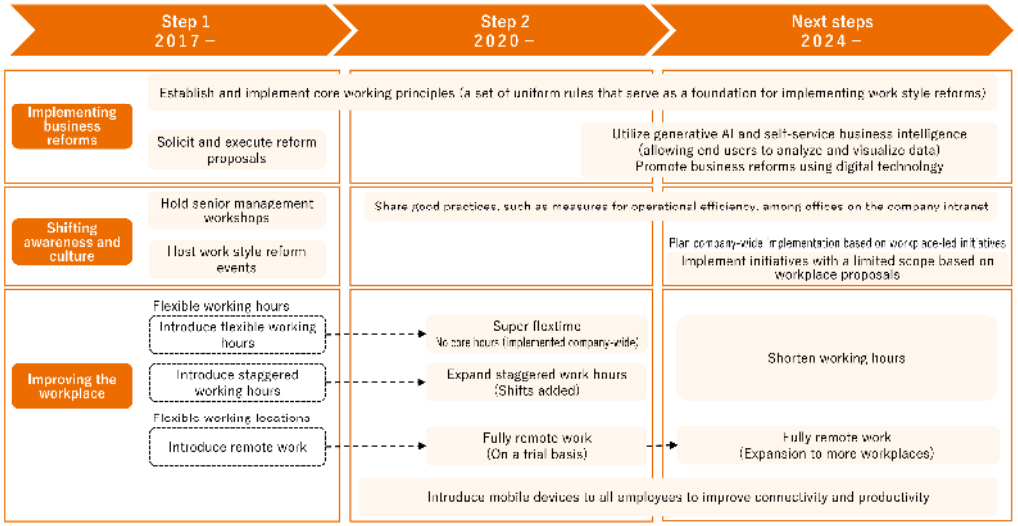
Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Work style reforms	70% of employees perceive progress in work style reforms (Aiming to achieve 75% in FY2030 through gradual improvement)	-	(Target introduced from FY2024 onward)	Kyushu EP and Kyushu T&D

Initiatives

●Promotion of work style reforms

To achieve improved productivity and work-life synergy, Kyushu EP and Kyushu T&D promote work style reforms through a three-pronged approach of implementing business reforms, changing mindsets and workplace culture, and improving work environments. Moving forward, our focus will be on accelerating cultural reform in the workplace, expanding fully remote work, and increasing work flexibility in terms of time and location.

■Status of work style reform initiatives



(Reference) Significant changes that promote flexible work styles

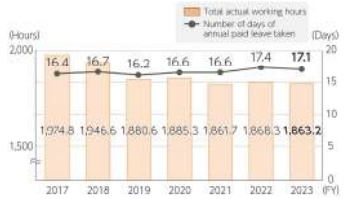
April 2020	Introduction of intervals between work hours (at least 10 hours secured in principle)
July 2020	Introduction of a staggered hours scheme to support a healthy work-life balance
August 2020	Introduction of a flexible break time (lunch shift) scheme
April 2021	Expansion of remote work (expansion to more workplaces, removal of restrictions to work hours)
December 2022	Introduction of fully remote work within the head office
April 2023	Introduction of flextime scheme
June 2024	Expansion of fully remote work across branch offices


Satellite office

●Improving work-life balance

Kyushu EP and Kyushu T&D are working to reduce total actual working hours to enhance employee work-life balance. These measures include promoting flexible work styles such as flextime, improving labor productivity through work style reforms, and encouraging employees to take advantage of company-wide no-overtime days and annual paid leave. Additionally, to maintain employee mental and physical health and comply with labor laws, working hours are thoroughly managed by monitoring the time spent on computers.

■Total actual working hours and annual paid leave taken per person



●Labor-management relations

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


Labor-management roundtable meeting

●Initiatives to integrate employee feedback

At Kyushu EP and Kyushu T&D, we hold employee relations meetings to engage in dialogue with our employees, aiming to enhance their satisfaction with our personnel and labor policies.
We also conduct employee satisfaction surveys to evaluate morale, compliance, and human resources and labor policies, using the feedback we receive to further improve our policies.
The satisfaction rate for the FY2022 Employee Satisfaction Survey was 80.4%.

●Employee welfare initiatives

Kyushu EP and Kyushu T&D offer several welfare initiatives to assist employees at different stages of their careers. These include a cafeteria plan, an employee benefit plan that allows staff to choose from a variety of benefits, as well as support for wealth building through an employee stock investment plan.

Safety and Health

Safety

Policy and approach

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

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

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

Kyuden Group

Kyuden Group Safe Conduct Charter

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

Workplaces

Kyuden Group's Promise of Safety

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

Individuals

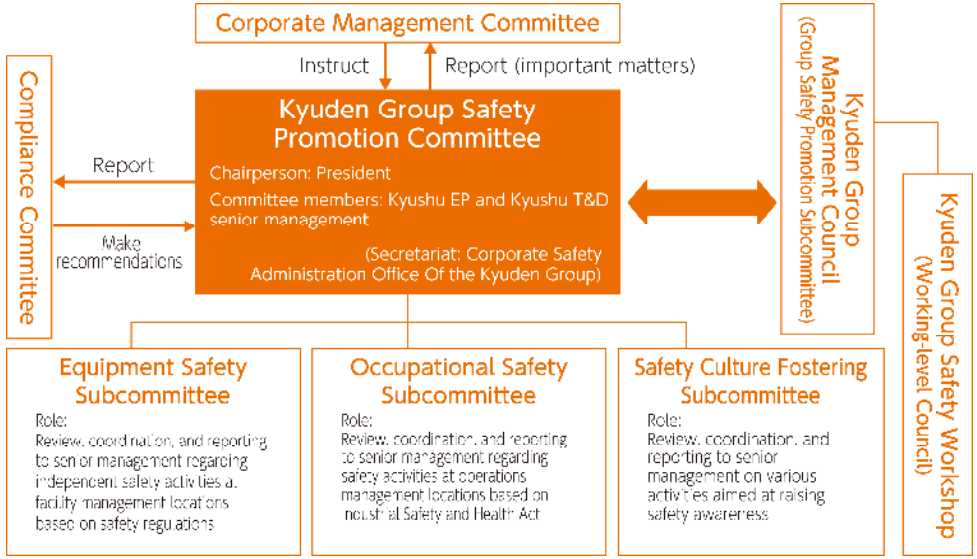
Three principles of safe conduct for all employees

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

Promotion framework

The Kyuden Group Safety Promotion Committee, chaired by the President, meets twice a year to deliberate on the safety of the entire Kyuden Group. Through discussions and coordination at the management level, we are strengthening safety-related governance to strive to prevent accidents.
In addition, the Safety Promotion Committee works with the Group Safety Promotion Subcommittee, composed of executives in charge of safety at Group companies, to build a Group-wide safety promotion structure.

■Kyuden Group safety promotion structure



Targets

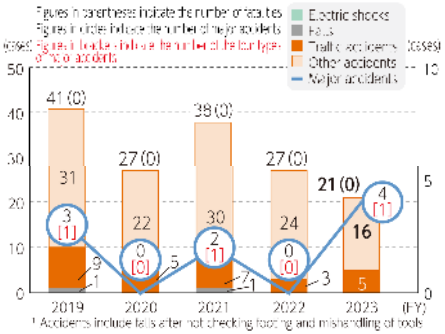
Issue	FY2024 target	FY2023 target	FY2023 result	Scope of data collection
Prioritizing safety and health	• 0 instances of any of the four types of major accidents,[1] including for contractors and subcontractors [1]The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery	• 0 serious accidents involving employees	• 4 serious accidents involving employees	Kyushu EP and Kyushu T&D

Initiatives

Initiatives to eliminate all major accidents

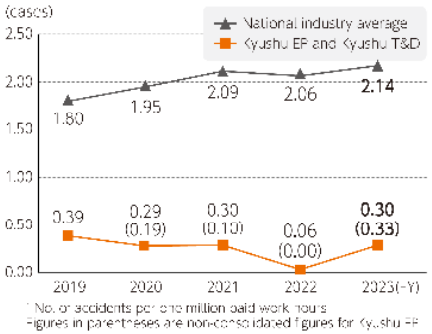
We aim to eliminate all major accidents by promoting disaster prevention measures and ensuring safe work practices onsite. These measures include conducting risk assessments, implementing prevention strategies based on thorough investigations of root causes after accidents, and verifying the implementation of these strategies.
In addition to conventional efforts to prevent recurrence by eliminating the causes of accidents, we will adopt measures that incorporate a new perspective (Safety II). This perspective focuses on incidents that resulted in only a close call or minor repercussions, examining factors that prevented a full-blown accident and understanding why they were successful.
Furthermore, we provide safety education and level-specific training as mandated by occupational health and safety laws, with the goal of enhancing participants' safety awareness and knowledge.

■No. of on-the-job accidents at Kyushu EP and Kyushu T&D (by accident type)



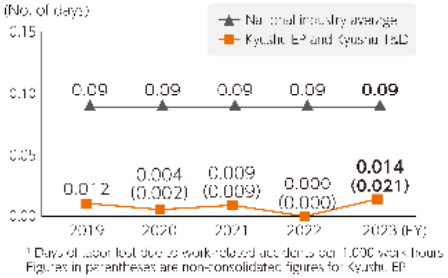
[1] Accidents include falls after not checking footing and mishandling of tools

■Rate of work-related accidents[1]



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

■Severity of work-related accidents[1]



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

■Safety education at Kyushu EP and Kyushu T&D (FY2023)

Education subject		No. of attendees
Statutory training	At time of hiring (for new employees)	241
	Foremen	1,151
	Safety managers	55
	Total	1,447
Level-specific training	Safety training for regular employees	558
	Safety training for management	457
	Total	1,015

Promoting safety activities with contractors and subcontractors

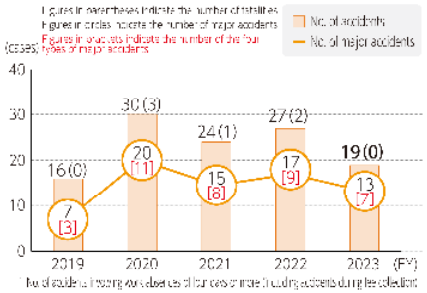
In cooperation with contractors and subcontractors, we promote safety activities targeting the most frequent types of accidents to ensure thorough safety practices. Specifically, we are working to raise safety awareness by sharing basic information on how to eliminate the four major types of serious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

■Safety inspections by occupational safety consultants





■No. of accidents involving contractors and subcontractors[1]



[1] No. of accidents involving workers of contractors and subcontractors (including accidents during fee collection)

Safety training at Anzen Mirai Kan

Newly opened in April 2023, Anzen Mirai Kan provides safety training for all Kyuden Group employees to foster their commitment to safety and create a culture of safety that unites the Group. At the facility, we use content such as disaster reenactment videos to help participants truly grasp the devastating impact of disasters and their effects on others. We deepen our understanding of human traits that can lead to accidents in terms of human error, risk-taking, and psychological safety. We also utilize disaster simulator equipment to teach the effectiveness of safe practices and enhance hazard awareness. This “resonating” training aims to further raise safety awareness among our Group employees.
2,191 employees attended training at the facility in FY2023.

■Employees during a training course



Kyuden Group Safety Convention

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

■Participants being recognized for efforts in safety promotion



Promoting various health and safety policies through labor-management cooperation

We have established a Workplace Safety & Health Committee as required by law at workplaces with 50 or more employees. In addition, one of our unique initiatives is the establishment of a Safety & Health Promotion Council at workplaces with less than 50 employees, in which company and worker representatives investigate and deliberate on important matters such as basic measures to prevent danger and health hazards to employees.
Moreover, as a forum for labor and management to regularly discuss matters and policies related to health and safety throughout the entire company and in branch areas, we have established a Central Safety & Health Committee at the main office and an Area Safety & Health Committee at each branch. Labor and management are working in lockstep to promote safety and health measures.

Ensuring safety at facilities

Initiatives for the stable operation of thermal power plants

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

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

■Early detection of equipment abnormalities through inspections


Checking equipment by pointing and calling


Checking for abnormal sounds with a stethoscope

Safety measure initiatives at hydro power plants

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

■Retrofitting dams to allow sediment flow downstream


Saigou Dam (before retrofitting)


Saigou Dam (after retrofitting)

Health

Policy and approach

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

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

■Conceptual diagram



■Kyushu EP Health Declaration



Promotion framework

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

■Structure diagram



Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Prioritizing safety and health	• Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • 80 or fewer overall health risks identified during stress checks	• Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • 80 or fewer overall health risks identified during stress checks	• Continue to be selected for the Certified Health & Productivity Management Outstanding Organizations Recognition Program • 76 overall health risks identified during stress checks	Kyushu EP and Kyushu T&D

Initiatives

●Physical health

(1) Efforts to raise awareness and encourage concrete actions to improve lifestyle and exercise habits
- Top management drives Health and Productivity Management through internal broadcasts of messages from the President and other means
- Provide information in the company newsletter on quitting smoking, women's health, and other topics to raise health awareness
- Conduct physical fitness test sessions and various health classes to raise awareness of lifestyle improvement and provide advice from public health nurses and other healthcare professionals to promote good health
- Make efforts to encourage regular exercise through company-wide walking campaigns and other activities in which employees can participate with their colleagues

(2) Measures to prevent passive smoking and help employees quit smoking
- In principle, smoking is prohibited indoors, and smoking rooms that do not meet legal standards are abolished
- Support to help quit smoking by public health nurses and other healthcare professionals

■Indicators related to Health and Productivity Management

Item	Periodic health checkups	Regular exercise	Smoking rate	Alcohol consumption
Physical health	Percentage of recipients 100.0% 100.0% 100.0% 2021 2022 2023	Percentage of respondents who answered that they get regular exercise 22.5% 23.2% 26.1% 2021 2022 2023	Percentage of respondents who answered in the medical interview that they smoke 24.3% 23.3% 22.6% 2021 2022 2023	Percentage of respondents who drink an average of two or more drinks(360 ml) per day 9.5% 9.3% 11.6% 2021 2022 2023

■Publicity through in-house newsletters

■Initiatives to raise health awareness through in-house broadcasts





Radio calisthenics video that features top management

●Mental health

(1) Group-wide collective stress check
- Set a period of time and conduct stress checks simultaneously throughout Group companies to ascertain the stress levels of employees and workplaces

(2) Stress reduction activities based on stress check results
- Implement self-care based on the results of stress checks
- Discuss strengths and weaknesses of the workplace based on the results of stress checks at each workplace and implement measures to improve the workplace environment with the participation of all employees

Item	Stress check	
Mental health	Percentage of recipients 94.8% 94.8% 95.8% 2021 2022 2023	Overall health risk 100 (national average) 78 76 75 2021 2022 2023 *100 or less is desirable (better than national average)

●Selected under the Certified Health & Productivity Management Outstanding Organizations Recognition Program

In 2024, we were selected under the Certified Health & Productivity Management Outstanding Organizations Recognition Program for the seventh consecutive year in recognition of our efforts to support the health of employees.

2024 健康経営優良法人 Health and productivity ホワイト500

Human Rights

The Kyuden Group upholds international standards such as the United Nations' "Guiding Principles on Business and Human Rights." We are committed to respecting the human rights of all stakeholders involved in our business activities.

Policy and approach

Kyuden Group Human Rights Policy

The Kyuden Group's Mission is defined by our guiding philosophy and embodied in our brand message: "Enlighten Our Future." Not only do we aim to prevent and mitigate any negative impacts on human rights associated with our business, but we also promote the kinds of business activities that proactively respect human rights. In so doing, we hope to contribute to a more sustainable society and enhance the corporate value of the Kyuden Group.

1. **Commitment to human rights**
   At the Kyuden Group, we comply with the laws and regulations of each country and region where we operate. We support and uphold international standards related to human rights, such as the United Nations' "Guiding Principles on Business and Human Rights," and fulfill our responsibility to respect human rights across all of our business activities.

2. **Scope of impact**
   This policy applies to all executives and employees of the Kyuden Group.
   We also seek the understanding and support of all partners in our supply chain.

3. **Human rights due diligence**
   We have established a human rights due diligence structure to identify and assess the negative impacts of our business on human rights and take measures to prevent and mitigate such risks.

4. **Correction and remediation of human rights violations**
   If any business activities of the Kyuden Group cause or contribute to a negative impact on human rights, we will promptly identify the impact and establish mechanisms for corrective and remedial measures.

5. **Dialogue and consultation with stakeholders**
   We continuously engage in dialogue and consultation with stakeholders regarding the impact of our business activities on human rights and strive to improve and enhance our efforts.

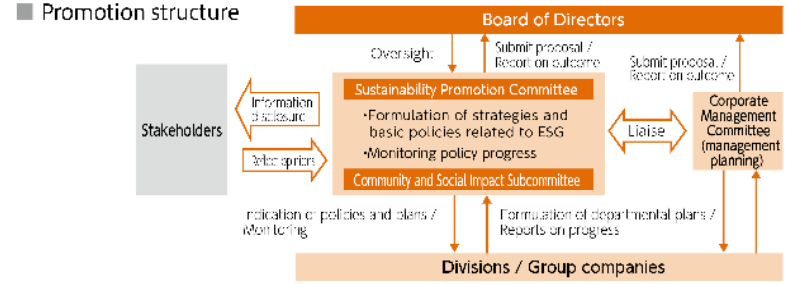
6. **Awareness training and education for executives and employees**
   We conduct the awareness training and education necessary to ensure that executives and employees understand and comply with our policies when conducting business.

7. **Information disclosure**
   We disclose information on the status of our human rights initiatives as appropriate based on this policy.

Promotion framework

Policies on human rights, their implementation, and other important matters are deliberated by the Sustainability Promotion Committee, chaired by the president and overseen by the Board of Directors. The Community and Social Impact Subcommittee has been established under this committee, chaired by the Executive Director of the Business Solution Headquarters, to conduct more specialized deliberations.
Each headquarters and group company implements initiatives based on the discussions of the Sustainability Promotion Committee and the Board of Directors.

■ Promotion structure



■ Sustainability Promotion Committee

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

■ Community and Social Impact Subcommittee

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

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Respect for human rights	0 significant human rights violations[1] across the entire supply chain [1] Violations deemed to have significant social impact	Implemented 12 new and expanded human initiatives related to human rights due diligence and remedial measures	Implemented 12 new and expanded human initiatives related to human rights due diligence and remedial measures	-

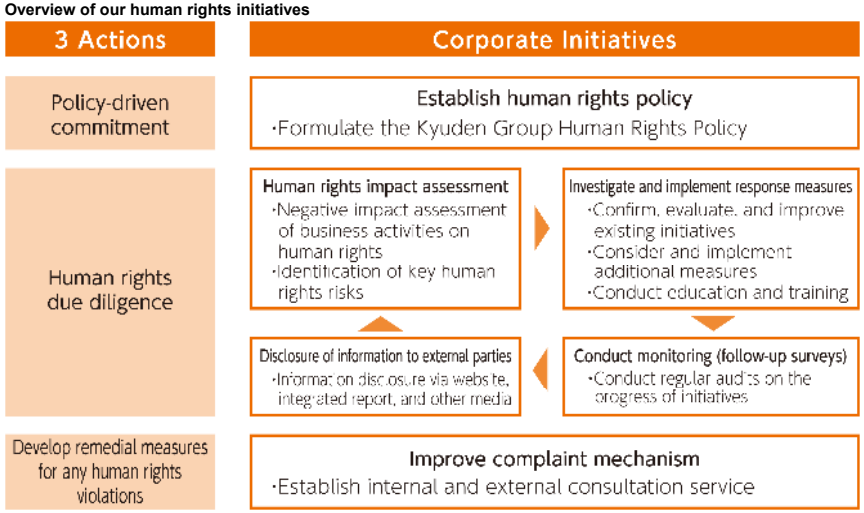
Initiatives

●Human Rights Due Diligence

The Kyuden Group has established a mechanism for human rights due diligence (hereinafter referred to as “human rights DD”) for the execution and continuous improvement of human rights initiatives.

Human rights DD: A series of actions taken by the company to identify, prevent, and mitigate negative impacts of our business on human rights and explain how we have addressed any issues that arise.

Overview of our human rights initiatives



Identification of salient human rights risks

At the Kyuden Group, we have identified and evaluated human rights risks that may arise from our business activities, classifying them into five salient human rights risk areas that must be addressed on a priority basis. The appropriate divisions in charge of relevant business operations are in charge of implementing countermeasures to reduce these salient risks. Additionally, we periodically update our salient human rights risk assessment in light of changes in social conditions and the business environment.

Salient human rights risks	Overview of human rights risks
Discrimination (including gender gap)	・Discrimination based on gender, sexual orientation, gender identity, age, generation, disability, Buraku discrimination, nationality, religion, employment status, or other factors
Accidents caused by products/services (e.g., accidental death by electrocution)	・Harm to consumers' mental and physical health due to product or service defects
Environmental pollution and destruction	・Leakage of radioactive materials due to nuclear power plant accidents, or other factors ・Environmental destruction due to the construction of power plants, or other factors ・Air and soil pollution, water contamination, and deforestation due to business activities
Inappropriate restrictions on the rights of local residents	・Adverse effects on local residents and forced relocation due to inappropriate processes in facility development ・Damage to the lives of local residents due to nuclear power plant accidents ・Occurrence of large-scale power outages ・Violation of Indigenous people’s rights
Harassment	・Power harassment, sexual harassment, harassment of employees caring for family members who require nursing care, or harassment related to pregnancy, childbirth, childcare leave

Other human rights risks

Human rights risk	Overview of human rights risks
Hindrance to occupational health and safety	・Workplace accidents under adverse working conditions ・Neglecting a poor working environment
Non-compliance with collective agreements	・Non-payment of wages or accident compensation ・Forced long working hours ・Non-compliance with equal work or wages
Unjustifiable coercion of labor	・Forced labor ・Unjustified or forced transfer ・Involvement in human trafficking
Infringement of the rights such as collective bargaining	・Infringement of the three labor rights ・Unfair treatment of union activities ・Infringement on the freedom of association
Establishment of discriminatory working conditions against foreign workers	・Discriminatory treatment in wages or other factors on the grounds of being foreign
Child labor	・Employment of children below the legal age
Breach of personal data	・Breach of employee or customer data
Lack of transparency	・Lack of, or failure to, disclose appropriate information
Deterioration of internal consultation service	・Inadequate and dysfunctional consultation service
Deterioration of corporate consultation service	・Inadequate and dysfunctional corporate consultation service
Acceleration of global warming	・Increase in extreme weather and more severe disasters due to excessive greenhouse gas emissions from business activities(health hazards due to heatwaves, poverty and hunger from reduced food resources, and reduction of habitable land due to rising sea levels)
Infringement of intellectual property rights	・Infringement of intellectual property rights ・Nonpayment of compensation for employee inventions
Offering bribes	・Obstruction of public service provision due to unjust benefits to public institutions or other similar factors
Overlooking human rights violations in the supply chain	・Non-action/failure to request corrective measures against companies complicit in human rights violations ・Continued transactions with companies complicit in human rights violations

Process for identifying salient human rights risks

Extract risks

(1) Extract general human rights risks for businesses based on the Ministry of Justice's guidelines[1]
(2) Refer to global risks by industry and direct feedback from our stakeholders to broadly extract human rights risks specific to the Kyuden Group
(3) Organize the human rights risks identified in (1) and (2) to a level that facilitates consideration of specific countermeasures

[1]*Responding to the “business and human rights” required of companies today*, published by the Human Rights Bureau, Ministry of Justice

Assess risks

・Evaluate the extracted human rights risks based on Keidanren guidelines, using the two axes of "severity" and "likelihood"
・Identify a draft of salient human rights risks based on the results of the assessment

Exchange ideas internally and externally

・Sustainability Promotion Committee deliberates over the draft of salient human rights risks
・Reflect the findings of the committee and engage in dialogue with Kyuden Group employees and external experts

Identify salient human rights risks

・A risk is identified as a “salient human rights risk” reflecting the content of the previous assessments and exchanges and based on the decision of the subcommittee chair under the Sustainability Promotion Committee to conduct a more in-depth review

Human rights DD initiatives

In each step of the human rights DD process, we refer to the United Nations' guiding principles and other guidelines as we continue to expand specific efforts,

Actions required of the company at each step of the human rights DD process		Our main initiatives
Identification and evaluation of negative impacts	Identify potential negative impacts on human rights (human rights risks) that may be caused by business activities, and analyze and evaluate their impact and significance	・Analyze and assess human rights risks ・Identify salient human rights risks
Prevent and mitigate negative impacts	Conduct awareness education and training, improve the internal environment and systems, and manage the supply chain to prevent and mitigate human rights risks	**Internal environment/systems** ・Incorporate measures to address salient human rights risks into the medium-term plan to promote sustainability management ・Reflect in action guidelines **Education and training** ・Conduct education and training to foster awareness of human rights **Supply chain management** ・Establish the Sustainable Procurement Guidelines ・Conduct partner surveys ・Investigate assessing human rights risks in overseas energy businesses and fuel supply chains
Assessing the effectiveness of our initiatives	Monitor the effectiveness of human rights initiatives through follow-up surveys and continuously improve them through exchanges of ideas with stakeholders to assess the effectiveness of human rights initiatives and promote improvements	・Management of salient human rights risks ・Monitor via various surveys and evaluate results from ESG rating agencies
Transparency and information disclosure	Disclose information about the company's human rights initiatives through reports and explanations to stakeholders	・Enhance the content on our own media channels ・Utilize opportunities for dialogue with investors and shareholders to share information

Human rights risk assessment overseas

In FY2023, we conducted surveys to assess human rights risks in our overseas energy businesses and fuel supply chains.
For our overseas energy projects, we conducted a survey on human rights risks targeting our corporate energy partners overseas and confirmed that there are initiatives and corrective mechanisms in place to reduce human rights risks. We will continue to conduct surveys with new energy partners and take corrective actions as necessary.

●Remedial measures

The Kyuden Group has established a consultation service to handle reports and consultations from stakeholders, including matters concerning human rights.
In the event that it becomes clear that the Kyuden Group's business activities have caused or contributed to negative impacts on human rights, we will take corrective and remedial actions. In FY2023, there were no serious human rights violations across the entire supply chain.

- Kyuden Group executives, employees, and partners: Established a compliance consultation service
- Stakeholders: Established an email inquiry service available on our website for all stakeholders

●Conducted human rights and Buraku discrimination training

Across the entire Group, we are united in our efforts to promote human rights awareness and contribute to the creation of a society of comfort and prosperity.
We have established the "Human Rights and Buraku Anti-Discrimination Policy" and conduct regular awareness education and training based on the recognition that a correct understanding and proper actions regarding human rights and Buraku discrimination by employees will lead to the creation of a better, brighter workplace that respects human rights.

■Achievements of awareness education and training in FY2023

Type of training		Results
Kyushu EP Kyushu T&D	In-house training	9,712 participants
	External training	242 participants
Group companies		40 companies 10,296 persons

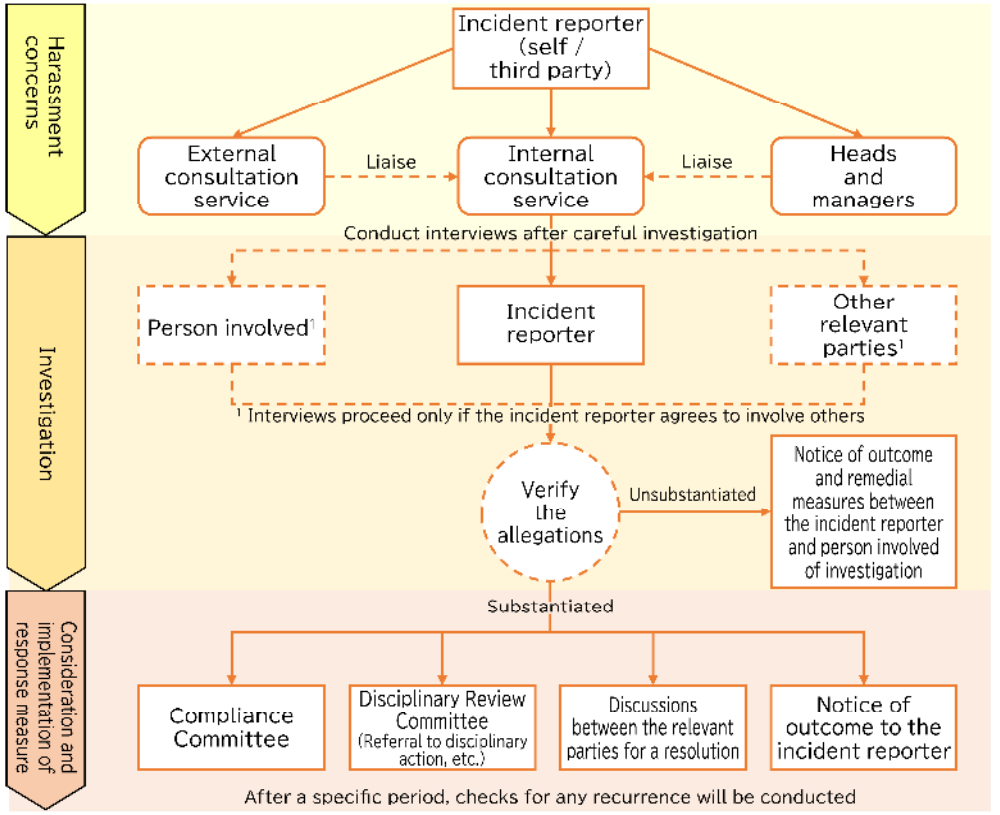
●Responding to harassment

Not only is harassment, as typified by sexual harassment and power harassment, extremely harmful to the dignity of the targeted employees, but it also hinders their ability to perform. It is also a significant problem for companies and one that must not be tolerated, as it disrupts the order of the workplace, impedes the seamless execution of work, and tarnishes the company's reputation.
We are working to prevent harassment by raising employee awareness of the issue through education, training, and reading materials and by establishing a consultation service for harassment both inside and outside the company.
In light of the increasing prevalence of remote work, we are also taking steps to prevent new forms of harassment by conducting relevant training on precautions regarding remote harassment.
In the event of a harassment case, we verify the allegations with the persons concerned and, based on the confirmed facts, take appropriate corrective and preventive measures to prevent its recurrence.

	FY2020	FY2021	FY2022	FY2023
Consultations via the harassment consultation service	24	29	15	16

In this year's ESG Data Book, the figures for prior fiscal years have been revised to include consultations that could not be handled due to anonymity or other such reasons

Harassment consultation service flow



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Corporate Governance

Policy and approach

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

Promotion framework

Basic Internal Control Policy overview

Established: July 2006
Revised: March 2024

1 Framework to ensure compliance with laws and regulations in directors' execution of duties
- The Board of Directors deliberates and decides on important management matters and oversees the execution of duties by directors and executive officers.
- External directors must constitute more than one-third of the total number of directors.
- Nomination of candidates for director and determination of remuneration shall be decided by committees chaired by external directors and composed of a majority of external directors.
- A Compliance Committee shall be established.
- The Board of Directors will lead the way in implementing the Kyuden Group's Corporate Code of Conduct, Compliance Action Guidelines, and the Code of Conduct for Ensuring Neutrality in General Power Transmission and Distribution Operations.
- The Group shall refuse any inappropriate demands from antisocial forces.
- Recommendations and advice given by the Audit & Supervisory Committee or its members shall be respected in regard to the execution of duties by directors or executive officers.

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

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

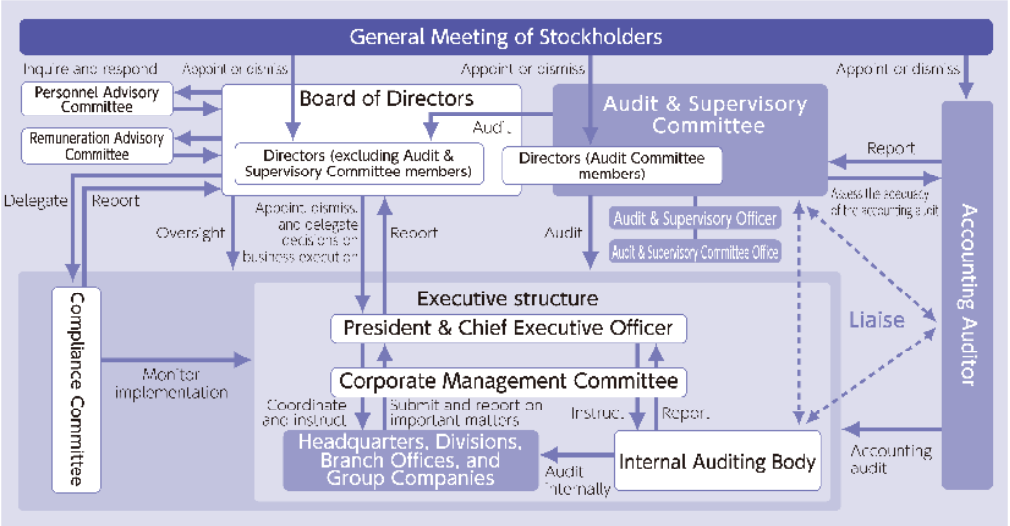
4 Framework to ensure the efficiency of directors' execution of duties
- Proper and efficient business execution structure and clarification of responsibilities and authority.

5 Framework to ensure compliance with laws and regulations in employees' execution of duties
- Adherence to corporate ethics, as well as laws and regulations, is promoted via the Compliance Committee.
- Ensure widespread adoption of the Kyuden Group's Corporate Code of Conduct, Compliance Action Guidelines, and the Code of Conduct for Ensuring Neutrality in General Power Transmission and Distribution Operations.
- Ensure the reliability of financial reports.
- Conduct internal audits of the execution of duties and monitor quality assurance for nuclear power.

6 Framework to ensure compliance in business operations within the corporate group
- Addressing group management issues, promoting compliance, and ensuring close information sharing.

7 Framework to ensure the effectiveness of the Audit & Supervisory Committee's execution of duties.
- Establishment of a dedicated Audit & Supervisory Committee Office and appointment of an Audit & Supervisor Officer to assist the Audit & Supervisory Committee.
- Ensuring the independence of Audit & Supervisory Committee staff from directors.
- Ensuring a framework for reporting to the Audit & Supervisory Committee, including from group companies.
- Establishing a framework to ensure the effectiveness of other audits.

■Corporate governance structure (as of July 2024)



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

Our Articles of Incorporation, aiming to invigorate deliberations and strengthen oversight functions, stipulate that the Board of Directors shall consist of up to 19 directors, including up to 5 who are part of the Audit & Supervisory Committee Member.
Candidates for internal director positions are selected based on a comprehensive evaluation of their character, insights, ethical standards, background, and abilities.
Furthermore, external director positions comprise at least one-third of the entire Board of Directors. We select candidates with rich experience and knowledge in corporate management or specialized fields who meet our independence criteria.
Moreover, three of our directors are women, reflecting our commitment to a Board that balances diversity and optimal size. The composition considers factors such as gender, international perspective, career background, and age, taking into account the entire business sector.

Overview of internal organizations at Kyushu EP

Organization	Roles	Members (As of March 31, 2024)	Meeting Frequency
Board of Directors	• Decides on important corporate management matters • Oversees the execution of duties	• 14 directors in total (including 5 external directors)	Generally once a month (18 meetings held in FY2023)
Corporate Management Committee	• Deliberates on matters requiring prior discussion among those decided by the Board of Directors • Makes important decisions regarding business execution	• President, vice president, senior managing executive officers, and others (13–23 members, of which 10 members attend in response to agenda items) 2 external directors also attend in addition to the above	Generally once a week (32 meetings held in FY2023)
Audit & Supervisory Committee	• Performs audits of the overall execution of duties by directors ➡ Attends Board of Directors and other important meetings ➡ Receives feedback from executive divisions and other departments ➡ Performs site inspections ➡ Deliberates and decides on important matters related to audits stipulated by laws and regulations and the articles of incorporation	• 4 Audit & Supervisory Committee members in total (including 3 external Audit & Supervisory Committee members) The Audit & Supervisory Committee Office, which has 10 members, was established to assist Audit & Supervisory Committee members and the Audit & Supervisory Officer in their duties	Generally once a month (20 meetings held in FY2023)
Internal Auditing Body	• Performs audits on compliance with laws and regulations and the status of business execution at each company division, business site, and group company • Performs audits on quality assurance systems related to safety initiatives and the status of business execution based on them	• 19 Internal Audit Office members • 10 Nuclear Power Audit Office members	Conducted continuously as part of their duties

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

Personnel Advisory Committee (which acts as a discretionary nominating committee)
The committee deliberates and decides on the selection of director candidates (including executive directors and representative directors) and executive officers and makes recommendations to the Board of Directors. In FY2023, the committee met four times, with all members in attendance.
Remuneration Advisory Committee (which acts as a discretionary remuneration committee)
The committee deliberates on decision-making policy and individual remuneration standards for directors (excluding Audit & Supervisory Committee members), executive officers, and corporate officers, as well as the individual compensation amounts, and makes recommendations to the Board of Directors. In FY2023, the committee met four times, with all members in attendance.

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

Director Remuneration

Individual compensation for directors (excluding those who are members of the Audit & Supervisory Committee) consists of both basic remuneration and performance-linked remuneration, which is determined by performance metrics, which includes consolidated ordinary income as outlined in our management vision's financial objectives, GHG reductions toward carbon neutrality, and dividend payments to shareholders. For external directors, compensation is limited to a base salary only, considering their role, without applying performance-linked compensation. The compensation amounts are determined by the Board of Directors within the total amount and maximum number of shares set at the General Meeting of Stockholders, based on the deliberations of the Remuneration Advisory Committee, which is chaired by an external director and composed of a majority of external directors.
Additionally, Audit & Supervisory Committee members attend the Remuneration Advisory Committee meetings to ensure the appropriateness of the committee's discussions.
From FY2024 onwards, performance-linked remuneration has been revised to include performance metrics, which includes consolidated ordinary income, GHG reductions toward carbon neutrality, and dividend payments to shareholders, to align with the management vision.

Director remuneration structure (FY2023 compensation system)

Type of remuneration				Description	Weight	Payment
Base remuneration	Fixed	(Monthly salary)	Cash	Determined according to responsibilities	62–76%	Once a month Fixed period
Performance-linked remuneration[1]	Variable	Short-term (Bonuses)	Cash	Variable bonus linked to short-term performance objectives. The baseline amount is determined according to responsibilities and varies within a 0–120% range based on the achievement of performance indicators (consolidated ordinary income as outlined in our management vision's financial objectives).	12–19%	Once a year Fixed period
		Mid- to long-term (Stock-based)	Stock[2]	Variable medium- to long-term compensation in the form of stocks. The baseline points are determined according to responsibilities and vary within a ±20% range based on the achievement of performance indicators (consolidated ordinary income and GHG reduction towards Kyuden's carbon neutrality as outlined in our management vision's financial objectives).[3]	12–19%	Upon resignation

[1] When determining the amount of performance-linked compensation, the Remuneration Advisory Committee may make adjustments and evaluations considering factors such as the status of dividends
[2] Since income tax is levied when receiving stock, the equivalent amount of income tax is paid in cash
[3] The reference period covers three fiscal years, with assessments made based on the final day of each reference period

Director remuneration amounts (FY2023)

Category	Base remuneration		Performance-linked remuneration				Total compensation (million yen)
	Monetary rewards				Non-monetary rewards		
	Monthly salary		Bonuses (short-term performance-linked)		Stock compensation (Medium- to long-term performance-linked)		
	Members	Total (million yen)	Members	Total (million yen)	Members	Total (million yen)	
Directors (excluding Audit & Supervisory Committee members)	15	352	8	45	8	118	516
Directors (Audit & Supervisory Committee members)	4	78	-	-	-	-	78
Total (including external directors)	19 (5)	430 (60)	8 (-)	45 (-)	8 (-)	118 (-)	594 (60)

Kyuden Share Ownership Guidelines

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

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Improving the effectiveness of corporate governance	• Improve the function of the Board of Directors • Roll out specific actions laid out in the IP strategy	• Enhance disclosed information related to corporate governance • Improve the function of the Board of Directors	• Enhance disclosed information related to corporate governance • Expand the delegations that the President & Chief Executive Officer receives from the Board of Directors as Representative Director	Kyushu EP

Risk Management

Policy and approach

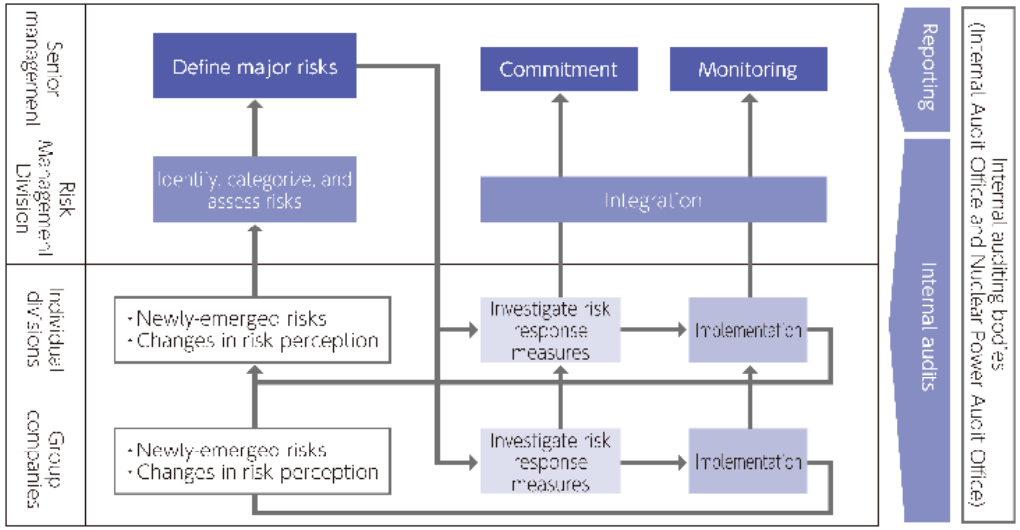
At Kyushu EP, we remain committed to risk management as outlined in the following objectives:
- Address new risks associated with changes in the business environment in a timely and appropriate manner
- Allocate management resources based on risk priorities to conduct business operations
- Promote shared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

As the risks we face continue to multiply and grow more complex, we have established a crisis management framework to minimize impact as soon as a risk emerges.

Promotion framework

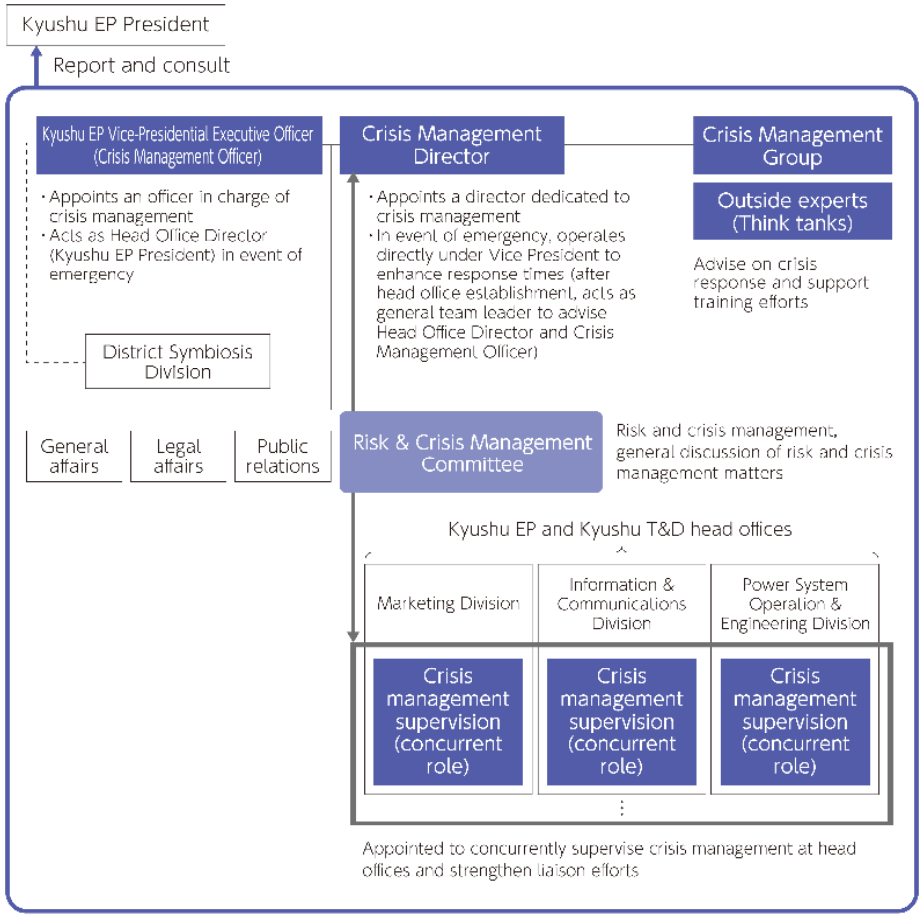
Each year, we identify, categorize, and assess risks to Kyuden Group operations in accordance with Kyushu EP's risk management regulations, clearly defining key risks faced by individual divisions and the company as a whole.
These key risks then inform the measures put in place at individual divisions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

■Risk Management Framework



■Establishment of Crisis Management Framework

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



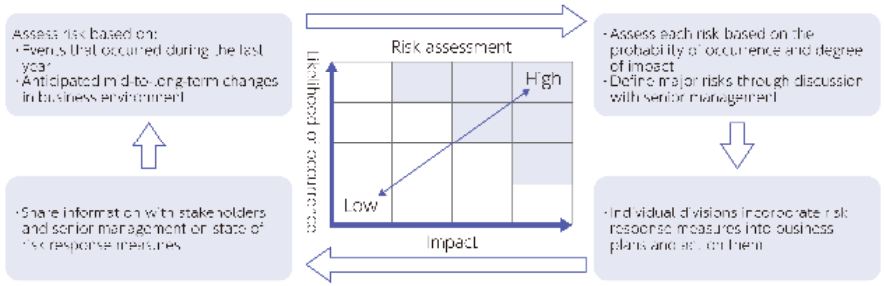
Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Enhance risk management structure	Improve accuracy of risk management	Improve accuracy of risk management	Conducted group-wide risk analysis to align awareness with senior management and updated our mid-term management plan to reflect risk countermeasures	-

Initiatives

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

■Risk management process



■Business risks disclosed by Kyushu EP (as of June 2024)

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

Risk	Details	Solutions
Changes in the competitive environment		
Domestic energy business	Impacts including temperature changes and economic trends Intensifying competition due to full retail liberalization Trends in fuel markets and wholesale power trading	Offer plans and services with competitive rates Secure supply volume and reduce costs
Other businesses (Overseas projects, etc.)	Country risk Intensification of competition Institutional change Fluctuations in prices, interest rates, and exchange rates	Assess profitability and risk Establish risk management framework Optimize business portfolio Reduce costs Engage with new technologies
The current state of nuclear power		
Maximizing nuclear power usage while always placing safety first	Operational restrictions due to new regulatory standards Successful anti-nuclear litigation	Comply with new regulatory standards (enhance safety) Respond appropriately to litigation
Nuclear fuel cycle and back-end business	Japan Nuclear Fuel Limited's deteriorating financial situation Uncertainty associated with very long-term operations	Provide support to complete reprocessing projects ahead of schedule Leverage national measures to mitigate impacts
Market price fluctuations		
Fuel price fluctuations	Fluctuations in international fuel market and foreign exchange rates Changes in procurement criteria	Diversify sourcing and ensure flexibility Utilize forward exchange contracts and fuel price swaps
Interest rate fluctuations	Macroeconomic situation	Utilize long-term loans and fixed interest rates for financing
Wholesale electricity market prices	Price hikes caused by supply-demand gap Market-related cost increases for purchasing renewable energy	Optimize energy source portfolio Utilize derivatives trading Reflect market prices in some pricing plans
Power industry-related institutional change		
	Institutional changes in state energy policy Development of electricity markets	Gather information about system and take appropriate action
Climate change-related initiatives		
	Environmental regulations Procurement needs arising from power source decarbonization ESG-related changes in investor behavior Lack of initiatives and information disclosure	Promote low-carbon/decarbonized energy sources and electrification Establish framework to promote ESG Disclose information on initiatives for low-carbon/decarbonized energy sources (e.g., disclose information and foster dialogue based on TCFD recommendations)
Facility accidents/breakdowns and system failures		
	Large-scale natural disasters Accidents due to aging equipment and facilities Fuel supply challenges System failures Cyberattacks	Formulate business continuity plan (BCP) Liaise with relevant organizations and local governments Perform targeted inspections and repairs and enhance maintenance Optimize fuel procurement portfolio Leverage fuel trading capabilities Constantly monitor system operations and perform scheduled updates Maintain and improve level of information security
Operational risks		
Work-related shortcomings (Employee oversights and accidents)	Personal injury such as electric shock Large-scale or prolonged power outages	Plan thoroughly in advance and establish a task management framework Conduct job training and drills Establish internal framework to promote safety
Legal and regulatory violations	Violations due to inadequate understanding of laws and regulations Insufficient action taken in response to institutional changes Misconduct	Thoroughly encourage regulatory compliance via training, corporate culture, and organizational structure Establish framework to promote compliance
Challenges in securing talent and decline in employee engagement	Challenges in securing talent; lack of training Decline in engagement	Enhance measures for securing talent Enhance education and training Reform workplace culture and improve environment
Human rights violations	Discrimination; accidents due to products and services	Conduct human rights due diligence
Insufficient environmental impact reduction; environmental pollution	Lack in initiatives to reduce impact on environment Environmental factors in business operations and supply chain Pollution	Formulate and implement action plan to reduce environmental impact Engage in efforts to prevent environmental pollution Promote understanding among suppliers
Other risks		
	Reversal of deferred tax assets	

Compliance

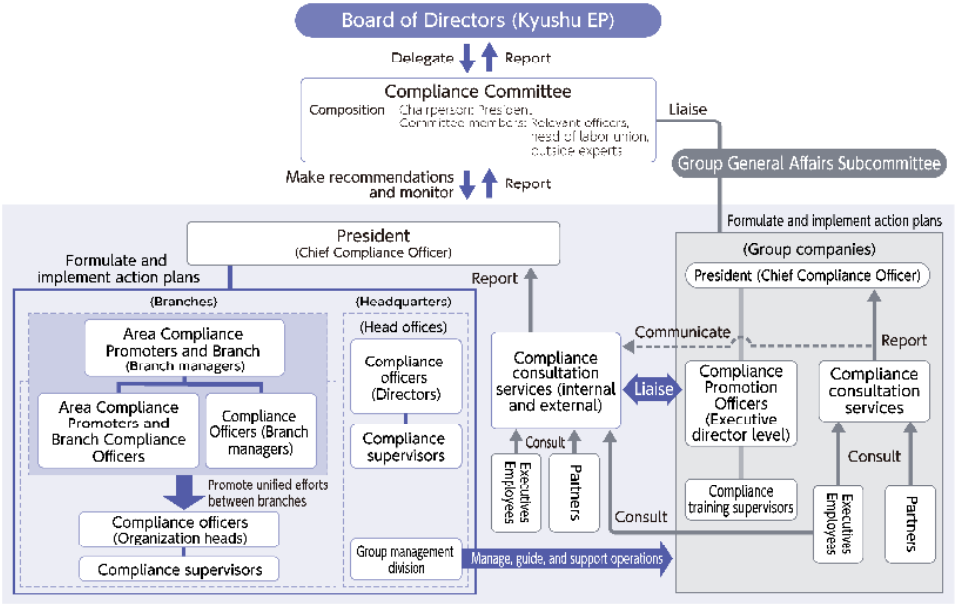
Policy and approach

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

Promotion framework

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

■Compliance promotion framework



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

■Compliance Committee framework

Compliance Committee	Roles ○ Compliance-related: ・Recommendations and discussions on policies and measures ・Monitoring of implementation status ○ Advising from Compliance Committee external experts in the event of misconduct that results in significant social impact **Composition** Chairperson: President Committee members: Three external experts Head of labor union Relevant executives **Meetings** ○ Held twice a year in principle

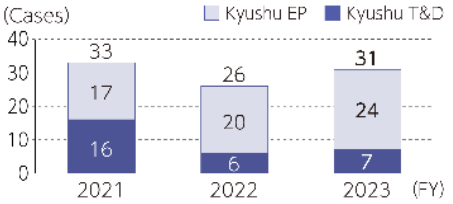
■Key items deliberated and reported on in FY2023

- Status of compliance efforts at each site
- Usage of compliance consultation services
- Causes of compliance violations; preventive measures

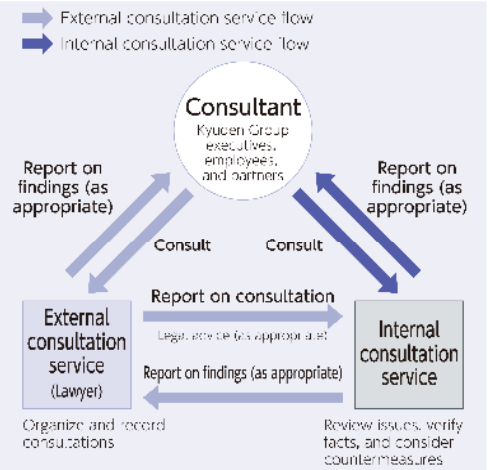

Compliance Committee

Compliance consultation services
We have established compliance consultation services at both Kyushu EP and Kyushu T&D for the early detection and prevention of legal, regulatory, and corporate ethics violations. These services provide a space for Kyuden Group officers, employees, and business partners, such as contractors, to discuss questions about business operations or employee behavior in relation to regulations and corporate ethics. We have supplemented this framework by establishing a consultation service with an external law firm as well.
We strictly protect the privacy of individuals using our consulting services in accordance with laws, regulations, and our internal rules, and there is no retaliation for consulting or reporting.
Employees are encouraged to use these services via documents and the company intranet, and 31 cases of consulting or reporting were recorded in FY2023.We subsequently took appropriate action to address these cases, including conducting investigations and looking into measures to prevent recurrence.

■Number of consults/reports to compliance consultation service



■Compliance consultation services



Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Ensure compliance	• Zero cases of serious compliance violations • Disseminate information on the consultation service process and encourage its use	• Zero cases of serious compliance violations • Monitor the number of consultations and reports	• Zero cases of serious compliance violations • 52 consultations and reports (Number of cases brought to Kyushu EP and Kyushu T&D compliance and harassment consultation services)	Kyushu EP and Kyushu T&D

Initiatives

●Commitment from top management

To date, the Compliance Committee established under Kyushu EP's Board of Directors has played a central role in our efforts to strengthen compliance management throughout the entire Kyuden Group. In June 2020, the President publicly pledged to make compliance our top priority in all operations. (Available on our website)


Commitment to thorough compliance management (excerpt)

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

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

●Efforts to prevent bribery and corruption

We are committed to rigorous compliance in line with our action guidelines and will not engage in dishonest behavior that violates corporate ethics, including acts to acquire or provide improper gains in relation to customers, business partners, local communities, or other stakeholders. We uphold our commitment to appropriate conduct in our overseas operations as well and avoid entertaining or giving gifts to foreign public officials or any acts that could be construed as such. Relevant personnel in divisions and group companies undergo anti-bribery training before being sent to work overseas, and we also conduct periodic checks on these efforts.
Furthermore, in FY2023, there were no incidents of inappropriate donation expenditures, political contributions, or bribery.

●Efforts to raise compliance awareness

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

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

■Compliance Card


Kyushu Electric Power Group
Compliance Card
Ethical and Legal Responsibilities
Do you feel that your actions, or the actions of your colleagues and supervisors…
1. … are aligned with your personal moral code?
2. … are something you can proudly share with your family and friends?
3. … do not damage the trust of the local community?
4. … are in line with the company's philosophy and code of conduct?
5. … are free from the risk of violating laws and regulations?
We are committed to promoting compliance and earning the trust of society.
Signed:

■Key points of Compliance Action Guidelines

- Building trust with customers
- Providing a stable, high-quality energy supply and ensuring safety
- Building strong relationships with suppliers
- Preserving fairness in competition
- Implementing strict procedures for license and permit applications

(Action Guidelines last revised: July 2024)

■Key points of Compliance Action Handbook

- Protecting customers' trade secrets
- Prohibiting bribery, including gifts of money and goods to politicians or public officials, and banning political fund donations to local government leaders.
- Prohibiting the inappropriate spending of donations or incentives received
- Preventing disclosure and leakage of confidential information (during and after employment)
- Avoiding conflicts of interest between private conduct and company interests
- Maintaining a healthy workplace free from discrimination and harassment

(Compliance Action Handbook last revised: July 2024)

Raising employee awareness through education and training
We conduct workplace training where all employees are encouraged to actively think about compliance and apply it to their daily actions through activities such as discussions on familiar topics. Each branch also has compliance supervisors on hand to support education and training efforts.
Furthermore, our level-specific training for new employees and management strengthens their compliance awareness by providing them with the necessary compliance knowledge relevant to their age and position.
We also provide group companies with training materials to support their employee education efforts.

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

Sharing information via the company intranet
We have established the CompliaNet service on our company intranet to share compliance-related information. CompliaNet can be viewed by our entire group, and in addition to offering information on compliance initiatives, it provides useful content for workplace-based dialogues and workshops.
In FY2023, we used this platform to share case studies of misconduct at other companies, along with other educational materials.

■Examples of materials available on CompliaNet

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

■Overview of compliance awareness surveys

- Survey period: June–August 2022 (group companies)
  October 2022 (Kyushu EP, Kyushu T&D)
- Number of respondents: 25,617 (approximately 93% response rate)
- Main survey questions
  - Is the company actively engaging in compliance?
  - Does power or sexual harassment occur at the company?
  - Do you promptly report issues?
  - Are relationships with business partners fair and equitable?

▼CompliaNet



●Fair business operations

Initiatives to prevent misconduct and legal violations

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

Preventing misconduct

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

Providing legal information to group companies

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

Accurately understanding revisions to laws and regulations

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

Legal consultation

Our legal division provides robust support and advising via telephone, in-person discussion, and dedicated email channels to address any legal questions or concerns employees may encounter while performing their duties. For matters requiring a high degree of expertise, we consult with attorneys where necessary to ensure our total compliance with laws and regulations.

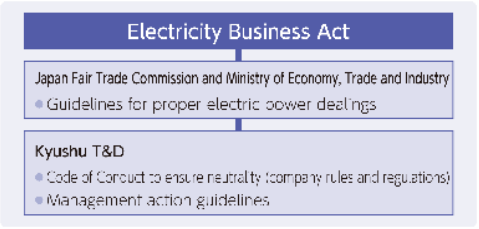
Main topics of consultations

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

Ensuring fair, transparent usage of power transmission and distribution network

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

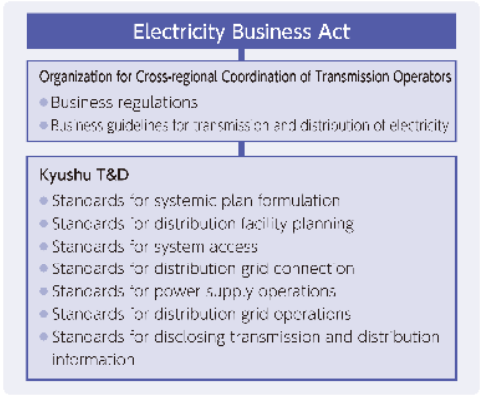
■Code of Conduct



Website

Our efforts to ensure neutrality are available in Japanese here:
https://www.kyuden.co.jp/td_supply_neutrality.html (Japanese)

■Network use



Supply Chain

Policy and approach

At the Kyuden Group, we believe it is essential to procure safe and high-quality materials and equipment in an economical and stable manner to provide products and services of value to our customers. We recognize the importance of helping to create a sustainable society by considering the environment and by fulfilling our corporate social responsibility, including compliance with laws and regulations (such as the prohibition of child labor and forced labor) throughout the entire supply chain—from raw material procurement to manufacturing, transportation, maintenance, operation, and disposal.
Kyushu EP and Kyushu T&D have established the Basic Policy for Procuring Materials, which outlines our fundamental approach to procurement, as well as the Sustainable Procurement Guidelines, a set of requests that we would like our business partners to observe to ensure procurement activities are implemented in accordance with this policy. We are working to promote understanding of these guidelines among all parties involved in our supply chain, and we are also conducting in-house training to deepen understanding of the guidelines among employees. These guidelines will be revisited and revised as necessary to reflect social changes and new findings as we continue our efforts to create a sustainable society throughout the supply chain well into the future.

●Basic Policy for Procuring Materials and Basic Policy for Fuel Procurement

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

2 **Fairness and equitable business practices**
We conduct fair and equitable business practices concerning our business partners in every step of the procurement process, including the fair selection of suppliers based on rational and impartial evaluations that comprehensively take into account quality, technical capabilities, price, managerial and social reliability, delivery stability and reliability of delivery, after-sales service, compatibility with existing facilities, environmental friendliness, and efforts for continuous improvement.

3 **Compliance with laws, ordinances, and conventions**
We not only respect human rights but also comply with domestic and international laws and regulations and the ethos behind them, as well as social norms, in all of our procurement practices, and we expect the same level of compliance from our suppliers.

4 **Disassociation with antisocial forces**
We will sever ties with any antisocial forces that pose a serious threat to the order and security of civil life, and we expect the same level of compliance from our suppliers.

5 **Environmental considerations**
We conduct procurement practices that consider environmental preservation and efficient use of resources.
As part of these efforts, we work with our business partners to achieve carbon neutrality in our supply chain and promote Green Procurement, which involves procuring environmentally friendly products.

The underlined portion is only mentioned in the Basic Policy for Procuring Materials

6 **Safety assurance**
We require that our suppliers implement appropriate safety and health management procedures to prioritize the safety of their workers and the general public and cooperate with them to ensure safety and prevent accidents.

7 **Thorough information security and personal information protection**
We properly manage and protect confidential and personal information obtained through transactions with our business suppliers.

8 **Compliance with contracts and honoring obligations in good faith**
We observe contracts concerning business transactions and fulfill contractual obligations in good faith while requiring the same of our suppliers.

9 **Promotion of communication to establish mutual trust**
We aim to establish mutual trust through transparent procurement and the promotion of open communication and sound, reasonable relationships with our suppliers.

10 **Creation of new value**
We regard our suppliers as business partners in value creation and respect companies that are proactively engaged in creating new value. We aim for mutual prosperity with our business partners by pursuing optimal quality and prices.

11 **Contribution to the community and society**
In our procurement practices, we aim to be a good corporate citizen and contribute to solving local and social issues with our business partners.

Basic Policy for Procuring Materials: Revised December 2022
Basic Policy for Fuel Procurement: Revised July 2021

●Requests to our business partners

At Kyushu EP and Kyushu T&D, we request that our business partners comply with the following items to promote sustainability throughout the supply chain.

1 **Compliance with laws, ordinances, and conventions**
- Compliance with domestic and international laws and regulations, their ethos, and social norms

2 **Compliance with contracts and honoring obligations in good faith**
- Compliance with contracts with our company and execution of the obligations contained therein in good faith

3 **Reduction of procurement costs and stable delivery**
- Engagement in activities that contribute to reducing procurement costs, such as collaborative activities and VE proposals, as well as establishing systems for stable delivery and construction

4 **Human rights and labor**
- Prohibition of forced labor and child labor
- Prohibition of discrimination
- Consideration for working hours
- Prohibition of inhumane treatment

5 **Safety and health**
- Ensuring worker and public safety
- Ensuring safety and hygiene of facilities
- Communication on health and safety

6 **Environment and biodiversity conservation**
- Reduction of energy consumption and greenhouse gas emissions
- Effective use of resources and proper management of waste

7 **Fair and equitable business practices and ethics**
- Prevention of corrupt practices
- Cutting ties with anti-social forces
- Appropriate information disclosure
- Responsible mineral procurement

8 **Quality and safety**
- Ensuring product safety
- Provision of after-sales services and accurate product/service information

9 **Information security**
- Protection against cyberattacks
- Protection of personal information and prevention of leakage of confidential information

10 **Business continuity plan**
- Formulation of business continuity plans in the event of a large-scale natural disaster

11 **Establishment of management structures**
- Supply chain management
- Establishment of complaint mechanisms

12 **Promotion of open communication**
- Submission of feedback, requests, suggestions

Promotion framework

Responsible divisions: Operation Division and Planning & Balance Optimization Division, Kyushu Electric Power; Planning Division, Kyushu Transmission and Distribution

Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Improving supply chain management	Exchanged views on sustainability with 17 major business partners	90% or higher response rate to survey on sustainability improvement initiatives among major business partners	91.5% response rate to survey on sustainability improvement initiatives among major business partners	Kyushu EP and Kyushu T&D

Initiatives

●Conducting a business partner survey

We request our business partners cooperate in disseminating information, which includes briefings and other opportunities to raise awareness and deepen understanding of our Sustainable Procurement Guidelines.
Kyushu EP and Kyushu T&D also conduct questionnaires among our major business partners[1] on their sustainability initiatives, investigating how they address social issues such as the SDGs and carbon neutrality. After compiling examples of initiatives that help to improve sustainability, we share the questionnaire results with our partners through briefings and other opportunities. Based on questionnaire results, we exchanged views with business partners regarding improvements to sustainability, which included 16 companies in FY2023.

[1] Business partners over a specific order volume.

Information Security

Policy and approach

Kyushu EP has established a basic policy regarding information security and the protection of personal information. This policy promotes awareness of information security among executives and employees, maintains information security, and protects personal information.

Basic Policy on Information Security

Established: July 2006
Revised: April 2020

At Kyushu Electric Power Company, Incorporated (Kyushu EP) and Kyushu Transmission and Distribution (Kyushu T&D) (hereafter "the two companies"), we believe that maintaining information security throughout the entire Kyuden Group is an essential aspect of operations that enables us to continue providing energy services. Operating from a framework in which the Kyushu EP President acts as chief executive, the two companies emphasize joint efforts with group companies and partners to ensure information security.

Compliance with laws and regulations
We are committed to complying with laws, regulations, and social norms related to information security, as well as with the information security-related rules and regulations of the two companies.

Enacting countermeasures
We properly manage and utilize information assets by securing all necessary management resources and establishing organizational, personnel-related, physical, and technical countermeasures. This prevents information leaks due to loss or theft and provides a suitable response framework for threats including internal misconduct and cyberattacks.

Regular review and reforms
We continuously strive to manage risk, conducting regular reviews to improve our efforts.

Responding to new threats
We seek to identify new threats early on and take swift action to address them.

Education and training
We are committed to our ongoing education efforts to prevent information security issues, and conduct training with the assumption that such incidents may occur.

Promptly addressing incidents
In the event of an information security incident, our swift initial response aims to prevent further damage. We then establish the cause of the incident, implement countermeasures to prevent future occurrences, and promptly make disclosures.

Basic Policy on the Protection of Personal Information

Established: July 2006
Revised: April 2020

At Kyushu Electric Power Company, Incorporated (Kyushu EP) and Kyushu Transmission and Distribution (Kyushu T&D) (hereafter "the two companies"), we value the rights and interests of individuals, and have established the following Basic Policy on the Protection of Personal Information in order to properly handle personal data [1], ensuring that all executives and employees are informed of this policy and that personal information is suitably protected.

1. **We are committed to complying with laws, regulations, guidelines, and social norms related to personal information, as well as with the personal information-related rules and regulations of the two companies.**
2. **We manage personal information appropriately and in accordance with our Basic Policy on Information Security, and implement safety control measures to address risks including unauthorized access, leakage, loss, and damage.**
3. **We handle personal information in the following ways.**
   (1) Designation, notification, and disclosure of purpose of use
   We designate the purpose of use for personal information in as specific terms as possible.
   When obtaining personal information, we disclose the purpose of use in advance, or notify the individual or make disclosure promptly after obtainment.
   (2) Obtaining and handling information
   We obtain personal information through appropriate means and handle it within the scope of its specified purpose of use.
   Note that when receiving an Individual Number [2], we verify the identity of the individual. Moreover, when an Individual Number is no longer needed, we swiftly dispose of or delete it.
   (3) Providing personal data to third parties
   Except in the following cases, we do not provide personal data [1] to third parties.
   Furthermore, we do not provide Individual Numbers to third parties except where required by law.
   - When the individual in question provides consent to use their information.
   - When the protection of life, health, or property necessitates providing personal information, and it is difficult to obtain consent from the individual in question.
   - When it is necessary to cooperate with a national agency, local government, or an individual or entity authorized to execute the law on their behalf, and obtaining consent from the individual in question is likely to impede the execution of duties.
   - When providing information in connection with the succession of a business.
   - When providing information to subcontractors, within the scope necessary to fulfill the purpose of use.
   - When providing information to third parties is permitted under other laws or regulations.

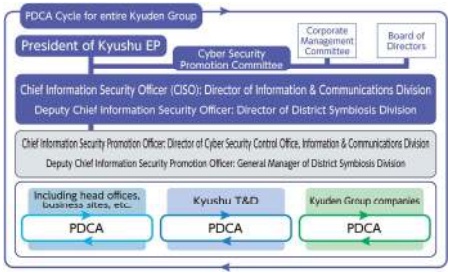
   (4) Responding to notification and disclosure requests
   When an individual requests notification of the purpose of use, disclosure, correction, addition, deletion, suspension of use, elimination, or suspension of provision to third parties with regard to their retained personal data [1], we believe it is essential to respond without delay.
4. **We regularly review and constantly seek to improve our efforts to protect personal information.**
5. **In the event of a serious grievance, top management becomes personally involved in resolving the issue by establishing the root cause, taking immediate corrective action to prevent future recurrence, and promptly and accurately disclosing information. We also have a framework in place to respond swiftly and appropriately to any objections about the handling of personal information.**

[1] As defined by the Act on the Protection of Personal Information (Act No. 57 of 2003)
[2] Individual Number (or "My Number") as defined by the Act on the Use of Numbers to Identify a Specific Individual in Administrative Procedures (Act. 27 of 2013)

Promotion framework

Kyushu EP has created a framework for promoting information security headed by the President as chief executive, and with the Director of the Information & Communications Division acting as Chief Information Security Officer.
Guided by this framework, our Cyber Security Control Office plays a central role in promoting the PDCA Cycle throughout the entire Kyuden Group to ensure information security.

■Information security promotion framework



Targets

Issue	FY2024 targets	FY2023 targets	FY2023 results	Scope of data collection
Ensuring information security	・Zero personal information leak incidents ・Zero serious information security incidents due to cyberattacks[1] ・Zero system failures with significant customer impact	・Zero cases of personal information leaks ・Zero serious information security incidents due to cyberattacks ・Zero system failures with significant customer impact	・Two personal information leak incidents (Cases reported to the Personal Information Protection Commission in accordance with laws and regulations) ・Zero serious information security incidents due to cyberattacks ・Zero system failures with significant customer impact	Kyushu EP and Kyushu T&D

[1] Information security incidents due to cyberattacks that majorly impact business operations or society, such as by causing outages or leaking large amounts of personal information

Initiatives

●Information security measures

Our multipronged approach to information security includes organizational, personnel-related, physical, and technical measures focused around our Cyber Security Control Office. We liaise with personnel responsible for information security at each site, including at group companies, to implement these measures.

Organizational measures
We promote the PDCA cycle based on the above framework, checking the status of information security measures at each and every workplace and continuously improving our efforts.

Physical measures
We have taken the necessary security measures to restrict building and office access, such as outfitting facilities with security gates and electronic locking systems.

Personnel-related measures
We strive to raise awareness and promote understanding about information security and improve our employees' ability to respond to issues by having everyone undergo education and training for handling threats such as targeted cyberattacks via email.

Technical measures
In response to increasingly advanced cyberattacks, we are constantly strengthening our security countermeasures, including utilizing antivirus software and establishing security firewalls.

●Protecting personal information

Our commitment to managing personal information includes the establishment of internal rules and regulations, and an emphasis on only handling information within the scope of its specified purpose of use.
However, in FY2022 it came to light that new power customer information had been improperly viewed and handled. Subsequently, in FY2023, we received a request from the Personal Information Protection Commission for guidance and reports based on the Personal Information Protection Law. In the same year, we reported to the Commission on measures we had taken based on the guidance received. In our ongoing commitment to preventing the recurrence of similar incidents, we have taken thorough preventive measures, including those reported to the Commission, and will continue our efforts to properly handle personal information in strict accordance with all relevant laws and regulations.

●Handling Individual Numbers

When provided with an Individual Number (My Number), we always verify the identity of the individual providing it, in accordance with the intent and requirements of all relevant laws and regulations. When a Number is no longer needed, we promptly delete and dispose of the information. Note that we do not ask customers to provide their Individual Number when signing an electricity contract.

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Environmental Management

■Reduction of environmental impact in business operations (Kyushu EP and Kyushu T&D)

Expected reductions		Unit	FY2023
CO_2 reduction	Power generation and purchase	10 kt -CO_2	2,220
SF_6 recovery		10 kt -CO_2	24
SOx reduction		10 kt	4.9
NOx reduction		10 kt	4.3
Actual reductions		**Unit**	**FY2023**
Recycled industrial waste		10 kt	77
Low-level radioactive waste reduction (200 L drum equivalent)		drums	3,657
Recycled paper		t	749
Gray water/rainwater utilization		10 kt	4.7

CO_2 reduction
Nuclear power generation (at generation end) x CO_2 emissions divided by electricity sales volume (after adjustment)
+hydroelectric power generation (at transmission end) x CO_2 emissions divided by electricity sales volume (after adjustment)
+geothermal power generation (at transmission end) x CO_2 emissions divided by electricity sales volume (after adjustment)
+new energy generation (at transmission end) x CO_2 emissions divided by electricity sales volume (after adjustment)
+power generated at transmission end x (FY2013 transmission and distribution loss ratio − FY2022 transmission and distribution loss ratio) x CO_2 emissions divided by electricity sales volume (after adjustment)
+in-house thermal power generation (excl. internal combustion) x (FY2022 in-house steam power gross generating efficiency [power generation end] ÷ (FY2013 in-house steam power gross generating efficiency [power generation end] − 1) x CO_2 emissions divided by electricity sales volume (after adjustment)
+CO_2 reductions from CO_2 emissions credits
Reduction due to power generation and purchasing: Calculated using CO_2 emissions (after adjustment) per electricity sales volume for Kyushu EP in FY2021, comparing against a baseline that assumes all power is produced via renewable energy (excluding pumping for hydroelectric)
Facilities efficiency improvement: Calculated using thermal efficiency and power transmission/distribution loss rate for FY2013 as a baseline

SF_6 recovery
(SF_6 handled−SF_6 released) x 23,500 (Global Warming Potential [22,800 until FY2022])
Calculated using a baseline that assumes SF_6 is not recovered from machinery into which it is injected during inspection and removal

SOx reduction
(Amount of sulfur in fuel x fuel consumed x 64 ÷ 32) − SOx emissions) + (SOx emissions − [SOx emissions x reported amount of sulfur in fuel ÷ amount of sulfur in fuel])
Calculated using a baseline that assumes no flue gas treatment and no use of low-sulfur fuel at power plants

NOx reduction
Actual NOx emissions ÷ (1 − denitrification efficiency x treated volume) − actual NOx emissions
Calculated using a baseline that assumes no denitrification is performed at power plants

Recycled industrial waste
Amount of industrial waste generated and recycled

Low-level radioactive waste reduction
The reduction in volume achieved by incinerating, compressing or otherwise disposing of the low-level radioactive waste generated is converted into an equivalent number of 200 L drums

Recycled paper
Amount of recycled paper that includes newspapers, magazines, cardboard, and confidential documents in addition to copy paper

Gray water/rainwater utilization
Grey water (purchased + treated water) + rainwater consumption

■Reduction in CO_2 emissions by introducing fuel-efficient vehicles and eco-driving (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Electric vehicles introduced (total)	vehicles	199	259	349	550

Total for EVs and PHVs

■Changes in CO_2, SOx, and NOx environmental efficiency based on electricity sales volume (Kyushu EP and Kyushu T&D)

	FY2020	FY2021	FY2022	FY2023
CO_2	76.1	93.1	78.7	89.7
SOx	214.2	256.6	227.3	245.0
NOx	153.9	169.3	159.0	167.5

$$\text{Environmental efficiency} = \frac{\text{Product/service value (Electricity sales volume) (kWh)}}{\text{Environmental load (t)}}$$

Calculated with FY1995 as the base year (FY1995 = 100)

■Changes in industrial waste environmental efficiency based on electricity sales volume (Kyushu EP and Kyushu T&D)

	FY2020	FY2021	FY2022	FY2023
Changes in industrial waste environmental efficiency (based on electricity sales volume)	145.2	51.7	11.0	3.0

$$\text{Environmental efficiency} = \frac{\text{Product/service value (Electricity sales volume) (kWh)}}{\text{Environmental load (t)}}$$

Calculated with FY2008 as the base year (FY2008 = 100)

■Environmental breaches (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Violations of laws or regulations	cases	0	1	0	0
Number of fines or penalties related to these violations	yen	0	0	0	0
Environmental liabilities recorded as unpaid at year-end	yen	0	0	0	0

■Economic effects of environmental activities (Kyushu EP and Kyushu T&D)

Classification of environmental activities		Main activities	Unit	Economic effect			
				FY2020	FY2021	FY2022	FY2023
Resource circulation	Waste management	Sale of unused valuables	100 million yen	3.6	11.9	13.9	11.2
	Waste reduction	Reduction of processing costs such as final disposal by recycling		73.2	64.8	85.3	66.8
		Total		76.8	76.7	99.2	78.0

■Effects of environmental activities (Kyushu EP and Kyushu T&D)

Category	Item		Unit	Effects of Environmental Activities			
				FY2020	FY2021	FY2022	FY2023
Preservation of the global environment	Reduction in GHG emissions	Nuclear power generation	10 kt-CO_2	802	1,589	800	1,430
		New energy power generation/purchase		484	606	490	507
		Hydro and geothermal power generation		199	247	198	232
		Improved thermal efficiency		59	44	62	46
		Utilization of Kyoto mechanisms		0	0	0	0
		SF_6 emissions reduction		18	19	28	24
	SOx reduction		kt	63	51	68	48
	NOx reduction			23	24	26	43
	Particulates reduction			91	54	63	83
Resource circulation	Industrial waste	Amount recycled	kt	878	777	1,014	775
		Appropriate disposal volume		2	5	24	86
	General waste	Amount recycled		4	4	4	3
		Appropriate disposal volume		1	1	2	6
	Low-level radioactive waste reduction (200 L drum equivalent)		drums	4,226	3,279	3,840	3,657
	Spent fuel storage volume		rods	4,710	4,742	4,946	5,086

Nuclear power generation
Estimated assuming that the amount of power generated by nuclear power was covered by the average of all our power sources, given that its impact cannot be precisely calculated due to the inability to identify alternative power sources

New energy power generation/purchase and hydro/geothermal power generation
Estimated assuming that the amount of electricity generated by renewable energy (hydropower excluding power for pump operation) is covered by the average of all of our power sources, given that its impact cannot be precisely calculated due to the inability to identify alternative power sources

Improved thermal efficiency and reduction of transmission and distribution loss
Calculated based on FY2013 value (the base year was changed from FY1990 to FY2013 in line with national greenhouse gas reduction targets since 2020)

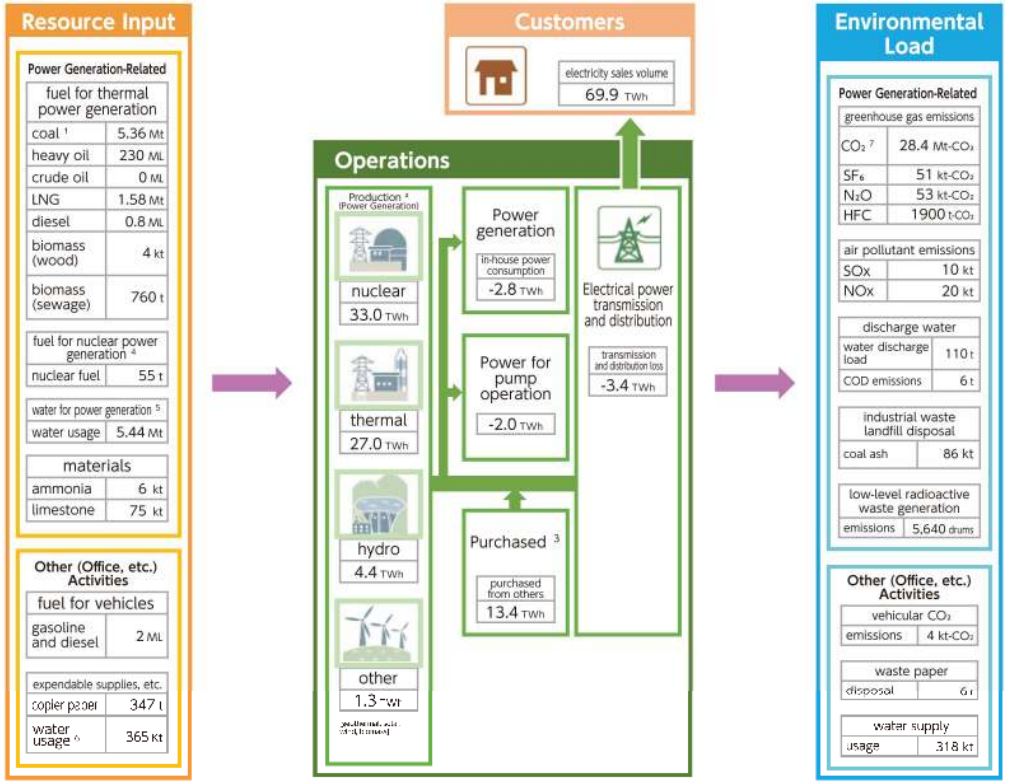
SF_6 emissions reduction
The amount recovered during inspection/removal has been converted to CO_2 weight using the SF_6 GWP (23,500 [22,800 until FY2022])

Reduction in SOx, NOx, and soot and dust
Calculated based on the difference from the actual emissions and estimated baseline emissions when no measures were taken

General waste
Amount of wastepaper, dam driftwood, and shellfish among general waste generated in-house

Spent fuel storage volume
Storage volume includes fuel to be reused
FY2018 CO_2 emissions were used to calculate the CO_2 emission reductions per unit of electricity

■Environmental loads resulting from business operations in FY2023 (Kyuden Group)



[1] Based on wet coal
[2] Amount of electricity generated by the company's own facilities. This differs from the power source composition of electricity sales volume based on the Guidelines Concerning the Management of the Electricity Retail Business
[3] Includes FIT purchased electricity and the difference between receiving and transmitting electricity from other companies
[4] Uranium and plutonium allowance (converted from calorific value)
[5] Does not include seawater used as cooling water.
[6] Includes recycled water/rainwater utilization.
[7] Excludes the amount of electricity consumed by the company and includes the amount of electricity purchased from other companies.

Greenhouse gas emissions
・CO_2
Calculated based on the "Calculation and Publication of Basic Emission Factors and Adjusted Emission Factors for Each Electric Utility," published by the government in accordance with the Act on Promotion of Global Warming Countermeasures (including the amount of electricity purchased from other companies)
Adjusted emissions = Base emissions − CO_2 emission credit amortization + feed-in tariff adjusted CO_2 emissions
・From in-house power consumption
In-house power consumption x CO_2 emissions per electricity sales volume (after adjustment)
・SF_6
(Natural leakage + emissions from equipment inspection + emissions from equipment removal + emissions from malfunctions + other emissions [repairs, etc.]) x 23,500 (GWP [22,800 until FY2022])
・N_2O
(Emissions from fuel use + emissions from the treatment of factory wastewater + emissions from the treatment of human waste, etc.) x 265 (GWP [298 until FY2022]))
・HFC
HFC consumption x corresponding GWP for each HFC

Air pollutant emissions
・SOx
Total value of "exhaust gas amount x exhaust gas concentration" converted by weight for each thermal power plant (including internal combustion)
SOx emissions from thermal power generation (including internal combustion) excluding test runs
・NOx
Total value of "exhaust gas amount x exhaust gas concentration" converted by weight for each power plant (including internal combustion)
NOx emissions from thermal power generation (including internal combustion) excluding test runs

Wastewater load
Total wastewater discharge x weighting coefficient of each water pollutant (proprietary coefficient) x total of the average concentration of each water pollutant at the time of discharge
The total load of chemical oxygen demand (COD) equivalents is calculated by determining the concentration and discharge volume of each water pollutant present in the treated wastewater from thermal (including geothermal) and nuclear power plant drainage treatment systems. These values are then multiplied by our company's proprietary weighting coefficients

COD emissions
Total wastewater volume x average COD concentration at the time of discharge (emission)
Total value of chemical oxygen demand (COD) contained in wastewater treated by wastewater treatment equipment at thermal (including geothermal) and nuclear power plants

Industrial waste landfill disposal
External landfill disposal amount + Internal landfill disposal amount

Low-level radioactive waste generation
Amount generated (200 L drum equivalent) − Amount of reduction[1] (200 L drum equivalent)
[1] The value of the amount of low-level radioactive waste generation by incineration, compaction, converted to a 200 L drum

Vehicular CO_2 emissions
Fuel consumption of general vehicles and special vehicles x unit calorific value x CO_2 emission factor
+Electric vehicle charging power x CO_2 emissions per electricity sales volume (after adjustment)

Wastepaper disposal
Paper generated – Paper recycled

Water consumption
Amount of tap water purchased

Raw material consumption (Kyushu EP and Kyushu T&D)

			Unit	FY2020	FY2021	FY2022	FY2023
Energy consumption (crude oil equivalent)			10,000 kL	769	612	822	618
	For thermal power generation	Coal	10 kt	687	532	738	536
		Heavy oil	10,000 kL	22	23	23	23
		Crude oil	10,000 kL	0	0	0	0
		LNG	10 kt	198	160	213	158
		Diesel	10,000 kL	1.2	0.4	0.1	0.08
		Biomass (wood)	10 kt	0.4	0.4	0.4	0.4
		Biomass (sewage)	t	825	788	758	760
For nuclear power generation		Nuclear fuel	t	58	82	41	55
Water for power generation		Water for power generation	10 kt	614	524	609	544
Materials		Ammonia	10 kt	0.8	0.6	0.8	0.6
		Limestone	10 kt	9.1	7.5	9.6	7.5

Fossil fuel consumption (crude oil equivalent)

Major results of group companies (Summary)

Item			Unit	Achievements			
				FY2020	FY2021	FY2022	FY2023
Initiatives to address global environmental issues	Office power	Usage	GWh	19.5	23.0	24.1	26.7
		Usage per unit area	kWh/m^2	71.7	80.2	83.7	93.0
	Private logistics transportation (excluding special vehicles)	Ratio of low-emission vehicles	%	66.4	72.5	73.8	74.1
		Fuel consumption rate (fuel economy)	km/L	12.1	11.9	12.2	11.8
	SF_6 (sulfur hexafluoride) recovery rate	During equipment inspection	%	99.6	99.6	No record	100
		During equipment removal	%	No record	No record	No record	No record
	Percentage of regulated CFCs recovered during equipment inspections		%	92	86	94	86
	Copy paper usage		million sheets	106	101	101	93
	Water supply	Usage	kt	152	144	143	217
		Per capita	m^3/person	13	10.7	10.8	14.0
Initiatives to create a recycling-oriented society	Recycling rate	Industrial waste	%	93	95	95	93
		Coal ash	%	100	100	100	100
		Other	%	87	90	81	75
		Wastepaper	%	92	89	94	95
	Green procurement rate		%	75	79	80	81
Conservation of the local environment	SOx emissions per unit of thermal power generated		g/kWh	0	0.31	0.29	0.24
	NOx emissions per unit of thermal power generated		g/kWh	0	0.19	0.16	0.15

Ratio of low-emission vehicles
Percentage of electric vehicles (including plug-in hybrid vehicles), hybrid vehicles, and fuel-efficient vehicles to the total number of vehicles owned by group companies

No record
Equipment owned but with no record of equipment inspection or removal

Copy paper usage
Equivalent number of A4-size sheets

Green procurement rate
The scope of procurement includes office supplies (e.g., paper, stationery) and other products deemed to have a low environmental impact

Energy consumption of group companies

			Unit	FY2020		FY2021		FY2022		FY2023	
				Number of companies	Usage	Number of companies	Usage	Number of companies	Usage	Number of companies	Usage
Electricity	Offices		GWh	35	19.5	35	23.0	34	24.2	33	26.7
	Factories, etc.		GWh	32	422.0	28	477.6	28	511.5	27	443.2
Fuel	Vehicles, etc.	Gasoline, etc.	ML	42	4.2	38	4.2	37	4.4	39	5.4
	Air-conditioning and heating		ML	9	0.2	8	0.2	9	0.1	7	0.1
	For industrial use [1]	A-type heavy oil	ML	11	0.8	9	0.6	10	0.6	11	0.6
		LNG/LPG	kt	6	0.9	4	0.7	4	0.8	7	11.4
Heat	Steam, etc.		TJ	4	39.9	3	39.3	4	44.8	4	40.2

[1] Excludes electricity sales volume to other power companies (for power generation)

■Rate of low-emission vehicles used by group companies (excluding special vehicles)

		Unit	FY2020	FY2021	FY2022	FY2023
Low-emission vehicle rate	Total vehicles	vehicles	3,542	3,469	3,470	3,519
	Total low-emission vehicles		2,352	2,514	2,559	2,608
	Ratio of low-emission vehicles	%	66.4	72.5	73.7	74.1

Special vehicles
Special vehicles refer to trucks, special motor vehicles, special-purpose cars, and other vehicles

Ratio of low-emission vehicles
Percentage of electric vehicles (including plug-in hybrid vehicles), hybrid vehicles, and fuel-efficient vehicles to the total number of vehicles owned by group companies

Climate Change

■Kyuden Group power facility capacities by power source (domestic)

		Unit	FY2020	FY2021	FY2022	FY2023
Thermal	Coal	10 MW	346.0	346.0	346.0	346.0
	LNG and other gas		465.5	407.5	407.5	407.5
	Petroleum		189.5	86.7	86.3	80.9
Nuclear			414.0	414.0	414.0	414.0
Renewable energy	Geothermal		22.3	22.3	22.4	22.4
	Hydro		128.7	128.7	129.5	129.5
	Biomass		18.5	40.6	45.7	53.2
	Wind		12.9	15.7	15.7	15.6
	Solar power		8.9	8.9	8.9	14.9
Pumped storage			230.0	230.0	230.0	230.0

■Changes in overall thermal efficiency (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
Power generation end	%	45.8	45.2	45.6	45.5
Power transmission end		43.9	43.4	43.8	43.5

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

■Transmission and distribution loss rates (Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Transmission/distribution loss rates	%	4.7	5.2	4.9	5.0

■Gas leakage during LNG transportation and storage (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
Transport	%	0	0	0	0
Storage		0	0	0	0

Supply chain GHG emissions(Scope 1, 2, and 3)

	Unit	FY2020	FY2021	FY2022	FY2023
Scope 1	10 kt-CO_2				
Total		2,211 (51.0%)	1,749 (42.8%)	2,369 (51.2%)	1,780 (51.4%)
Scope 2					
Total (market-based)		0.005 (0.0%)	0.005 (0.0%)	0.005 (0.0%)	0.006 (0.0%)
Total (location-based)		0.005 (0.0%)	0.005 (0.0%)	0.005 (0.0%)	0.005 (0.0%)
Scope 3					
Total		2,127 (49.0%)	2,339 (57.2%)	2,260 (48.8%)	1,681 (48.6%)
Category 1		29 (0.7%)	34 (0.8%)	30 (0.6%)	38(1.1%)
Category 2		105 (2.4%)	90 (2.2%)	87 (1.9%)	87 (2.5%)
Category 3		1,771 (40.8%)	1,963 (48.0%)	1,851 (40.0%)	1,271 (36.7%)
Category 4		0.1 (0.0%)	0.1 (0.0%)	0.1 (0.0%)	0.1 (0.0%)
Category 5		3 (0.0%)	2 (0.0%)	3 (0.1%)	3 (0.0%)
Category 6		0.2 (0.0%)	0.2 (0.0%)	0.2 (0.0%)	0.2 (0.0%)
Category 7		0.7 (0.0%)	0.7 (0.0%)	0.7 (0.0%)	0.7 (0.0%)
Category 11		109 (2.5%)	116 (2.8%)	119 (2.6%)	119 (3.4%)
Category 15		110 (2.5%)	132 (3.2%)	169 (3.6%)	163(4.7%)
Scope 1, 2, and 3					
Total (market-based)		4,338	4,088	4,629	3,461
Total (location-based)		4,338	4,088	4,629	3,461

Scope 1
・CO_2
Emissions from fuel consumption, emissions from non-energy sources, and emissions from corporate logistics transportation as outlined in the report pursuant to the Act on Promotion of Global Warming Countermeasures
・SF_6
(Natural leakage + emissions from equipment inspection + emissions from equipment removal + emissions from malfunctions + other emissions [repairs, etc.]) x 23,500 (GWP [22,800 until FY2022])
・N_2O
(Emissions from fuel use + emissions from the treatment of factory wastewater + emissions from the treatment of human waste, etc.) x 265 (GWP [298 until FY2022])
・CH_4
(Emissions from fuel use + steam production at geothermal power generation + emissions from the treatment of factory wastewater + emissions from the treatment of human waste, etc.) x 28 (GWP [25 until FY2022])
・HFC
HFC consumption x corresponding GWP for each HFC

Scope 2
As CO_2 emissions from self-consumption of energy are included in Scope 1, emissions from electricity usage at offices located in regions supplied by other electric power companies are calculated based on the following:
Market-based: Electricity purchased in regions supplied by other electric power companies x emissions factor of each electricity provider (after adjustment)
Location-based: Electricity purchased in regions supplied by other electric power companies x national average emissions factor for all power sources

Scope 3
・Category 1
Emissions from the purchase of goods (except capital investment) are calculated based on the sum of the following: goods costs by category x emissions factor [1] by category
・Category 2
Emissions from capital investment in the electricity business are calculated based on the following: capital investment costs (electricity business) x emissions factor [1]
・Category 3
Emissions (direct) from fuel combustion equivalent to electricity purchased from other electric power companies are calculated based on the sum of the following: purchased electricity (by type of power source) x emissions factor (by fuel type, by electricity provider, or the national average) , (Total calorific value per fuel type x emission factor by fuel type x 44/12), (Electricity received ÷ average thermal efficiency × emission factor by fuel type × 44/12)
Emissions (indirect) from owned or other electric power companies' plants (except from fuel combustion) are calculated [3 4] based on the sum of the following: generated electricity (by type of power source) x average lifecycle CO_2 emissions [2] (by power source)
・Category 4
Emissions from distribution (transport, cargo handling, and storage) are calculated based on the following: fuel usage (crude oil equivalent) by trucks (used for materials and equipment) x emissions factor [1]
・Category 5
Emissions from waste transportation and waste disposal are calculated based on the sum of the following: disposal volume of industrial waste (by category) x emissions factor [1]
・Category 6
Emissions from employee business trips are calculated based on the following: number of employees x emissions factor [1]
・Category 7
Emissions from employee commutes to offices are calculated based on the sum of the following: commuting costs (by commuting method) x emissions factor [1]
・Category 8
Included in Scope 1 and 2 emissions
・Category 11
Emissions from the gas sales business (except wholesale sales) are calculated [4] based on the sum of the following: gas payouts (except wholesale sales) x (unit calorific value x emissions factor x CO_2 conversion factor) [1]
・Category 15
Emissions from overseas power generation projects (except PPA projects) are calculated based on the sum of the following: fuel usage by type of power source (except PPA projects) x equity ratio x emissions factor [1]

Calculations are based on the "Calculation, Reporting and Publication System for Greenhouse Gas Emissions" and the "Basic Guidelines for Calculating Supply Chain Greenhouse Gas Emissions (Ver 2.6; March 2024, Ministry of the Environment and Ministry of Economy, Trade and Industry)" outlined in the Act on Promotion of Global Warming Countermeasures
[1] Calculations are based on the emissions factor (emissions per unit) outlined in the "Policy on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver 3.4; March 2024, Ministry of the Environment and Ministry of Economy, Trade and Industry)"
[2] Calculations are based on LC-CO_2 emissions (per unit) of each power generation technology (excl. from fuel combustion) outlined in the "Comprehensive Assessment of Life Cycle CO_2 Emissions from Power Generation Technologies in Japan" in the CRIEPI Report Y06 (July 2016). For unknown power sources, calculations are based on the coefficient for fuel procurement from "Policy on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain"
[3] For the electricity purchased in the Japan Wholesale Electricity Exchange (JEPX) spot market, the FY2022 figures reflect a deduction for the amount of indirect auctions. For FY2023, the deduction is based on the electricity sold during the same period in the market.
[4] Newly calculated from FY2021 (not included in the management target boundaries established in FY2021)
Scope: Kyushu EP and consolidated subsidiaries (excluding those with extremely low emissions)

Supply chain GHG emission reductions

	Unit	FY2020	FY2021	FY2022	FY2023
Reduction in GHG emissions	10 kt-CO_2	-	Approx.100	Approx.100	Approx.100

CO_2 emissions (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
Electricity sales volume	TWh	68.4	73.6	73.3	69.9
CO_2 emissions (base emissions)	10 kt-CO_2	2,500	2,180	2,990	1,800 [1]
CO_2 emissions (adjusted emissions)		3,280	2,810	3,390	2,840 [1]
CO_2 emissions by electricity sales volume (Basic emission coefficient)	kg-CO_2/kWh	0.365	0.296	0.407	0.258 [1]
CO_2 emissions by electricity sales volume (Adjusted emission factor)		0.479	0.382	0.462	0.406 [1]

After adjustment
Adjustments in line with CO_2 emissions credits and feed-in-tariff (FIT) schemes for renewable energy
Calculated based on the "Calculation and Publication of Basic Emission Factors and Adjusted Emission Factors for Each Electric Utility" published by the government based on the Act on Promotion of Global Warming Countermeasures (including the amount of electricity purchased from other companies). Electricity sales volumes differ from FY2018 to FY2019 due to the government's revision of guidelines relating to CO_2 emissions, which excluded electricity supplied to remote islands (excluding the Goto Islands in Nagasaki Prefecture, which are connected to mainland Japan). For FY2020 and beyond, electricity supplied to remote islands is excluded
[1] FY2023 result is provisional, as the Japanese government is set to announce definitive figures in December

Emissions and filled volumes (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Sulfur hexafluoride (SF_6) emissions [1]	10 kt-CO_2	3.3	5.1	3.6	5.2
Nitrous oxide (N_2O) emissions [2]		4.3	3.3	4.2	5.3
Hydrofluorocarbon (HFC) emissions [3]		0.12	0.18	0.12	0.20
Specific perfluorocarbon (PFC) emissions and filled volumes	t kg	0.0 / 0.0 (20) / (0)	0.0 / 0.0 (15) / (0)	0.0 / 0.0 (15) / (0)	0.0 / 0.0 (20) / (0)

[1] The weight of SF_6 gas has been converted to the weight of CO_2 using the GWP of SF_6(23,500 [22,800 until FY2022])
[2] The weight of N_2O gas has been converted to the weight of CO_2 using the GWP of N_2O (265 [298 until FY2022])
[3] The weight of HFC gases has been converted to the weight of CO_2 using the GWP of HFCs (123–12,400 [12–14,800 until FY2022])

SF_6 recovery rate

Inspection	99.3%
Removal	99.6%

Changes in group company GHG emissions

	Unit	FY2020	FY2021	FY2022	FY2023
CO_2 (Carbon dioxide)	kt-CO_2	235.0	213.0	270.7	273.7 [1]
CH_4 (Methane)		0.1	0.2	0.1	8.9
N_2O (Nitrous oxide)		0	0	-	1,047.6
HFC (Hydrofluorocarbon)		0	0	0.6	1.0
PFC (Perfluorocarbon)		-	-	-	-
SF_6 (Sulfur hexafluoride)		0	0	-	0
Total		235.1	213.2	271.4	1,331.2

Please note that totals may not match due to rounding

CO_2
Excludes electricity sales volume to other power companies, etc. (emissions when burning fuel for power generation)
[1] Values for FY2023 are estimated using the CO_2 emission coefficient (after adjustment) by electricity sales volume for FY2022

■Breakdown of group company GHG emissions

	Source of emissions	Unit	FY2023
CO_2 (Carbon dioxide)	Purchased electricity	kt-CO_2	217.2
	Owned logistics fuel		17.2
	Air conditioning / industrial fuel		36.9
	Heat (steam, etc.)		2.4
	Total		273.7
CH_4 (Methane)	Equipment inspections, facilities, etc.		8.9
	Fuel combustion		0.0
	Total		8.9
N_2O (Nitrous dioxide)	Fuel combustion		1,047.6
HFC (Hydrofluorocarbon)	Equipment inspections, facilities, etc.		1.0
PFC (Perfluorocarbon)	No corresponding equipment		-
SF_6 (Sulfur hexafluoride)	Wholly recovered during inspections		0.0
Total			1,331.2

Please note that totals may not match due to rounding

■Group company GHG emission reductions

Emission reduction measures		Calculation overview	Unit	FY2023
Natural energy	Solar power generation	Calculated using power generated from solar power facilities at group companies	kt-CO_2	0.1
Use of unused energy	Geothermal heat supply	Calculated in cases where effective use of unused energy (such as seawater and building waste heat) is substituted using natural gas and other fossil fuels		5.8
	Cryogenic power generation	Calculated using power generated from cryogenic power generation		-
Equipment inspections	SF_6 recovery	Calculated based on cases where filled volumes are not recovered during equipment inspections		-
Total				5.9

■Specific CFCs owned by group companies

		Unit	FY2020		FY2021		FY2022		FY2023	
			Number of companies	Achievements	Number of companies	Achievements	Number of companies	Achievements	Number of companies	Achievements
CFC	Owned volume	t	6	5.9	6	5.0	6	5.0	6	5.0
	Emissions			0.2		0.0		0.0		0.0
HCFC	Owned volume		19	84.0	20	84.1	18	87.0	19	85.3
	Emissions			0.4		1.4		2.7		1.5
Halon	Owned volume		8	4.9	7	4.5	6	4.3	6	4.3
	Emissions			0.0		0.0		0.0		0.0
Ozone-depleting substance emissions		ODP t	0.3		0.1		0.1		0.1	

Ozone-depleting substance emissions
Converted to CFC-11 mass equivalent using the ozone depletion potential of each fluorocarbon

Biodiversity

■Energy and environmental education

	Unit	FY2020	FY2021	FY2022	FY2023
"Eco-Mother" school visits	visits	108	105	134	114
Outreach lessons		188	286	456	635
Energy and environmental education using digital content (re-shown)		-	15	23	72
Environmental education in the forest [1]		3	2	11	17

[1] Since FY2022, environmental education has been held at Isahaya Kyuden Mirai Forest, and since FY2023, at the Kirishima Kyuden Mirai Forest

■Amount of CO_2 absorbed and fixated at company-owned forests

	Unit	FY2020	FY2021	FY2022	FY2023
CO_2 absorbed and fixated at company-owned forests	10 kt-CO_2	130.5	130.8	132.9	142.7

Excluding the amount (approx. 10,000 tons) of J-Credits expected to be created (FY2021). Calculated based on actual values from forest surveys using Greenhouse Gas Inventory Office of Japan calculation methods. FY2023 figures include results of resource surveys conducted every five years in each forest

Environmental Conservation

■PRTR survey results (Kyushu EP and Kyushu T&D)

Index no.	Chemical substance	Main uses/generated facilities	Unit	FY2020			FY2021			FY2022			FY2023		
				Amount handled	Emissions	Amount transferred	Amount handled	Emissions	Amount transferred	Amount handled	Emissions	Amount transferred	Amount handled	Emissions	Amount transferred
33	Asbestos	Insulating agent	kg	2,700	0	2,700	787	0	787	1,932	0	1,932	1,200	0	1,200
53	Ethyl benzene	Coating and stain-proofing material for power generation facilities		4,400	4,400	0	2,139	2,139	0	3,695	3,695	0	1,651	1,651	0
71	Ferric chloride	Wastewater treatment agent		36,900	0	0	36,895	0	0	46,580	0	0	-	-	-
80	Xylene	Coating for power generation facilities		6,100	6,100	0	2,811	2,811	0	4,909	4,906	0	2,084	2,084	0
240	Styrene	Coating		-	-	-	1,700	1,700	0	1,300	1,300	0	-	-	-
300	Toluene	Power generation boiler		7,300	7,200	0	5,759	5,747	0	8,040	8,033	0	6,487	6,477	0
333	Hydrazine	Water supply treatment agent		16,100	0.8	0	17,679	0.9	0	14,493	0.4	0	19,572	0.4	0
405	Boron compounds	Reactivity control material/analytical reagent		1,400	6	0	-	-	-	1,354	0	0	-	-	-
438	Methylnaphthalene	Diesel generator		468,400	2,300	45	511,704	2,545	107	552,680	2,773	159	537,408	2,696	15
691	Trimethylbenzene	Coating for power generation facilities		-	-	-	-	-	-	-	-	-	1,592	1,587	0
731	Heptane	Inspection solvent for power generation facilities		-	-	-	-	-	-	-	-	-	1,354	1,354	0

Totals for Class 1 Designated Chemical Substances with annual handling quantities of more than 1 ton per worksite (more than 0.5 tons for Class 1 Specific Designated Chemical Substances) (Totals based on legally required reported values)

PRTR
Pollutant Release Transfer Register

■SOx and NOx emissions by thermal power plant (Kyushu EP)

Thermal power plant (fuel type)	Unit	FY2020		FY2021		FY2022		FY2023	
		SOx	NOx	SOx	NOx	SOx	NOx	SOx	NOx
Shin-Kokura (LNG)	t	0	29	0	29	0	37	0	20
Karita (Coal, heavy oil/crude oil)		40	98	18	69	10	59	33	71
Buzen (Heavy oil/crude oil)		0	0	0	0	0	1	0	1
Matsuura (Coal)		1,571	1,961	1,080	1,358	1,726	2,216	1,198	1,689
Shin-Oita (LNG)		0	1,393	0	1,438	0	1,826	0	1,251
Reihoku (Coal)		2,921	2,600	2,648	2,466	2,882	2,631	2,260	1,791
Sendai (Heavy oil/crude oil)		0	0	0	0	0	0	0	0
Total		4,532	6,081	3,747	5,358	4,619	6,771	3,492	4,822

Excludes internal combustion thermal power plants
Please note that totals may not match due to rounding

SOx
Generic term for sulfur oxides, including sulfur dioxide (SO_2) and sulfur trioxide (SO_3)
Sulfur oxides are generated when fossil fuels such as coal and petroleum are combusted, and the sulfur content in the fuel oxidizes, causing air pollution and acid rain

NOx
Generic term for nitrogen oxides, including nitrogen oxide (NO) and nitrogen dioxide (NO_2)
Nitrogen oxides are generated when nitrogen-containing fuel is combusted, and the nitrogen in the air is oxidized, causing air pollution and acid rain

■SOx and NOx emissions per kWh of thermal power generated (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
SOx	g/kWh	0.14	0.14	0.13	0.13
NOx		0.18	0.20	0.19	0.18

■Main uses of asbestos at our buildings and facilities

As of March 31, 2024

Use		Location	Status (usage)	Notes (response)
Sprayed asbestos		Used in soundproofing, insulation, and fireproofing materials in the walls and ceilings of certain equipment rooms, transformer rooms, etc.	Measures to prevent dispersal implemented in all locations	Yearly checks conducted for buildings that have implemented dispersal prevention measures and require regular inspection
Products containing asbestos	Building material	Used in fireproof boards, flooring, and similar applications in buildings	Assumed to be included in some construction materials used prior to August 2006. No asbestos-containing products have been used since then	As these are molded articles that do not pose a risk of asbestos dispersal in their normal state, we are currently taking advantage of repair work and other occasions to replace them with asbestos-free options
	Soundproofing material	Soundproofing material for transformers (Transformer facilities, hydroelectric power generation facilities)	71 transformers	
	Asbestos cement pipe	Underground pipeline material for underground line (Transmission and distribution facilities)	Line length: approx. 180 km	
	Insulation materials	Power generation facilities (Nuclear power generation facilities, thermal power facilities)	Approx. 58,000 m^3	
	Sealant / joint sheets	Power generation facilities (Nuclear power generation facilities, thermal power facilities)	Approx. 480,000	
	Shock-absorbing material	Suspension-type insulators (Transmission facilities)	Approx. 1.363 million suspension-type insulators (Asbestos-containing products are used as shock-absorbing material in insulators, but not on the porcelain insulator surface)	As these are molded articles and the asbestos is contained within the insulator itself, there is no risk of dispersing asbestos in their normal state. Consequently, we are currently using repair work and other opportunities to replace them with asbestos-free options.
	Thickener	Overhead power lines (Transmission facilities)	Line rust prevention: Line length approx. 76.3 km	The asbestos is integrated with the anti-rust grease and poses no risk of dispersal under normal conditions. Consequently, we are taking advantage of repair work and other opportunities to replace them with asbestos-free options.

Thermal power facilities include geothermal and internal combustion power generation facilities

Resource Recycling

■Amount of PRTR-designated chemical substances handled by group companies

	Unit	FY2020		FY2021		FY2022		FY2023	
		Number of companies	Achievements	Number of companies	Number of companies	Number of companies	Achievements	Number of companies	Achievements
Amount handled	t	7	30.9	7	6	6	30.1	7	30.7
Amount released (into the air)			14.0		15.6		14.3		16.0
Amount transferred			34.1		56.8		74.5		48.4

PRTR
Pollutant Release Transfer Register
Totals for Class 1 Designated Chemical Substances with annual handling quantities of more than 1 ton per worksite (more than 0.5 tons for Class 1 Specific Designated Chemical Substances) (Totals based on legally required reported values)

■Group company PRTR survey results

Index no.	Chemical substance	Main uses	Unit	FY2023		
				Amount handled	Amount released (into the air)	Amount transferred
1	Water-soluble zinc compounds	Plating	t	1.60	0.08	48.36
53	Ethyl benzene	Coating		4.15	4.15	0.00
80	Xylene	Coating		6.40	6.40	0.00
300	Toluene	Coating		5.33	5.33	0.00
305	Lead compounds	Plating		2.66	0.00	0.00
333	Hydrazine	Water treatment agent		7.30	0.04	0.00
438	Methylnaphthalene	A-type heavy oil		3.24	0.00	0.00

■Group company air pollutant emissions

	Unit	FY2020		FY2021		FY2022		FY2023	
		Number of companies	Achievements	Number of companies	Achievements	Number of companies	Achievements	Number of companies	Achievements
SOx emissions	kt	6	1.8	6	2.9	6	2.8	6	2.0
NOx emissions			1.9		2.0		1.8		1.5

SOx and NOx emission totals for companies that are legally required to measure flue gas

■Amount of industrial waste generated and recycling rates by type (Kyushu EP and Kyushu T&D)

		Main recycling uses		Unit	FY2020	FY2021	FY2022	FY2023
Coal ash		Cement raw material Concrete mixture	Amount generated	t	743,955	631,432	850,696	713,830
			Amount recycled		743,955	629,743	830,029	630,580
			Recycling rate	%	100	100	98	88
Other Industrial waste	Heavy crude oil ash	Vanadium recovery	Amount generated	t	0	0	0	0
			Amount recycled		0	0	0	0
			Recycling rate	%	-	-	-	-
	Gypsum	Cement raw material	Amount generated	t	105,265	117,357	155,673	110,229
			Amount recycled		105,082	117,357	155,673	110,229
			Recycling rate	%	100	100	100	100
	Sludge	Cement raw material	Amount generated	t	2,859	3,726	3,627	3,216
			Amount recycled		886	483	619	581
			Recycling rate	%	31	13	17	18
	Waste oil	Recycled into fuel oil	Amount generated	t	2,837	2,353	2,336	1,978
			Amount recycled		2,817	2,326	1,900	1,941
			Recycling rate	%	99	99	81	98
	Waste plastic	Fuel additive	Amount generated	t	415	254	373	436
			Amount recycled		237	170	242	430
			Recycling rate	%	57	67	65	99
	Scrap metal	Metals	Amount generated	t	14,656	15,595	16,475	20,277
			Amount recycled		14,616	15,518	16,448	20,276
			Recycling rate	%	100	100	100	100
	Waste concrete poles	Subbase material and construction aggregate	Amount generated	t	9,713	10,207	8,036	9,211
			Amount recycled		9,713	10,207	8,036	9,211
			Recycling rate	%	100	100	100	100
	Glass and ceramic waste	Glass materials	Amount generated	t	55	26	35	67
			Amount recycled		52	25	34	66
			Recycling rate	%	94	94	99	98
	Industrial waste requiring special treatment	Metals	Amount generated	t	238	1,031	472	444
			Amount recycled		231	936	403	369
			Recycling rate	%	97	91	85	83
	Other	Fuel additive	Amount generated	t	184	136	211	1,033
			Amount recycled		149	81	191	1,018
			Recycling rate	%	81	60	91	99
	Subtotal		Amount generated	t	136,222	150,686	187,238	146,961
			Amount recycled		133,782	147,103	183,546	146,189
			Recycling rate	%	98.2	97.6	98	98
Total industrial waste			Amount generated	t	880,177	782,307	1,037,934	860,791
			Amount recycled		877,737	776,846	1,013,576	774,769
			Recycling rate	%	Approx. 100	Approx. 100	98	90

Please note that totals may not match due to rounding

Industrial waste requiring special treatment
Applies to sludge, waste asbestos, waste oil, and waste acids and alkalis that are designated as industrial waste requiring special treatment under the Act on Waste Management and Public Cleaning due to their potential to harm human health or living environments

■Amount of toxic waste (PCB waste) treated (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
High concentration	t	0.01	153.14	0.50	0.40
Low concentration		237.9	781.0	499.6	1,093.5
Total		237.9	934.1	500.1	1,093.9

Please note that totals may not match due to rounding

■Amount of general waste (used paper, etc.) generated and recycling rates (Kyushu EP and Kyushu T&D)

	Main recycling uses		Unit	FY2020	FY2021	FY2022	FY2023
Wastepaper	Recycled paper	Amount generated	t	966	985	810	755
		Amount recycled		960	979	808	749
		Recycling rate	%	99	99	100	99
Shellfish	Roadbed material	Amount generated	t	878	1,352	1,255	775
		Amount recycled		286	434	456	58
		Recycling rate	%	33	32	36	7
Dam driftwood	Alternative to straw litter	Amount generated	t	2,490	2,189	3,641	7,345
		Amount recycled		2,464	2,172	2,948	1,781
		Recycling rate	%	99	99	81	24

■Amount of used paper collected (Kyushu EP and Kyushu T&D)

	Main recycling uses	Unit	FY2020	FY2021	FY2022	FY2023
Newspapers	Paper (copy paper, catalog paper, etc.) and newspapers	t	56	55	52	42
Magazines	Cardboard material and paper string		15	15	11	9
Cardboard	Cardboard material		62	65	58	47
Confidential documents	Paper (copy paper, catalog paper, etc.), toilet paper, and cardboard material		781	783	616	600
Other	Paper (copy paper, catalog paper, etc.), toilet paper, cardboard material, and paper string		46	60	72	51
Total			960	979	808	749

Please note that totals may not match due to rounding

Newspapers
Includes the amounts of magazines and cardboard at some worksites

Other
Copy paper and envelopes, etc.

■Amount of copy paper purchased (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Copy paper purchase volume	t	513	443	376	347

■Waste generated at group companies

		Unit	FY2020		FY2021		FY2022		FY2023	
			Number of companies	Achievements	Number of companies	Achievements	Number of companies	Achievements	Number of companies	Achievements
Industrial waste	Amount generated	kt	37	162.2	35	171.0	36	181.8	38	163.8
	Recycling rate	%		93		95		95		93
Wastepaper	Amount generated	kt	41	0.8	34	0.9	35	0.9	38	0.7
	Recycling rate	%		92		89		94		95

■Amount of industrial waste generated and recycling rates by type at group companies

		Unit	FY2023
Combustion residue (Coal ash and others)	Amount generated	kt	6.0
	Amount recycled		5.6
	Recycling rate	%	93
Sludge	Amount generated	kt	15.8
	Amount recycled		15.5
	Recycling rate	%	98
Waste plastics	Amount generated	kt	1.2
	Amount recycled		0.9
	Recycling rate	%	71
Waste oil	Amount generated	kt	1.5
	Amount recycled		1.5
	Recycling rate	%	96
Scrap metal	Amount generated	kt	5.3
	Amount recycled		5.2
	Recycling rate	%	99
Glass and ceramic waste	Amount generated	kt	3.7
	Amount recycled		2.7
	Recycling rate	%	74
Construction waste	Amount generated	kt	3.8
	Amount recycled		3.3
	Recycling rate	%	87
Soot and dust	Amount generated	kt	112.4
	Amount recycled		112.4
	Recycling rate	%	100
Industrial waste requiring special treatment	Amount generated	kt	4.7
	Amount recycled		0.5
	Recycling rate	%	10
Other industrial waste (Waste alkali, wood scraps, etc.)	Amount generated	kt	9.5
	Amount recycled		4.8
	Recycling rate	%	50
Total	Amount generated	kt	163.8
	Amount recycled		152.3
	Recycling rate	%	93

Please note that totals may not match due to rounding

Water Resources

■Amount of service water used (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Water consumption	m^3 / person	27	24	27	26

Calculation methods changed as of FY2022

■Amount of water used for power generation and discharge water produced at thermal, nuclear, and internal combustion power plants (Kyushu EP and Kyushu T&D)

		Unit	FY2023	
			Water for power generation	Discharge water
Thermal	Shin-Kokura (including Buzen)	10 kt	28	11
	Karita		36	6
	Matsuura		177	59
	Shin-Oita		63	47
	Reihoku		157	69
Nuclear	Genkai		40	24
	Sendai		38	28
Internal combustion power			5	-
Total			544	245

Please note that totals may not match due to rounding
All discharge water is released into the sea

Water for power generation
Usage amount, excluding water for daily use, from external input (municipal water, well water)
Does not include seawater used for cooling or water circulated within each power plant

Discharge water
The amount of discharge water properly treated at the water treatment facilities in each power plant

■Amount of water used for power generation and discharge water produced at thermal, nuclear, and internal combustion power plants (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Water used for power generation	10 kt	614	524	609	544
Discharge water		262	236	257	245

All discharge water is released into the sea

Water for power generation
Usage amount, excluding water for daily use, from external input (municipal water, well water, etc.)
Does not include seawater used for cooling or water circulated within each power plant

Discharge water
The amount of discharge water properly treated at the water treatment facilities in each power plant

Stakeholder Engagement

■Customer satisfaction

	Unit	FY2020	FY2021	FY2022	FY2023
Customer satisfaction	%	- [1]	55.6	63.4	64.2

[1] No data available as the survey started in FY2021

Stable Supply

■Utilization rate of nuclear power generation facilities (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
Utilization rate	%	62.4 [1]	91.4	57.7 [2]	90.8

[1] Decreased due to regular inspections and installation work for specialized safety facilities at Sendai Units 1 and 2
[2] Decreased due to regular inspections and installation work for specialized safety facilities at Genkai Units 3 and 4
Specialized safety facilities: these facilities are installed to prevent damage caused by acts of terrorism, such as intentional aircraft collision into a plant's reactor auxiliary building. They safeguard the reactor containment vessel in the event that reactor cooling functions are lost and the reactor core is seriously damaged

■Cumulative storage volume of low-level radioactive waste (Kyushu EP)

		Unit	FY2020	FY2021	FY2022	FY2023
Amount stored in power plants	Genkai	200-liter drum equivalent	38,148	38,310	38,719	38,933
	Sendai		27,873	27,767	27,523	27,580
	Total		66,021	66,077	66,242	66,513
Amount removed [1]	Genkai		1,720	1,384	1,720	1,720
	Sendai		0	0	0	0
	Total		1,720	1,384	1,720	1,720

[1] Amount transported to the Low-Level Radioactive Waste Disposal Center

Community

■Donations (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Contributions to social service projects led by local governments	100 million yen	0.2	0.2	0.1	0.2
Donations as part of community-building and social impact activities		8.2	13.3	5.4	6.2
Total		8.4	13.5	5.5	6.4

■Volunteer time off (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Amount of volunteer time off	Days	117	66	70	124

■Community engagement awards (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
No. of employees recognized for their local community contributions	Persons	28	11	18	7

Securing and Developing Human Resources / DE&I

■Employees (includes re-employed retirees) (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Male	Persons	11,660 (91.7%)	11,481 (91.5%)	11,267 (91.3%)	11,045 (91.3%)
Female		1,057 (8.3%)	1,062 (8.5%)	1,072 (8.7%)	1,047 (8.7%)
Total		12,717	12,543	12,339	12,092

■Average age (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Male	Age	44.7	44.9	45.1	44.2
Female		38.3	38.4	38.3	37.5
Overall average		44.2	44.4	44.5	43.6

■Average years of continuous employment (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Male	Years	24.8	25.0	25.1	25.1
Female		17.8	17.8	17.6	17.7
Overall average		24.2	24.4	24.5	24.4

■Newly-hired employees (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Male	Persons	248 (81.3%)	230 (83.9%)	217 (81.9%)	235 (88.3%)
Female		57 (18.7%)	44 (16.1%)	48 (18.1%)	31 (11.7%)
Total		305	274	265	266

■Employee turnover rate (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Employee turnover (voluntary & involuntary)	Persons	479	503	551	618
Employee turnover (voluntary)		94	125	114	117
No. of employees at beginning of fiscal year		12,761	12,551	12,315	12,005
Employee turnover rate [1]	%	0.74	1.00	0.93	0.97

[1] Turnover rate = (number of voluntary resignees / number of employees at the beginning of the term) × 100(%)

Managers (Kyushu EP and Kyushu T&D)

		Unit	FY2020	FY2021	FY2022	FY2023
Management positions	Male	Persons	4,544 (97.4%)	4,537 (97.3%)	4,519 (97.1%)	4,502 (97.0%)
	Female		123 (2.6%)	127 (2.7%)	136 (2.9%)	138 (3.0%)
	Total		4,667	4,664	4,655	4,640
Chief manager or higher management positions (included above)	Male		2,055 (98.3%)	2,015 (98.3%)	2,029 (98.4%)	2,033 (98.5%)
	Female		36 (1.7%)	34 (1.7%)	34 (1.6%)	31 (1.5%)
	Total		2,091	2,049	2,063	2,064
Organization head positions (included above)	Male		1,301	1,276	1,056	1,133
	Female		20	22	13	11
	Total		1,321	1,298	1,069	1,144
Important employee positions (included above)	Male		90	91	92	80
	Female		2	1	2	2
	Total		92	92	94	82

Management positions refer to section chief level or higher (excluding executives)

Labor union members (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
No. of labor union members	Persons	8,568 (67.4%)	8,368 (66.7%)	6,722 (54.5%)	6,528 (54.0%)

Figures in parentheses indicate the percentage of labor union members among total employees
Indicates the number of persons covered by the union's collective agreement. Based on the union shop agreement, all employees (excluding special managers) are members of the labor union, resulting in a 100% union membership rate among the eligible employees

Non-permanent employment (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Contract employees	Persons	273	305	215	177
Temporary employees		558	527	395	378

Average training per employee (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Average training hours	Hours	21.8	76.4	51.0	36.3
Average training cost	Thousands of yen	-	-	67	107

Current employees (excluding employees on leave)

Support for childcare, nursing care, and family care (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
No. of employees who took childcare leave	Persons	68 (11)	73 (26)	279 (225)	356 (291)
Ratio of paternal leave [1]	%	3.5	8.3	80.6	103.6
No. of employees who worked shorter hours in order to care for children	Persons	127 (1)	130 (1)	162 (7)	162 (6)
No. of employees who took time off for nursing care		299 (211)	323 (222)	351 (241)	426 (315)
No. of employees who took family care leave		3 (0)	1 (1)	3 (3)	1 (0)
No. of employees who worked shorter hours in order to care for family members		2 (1)	7 (1)	6 (1)	2 (1)
No. of employees who took time off for family care		185 (156)	157 (133)	179 (155)	175 (149)

Figures in parentheses indicate male employees
[1] The ratio of male employees who took childcare leave among all male employees whose spouses gave birth is calculated based on the provisions of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labour No. 25 of 1991). In FY2022, we discontinued our spousal maternity leave system and began providing partially-paid childcare leave

Gender pay gap (Kyushu Ep and Kyushu T&D)

		Unit	FY2020	FY2021	FY2022	FY2023
Kyushu EP	Regular employees	%	-	-	67.2	68.1
	Non-regular employees		-	-	43.5	48.7
	All employees		-	-	61.7	64.4
Kyushu T&D	Regular employees		-	-	64.7	64.6
	Non-regular employees		-	-	54.7	50.9
	All employees		-	-	45.8	47.7

The ratio of average annual wages of women to average annual wages of men is calculated based on the provisions of the Act on the Promotion of Women's Active Engagement in Professional Life (Act No. 64 of 2015)
Wages include base wages, overtime payments, bonuses, household and housing allowances, and other such payments. They exclude retirement allowances, commuting expenses, and other such payments. For employees re-hired after their retirement, wages do not include bonuses paid based on pre-retirement service
Calculations are based on the average number of employees on the first day of each month. However, the calculations do not include employees without pay and employees on childcare leave or nursing care leave. Personnel on secondment are counted among the employees at their original company

Employment rate of persons with disabilities

	Unit	FY2020	FY2021	FY2022	FY2023
Employment rate of persons with disabilities	%	2.32 (307.0)	2.29 (301.0)	2.46 (320.5)	2.51 (320.5)

Under the special rule for related subsidiaries, Q-CAP and Kyushu T&D are included in the figures above
Figures in parentheses indicate the number of employees with disabilities

■Employees (includes re-employed retirees) (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
Male	Persons	6,590 (86.9%)	6,489 (86.7%)	6,416 (86.5%)	6,300 (86.6%)
Female		994 (13.1%)	994 (13.3%)	999 (13.5%)	978 (13.4%)
Total		7,584	7,483	7,415	7,278

■Average age (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
Overall average	Age	43.4	43.6	43.7	42.8

Excludes executive officers and directors

■Composition of employees by age and gender (Kyushu EP)

		Unit	FY2020	FY2021	FY2022	FY2023
20s and under	Male	Persons	964 (14.6%)	924 (14.2%)	894 (13.9%)	992 (15.7%)
	Female		323 (32.5%)	326 (32.8%)	320 (32.0%)	337 (34.5%)
	Subtotal		1,287	1,250	1,214	1,329
30s	Male		998 (15.1%)	1,051 (16.2%)	1,105 (17.2%)	1,109 (17.6%)
	Female		217 (21.8%)	210 (21.1%)	224 (22.4%)	219 (22.4%)
	Subtotal		1,215	1,261	1,329	1,328
40s	Male		2,158 (32.7%)	1,991 (30.7%)	1,855 (28.9%)	1,853 (29.4%)
	Female		208 (20.9%)	216 (21.7%)	226 (22.6%)	218 (22.3%)
	Subtotal		2,366	2,207	2,081	2,071
50s	Male		2,308 (35.0%)	2,396 (36.9%)	2,335 (36.4%)	2,157 (34.2%)
	Female		236 (23.7%)	233 (23.4%)	212 (21.2%)	190 (19.4%)
	Subtotal		2,544	2,629	2,547	2,347
60s and above	Male		162 (2.5%)	127 (2.0%)	227 (3.5%)	189 (3.0%)
	Female		10 (1.0%)	9 (0.9%)	17 (1.7%)	14 (1.4%)
	Subtotal		172	136	244	203
Total			7,584	7,483	7,415	7,278

Excludes executive officers and directors

■Average years of continuous employment (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
Overall average	Years	21.2	23.3	23.4	23.3

Excludes executive officers and directors

■Employee turnover (voluntary)

		Unit	FY2020	FY2021	FY2022	FY2023
Male	Kyushu EP	Persons	50 (0.75%)	61 (0.92%)	69 (1.05%)	47 (0.74%)
	Kyushu EP and Kyushu T&D		73 (0.63%)	97 (0.85%)	89 (0.79%)	82 (0.75%)
Female	Kyushu EP		20 (1.96%)	28 (2.73%)	24 (2.34%)	31 (3.07%)
	Kyushu EP and Kyushu T&D		21 (1.93%)	28 (2.57%)	25 (2.29%)	35 (3.24%)
Total	Kyushu EP		70 (0.91%)	89 (1.16%)	93 (1.22%)	78 (1.05%)
	Kyushu EP and Kyushu T&D		94 (0.74%)	125 (1.00%)	114 (0.93%)	117 (0.97%)

Excludes executive officers and directors

■Managers (Kyushu EP)

		Unit	FY2020	FY2021	FY2022	FY2023
Management positions	Male	Persons	2,947 (96.2%)	2,959 (96.1%)	2,959 (95.8%)	2,945 (95.7%)
	Female		116 (3.8%)	120 (3.9%)	130 (4.2%)	132 (4.3%)
	Total		3,063	3,079	3,089	3,077
Chief manager level or higher management positions (included above)	Male		1,341 (97.7%)	1,310 (97.8%)	1,322 (97.8%)	1,329 (97.9%)
	Female		31 (2.3%)	30 (2.2%)	30 (2.2%)	28 (2.1%)
	Total		1,372	1,340	1,352	1,357

Management positions refer to section chief level or higher (excluding executives)

■Labor union members (Kyushu EP)

	Unit	FY2020	FY2021	FY2022	FY2023
No. of labor union members	Persons	5,181 (68.3%)	5,031 (67.2%)	4,480 (60.4%)	4,309 (59.2%)

Figures in parentheses indicate the percentage of labor union members among total employees
Indicates the number of persons covered by the union's collective agreement. Based on the union shop agreement, all employees (excluding special managers) are members of the labor union, resulting in a 100% union membership rate among the eligible employees

■Non-permanent employment (Kyushu EP)

		Unit	FY2020	FY2021	FY2022	FY2023
Contract employees	Male	Persons	61	60	72	78
	Female		184	192	101	64
	Total		245	252	173	142
Temporary employees			249	259	246	378
Total			494	511	419	520

Work Environment Improvements

■Total working hours (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Total working hours made per person	Hours	1,885.3	1,861.7	1,868.3	1,863.2

■Period of annual paid leave taken each year (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
No. of days of annual paid leave taken	Days	16.6	16.6	17.4	17.1

Safety and Health

■Number of on-the-job accidents (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Electric shocks	Accidents	0	0	0	0
Falls		0	1	0	0
Traffic accidents		5	7	3	5
Other accidents [1]		22	30	24	16
Total [2]		27 (0)	38 (0)	27 (0)	21 (0)
Four types of major accidents among the above [3]		0	1	0	1

[1] Other accidents include falls after not checking footing and mishandling of tools
[2] Figures in parentheses indicate the number of fatalities
[3] The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery

■Rate of work-related accidents (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
No. of accidents per one million paid work hours	Accidents	0.29 (0.19)	0.30 (0.10)	0.06 (0.00)	0.30 (0.33)

Figures in parentheses are non-consolidated figures for Kyushu EP

■Severity of work-related accidents (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
Severity of work-related accidents	Days	0.004 (0.002)	0.009 (0.009)	0.000 (0.000)	0.014 (0.021)

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

■Number of employees receiving safety training (Kyushu EP and Kyushu T&D)

		Unit	FY2020	FY2021	FY2022	FY2023
Statutory training	At time of hiring (for new employees)	Persons	295	290	252	241
	Foremen		457	1,196	1,233	1,151
	Safety managers		87	52	57	55
	Total		839	1,538	1,542	1,447
Level-specific training	Safety training for regular employees		177	2,098	794	558
	Safety training for management		308	461	466	457
	Total		485	2,559	1,260	1,015
Group safety training (at Anzen Mirai Kan) [1]			-	-	-	2,191

[1] Scope of total results: Kyushu EP, Kyushu T&D, and Group companies

■Accidents involving contractors and subcontractors

	Unit	FY2020	FY2021	FY2022	FY2023
No. of accidents [1]	Accidents	30 (3)	24 (1)	27 (2)	19 (0)
Four types of major accidents among the above [2]		11	8	9	7

[1] No. of accidents involving work absences of four days or more (including accidents during fee collection). Figures in parentheses indicate the number of fatalities
[2] The four types of major accidents are: electric shock, falling from height, pinching and entanglement, and accidents involving heavy machinery

Human Rights

■Human rights education and awareness-raising activities

		Unit	FY2020	FY2021	FY2022	FY2023
Kyushu EP and Kyushu T&D	In-house training	Participants	12,498	12,215	10,316	9,712
	External training		167	210	139	242
Group companies			7,304 (43 companies)	6,073 (43 companies)	9,881 (43 companies)	10,296 (40 companies)

■Harassment Consultation Hotline

	Unit	FY2020	FY2021	FY2022	FY2023
No. of consultations	Cases	24	29	15	16

In this year's ESG Data Book, the figures for prior fiscal years have been revised to include consultations that could not be registered due to anonymity or other such reasons

■Serious human rights violations (Kyushu EP and Kyushu T&D)

	Unit	FY2020	FY2021	FY2022	FY2023
No. of cases of serious human rights violations [1]	Accidents	0	0	0	0

[1] Cases considered to have significant social impact

Corporate Governance

Director remuneration structure excluding Audit & Supervisory Committee members (Kyushu EP)

	Unit	FY2021	FY2022	FY2023
Basic remuneration (monetary remuneration/ monthly remuneration)	Millions of yen	372 (14)	380 (12)	352 (15)
Performance-linked remuneration (monetary remuneration and bonus linked to short-term performance)		43 (9)	0 (9)	45 (8)
Performance-linked remuneration (non-monetary remuneration and stock-based remuneration linked to medium to long-term performance)		53 (9)	61 (9)	118 (8)

Figures in parentheses indicate the number of persons compensated.
Performance-linked remuneration is based on consolidated ordinary income outlined in the financial objectives in the management vision as well as other performance metrics, such as GHG reductions toward carbon neutrality and dividend payments to shareholders.

Director remuneration structure for Audit & Supervisory Committee members (Kyushu EP)

	Unit	FY2021	FY2022	FY2023
Basic remuneration (monetary remuneration/ monthly remuneration)	Millions of yen	77 (5)	78 (6)	78 (4)

Figures in parentheses indicate the number of persons compensated.

Members on the Board of Directors, Audit & Supervisory Committee, and Corporate Management Committee (Kyushu EP)

		Unit	As of March 2021	As of March 2022	As of March 2023	As of March 2024
Board of Directors	Directors	Persons	15 (3)	15 (3)	15 (3)	14 (3)
	External Directors (included above)		5 (3)	5 (3)	5 (3)	5 (3)
Audit & Supervisory Committee	Directors		4	4	4	4
	External Directors (included above)		3 (2)	3 (2)	3 (2)	3 (2)
Corporate Management Committee	President & Chief Executive Officer		1	1	1	1
	Vice-Presidential Executive Officers		3	2	3	3
	Senior Managing Executive Officers		8	6	12 [3]	8 [3]
	Managing Executive Officers		4 [1]	9 [2]	0	0
	Executive Officers and other members		7 [1]	5 [2]	8 [3]	11 [3] (1)

Figures in parentheses indicate the number of female directors/officers.
[1] Attendance per meeting minutes
[2] Nine managing executive officers and executive officers, and other members, attended per meeting minutes
[3] Ten senior managing executive officers and executive officers, and other members, attended per meeting minutes

Compliance

Number of consultations and reports to the Compliance Consultation Service

		Unit	FY2021	FY2022	FY2023
Kyushu EP	Executive/employee conduct	Responses	14	9	13
	Business operations and management		3	11	11
Kyushu T&D	Executive/employee conduct		14	5	6
	Business operations and management		2	1	1

The privacy of users of the Compliance Consultation Service is strictly protected in accordance with laws, regulations, and company policies. The Group does not tolerate any retaliatory behavior against individuals reporting concerns.
Consultations and reports are accepted during business hours in person or by telephone, letter, and email (available 24 hours a day).

Independent Practitioner's Assurance

Deloitte.
デロイト トーマツ
(TRANSLATION)

Independent Practitioner's Assurance Report

July 31, 2024

Mr. Kazuhiro Ikebe,
President & Chief Executive Officer,
Kyushu Electric Power Company, Incorporated

Tomoharu Hase
Representative Director
Deloitte Tohmatsu Sustainability Co., Ltd.
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We have undertaken a limited assurance engagement of the ESG data indicated with ☑ for the year ended March 31, 2024 (the "ESG Information") included in the "KYUDEN GROUP ESG DATA BOOK 2024" (the "Report") of Kyushu Electric Power Company, Incorporated (the "Company").

The Company's Responsibility

The Company is responsible for the preparation of the ESG Information in accordance with the calculation and reporting standard adopted by the Company (indicated with the ESG information included in the Report). Greenhouse gas quantification is subject to inherent uncertainty for reasons such as incomplete scientific knowledge used to determine emissions factors and numerical data needed to combine emissions of different gases.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. We apply International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, and accordingly maintain a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the ESG Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB"), ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the IAASB and *the Practical Guideline for the Assurance of Sustainability Information*, issued by the Japanese Association of Assurance Organizations for Sustainability Information.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. These procedures also included the following:

- Evaluating whether the Company's methods for estimates are appropriate and had been consistently applied. However, our procedures did not include testing the data on which the estimates are based or reperforming the estimates.
- Undertaking site visits to assess the completeness of the data, data collection methods, source data and relevant assumptions applicable to the sites.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the ESG Information is not prepared, in all material respects, in accordance with the calculation and reporting standard adopted by the Company.

The above represents a translation, for convenience only, of the original Independent Practitioner's Assurance report issued in the Japanese language.

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