



Coexisting in Harmony with Communities

Our Group works positively on coexistence with the Shikoku region, where our business is based, and support for its invigoration, under the corporate philosophy of “living in the community, moving forward with the community, and prospering with the community.”

Enhancing communication with local communities

Dialogue and exchange activities with surrounding communities

Our Group conducts its business as a corporate group rooted in the community. We believe that it is important to gain the understanding and support of members of local communities by engaging positively in dialogue and exchange activities with regional communities.

In fiscal 2022, we conducted relationship-building activities with local residents in various regions of Shikoku, including social contribution activities, such as electrical facility inspections and clean-up activities.



Cleaning the Ryoma Sakamoto Statue [Katsurahama, Kochi Prefecture] (Kochi Branch & Yondenko Corporation)



Tokushima Machinaka Hana Road Project “Hana Planting Association” (Tokushima Branch & Yonden T&D Tokushima Branch)

Energy education for children

In order to increase children’s interest in energy and environmental issues and have them gain a correct understanding of these issues, we have been conducting “Delivery Energy Classes” based on the needs of educators and children throughout Shikoku. The classes are for elementary and junior high school students, who will be responsible for our future.

In fiscal 2022, in response to the needs of each school, in addition to the “Delivery Energy Classes”, which make effective use of power generation models and videos, we also conducted online tours of our company facilities, which have been well received.



Delivery Energy Class



Online tours

Positive disclosure of nuclear information and dialogue activities

Information disclosure using the Ehime method

In 1999, we were the first power company in Japan to introduce a notification system, through which we notify Ehime Prefecture and Ikata Town immediately of all events other than normal operations that occur at the Ikata Power Plant, and we have continued to operate this system ever since. This kind of highly transparent information disclosure, known as the “Ehime method,” contributes significantly to the building of relationships of trust with local communities.

Notifications to Ehime Prefecture and Ikata Town based on safety agreements

(Unit: number of notifications)

| FY | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------|------|------|------|------|------|
| Class A | 5 | 6 | 3 | 7 | 7 |
| Class B | 3 | 4 | 2 | 4 | 4 |
| Class C | 14 | 20 | 13 | 17 | 18 |
| Total | 22 | 30 | 18 | 28 | 29 |

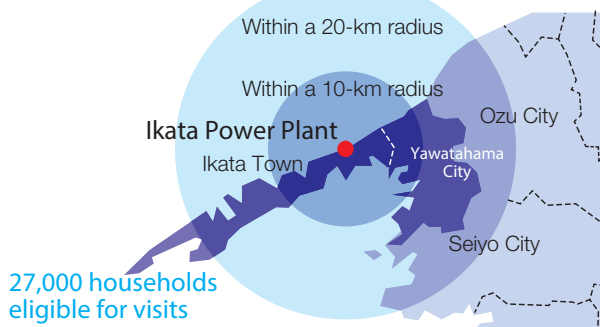
* Overview of public notifications in Ehime Prefecture
 Class A (Trouble, etc., that needs to be reported to the government): Immediate public notification
 Class B (An abnormal situation at a facility, etc., has occurred within the radiation control area): Public notification within 48 hours
 Class C (Events other than classes A and B above): Public notification is given on the 10th of every month for all events in the preceding month

Visiting-for-dialogues activities

Since starting visiting-for-dialogue activities in 1988, our employees have made individual visits to approximately 27,000 households in Ikata Town and Yawatahama City within a 20 km radius of Ikata Power Plant. They continue to conduct activities, including giving explanations on safety measures etc. at the power plant, and to engage in dialogue activities to listen to opinions in person. Over the past three years, the COVID-19 pandemic has meant that employees were unable to do any individual home visits. However, we distributed leaflets to all homes and received opinions through postcards and other means.

We will continue to listen carefully to the opinions of local residents in order to further improve the safety of Ikata Power Plant.

Range of visiting-for-dialogues activities





Let's Think About Energy
<https://www.yonden.co.jp/energy/learn/index.html>

Yonden Cultural Foundation (in Japanese only)
<https://ycf.or.jp/>

Agricultural Initiatives of Shikoku Electric Power Group
https://www.yonden.co.jp/cnt_yonden-agri/

Efforts to resolve local issues

Creating a flourishing region , working to increase the non-resident population

Shikoku Electric Power Group is working with other companies to revitalize the Shikoku region, promote tourism, and expand the number of visitors, etc.

For example, the SHIKOKU-KE SUPPORTERS CLUB (established by 23 companies and organizations in 2021 with the aim of revitalizing the Shikoku region) conducts events such as the Pilgrimage Walk to inspect the Shikoku Pilgrimage (approximately 5,600 participants) and the Marugame Nigiwai (Activity) Project (approximately 7,700 participants). We are also working on various activities to revitalize Shikoku, such as creating a calendar to introduce Shikoku's festivals online, and plan to sell souvenir sets combining products from Shikoku's four prefectures.

As of the end of fiscal 2022, the number of companies and organizations supporting the club has increased to 104, and the club's circle of activities is expanding.



One-day Welcome Pilgrimage Walk



Festivals Online Calendar leaflet

Support for the arts, culture, and sports

Yonden Cultural Foundation supports improvements in art and culture in the Shikoku region and the realization of prosperous and comfortable local communities. Activities include scholarship support for students from Shikoku who aspire to become artists, honoring outstanding artists associated with Shikoku, holding concerts and art exhibitions by scholars, and providing support for the dispatch of musicians.

Shikoku Electric Power Group also supports professional soccer and basketball teams in the region to promote regional sports.



Hometown concert by scholarship students in Shikoku

Development of business that targets on the resolution of local issues

We resolve regional issues leveraging the Group's technology, know-how and credibility, and this advances the creation and development of our new businesses.

Agribusiness

We are working on agribusiness that will contribute to the revitalization of agriculture in the Shikoku region by utilizing human resources and connections with local communities possessed by Shikoku Electric Power Group.

Agribbon Corporation (Kagawa Prefecture), a group company, contributes to the maintenance of production areas by growing the rare and valuable strawberry "Nyoho" and jointly shipping it in cooperation with local producers.

Group company Aitosa Corporation (Kochi Prefecture) develops and sells "sixth sector" products that use "Shishito peppers", a leading local product. Aitosa also develops "smart agriculture" technologies, leveraging robots, AI, and the IoT, and is working to establish efficient cultivation methods and save labor in production operations.



"Nyoho" strawberries harvested by Agribbon



"Shishito Miso" made using Aitosa's shishito peppers

Operation of emergency medical service helicopters

SHIKOKU AIR SERVICE CO., LTD., a member of the Group, operates emergency medical service helicopters in Kagawa and Kochi prefectures as part of its aircraft business. The importance of emergency medical service helicopter operations has increased, as evidenced by the conclusion of wide-area cooperation agreements among the four prefectures of Shikoku, etc. The safe and reliable operation of emergency medical service helicopters contributes to local disaster response and emergency medical care.



Emergency medical service helicopters owned by SHIKOKU AIR SERVICE CO., LTD.



Fostering Employee Motivation

Shikoku Electric Power Group wants all of our employees to be motivated to work and feel satisfaction with their work. To this end, we strive to develop an open-minded and lively workplace environment.

Implementing human capital management

Based on the belief that “people” are the greatest driving force (greatest asset) for promoting sustainability, we are working to create vibrant work environments in which employees can engage in work with a sense of fulfillment and achievement, and maximize their abilities. We define the “promotion of diversity and inclusion” and “promoting the acquisition and development of future-leading human resources” as key human capital issues.

Note: The following measures focus on the efforts of Shikoku Electric Power and Shikoku Electric Power Transmission & Distribution Co., Inc.

Promotion of diversity and inclusion

We respect the personalities, diverse sense of values and lifestyles of our employees. Capable and motivated employees are provided with opportunities to exercise their abilities and they are promoted to higher ranks, regardless of gender etc.

Support for balancing work with childcare and nursing care

We are developing and enhancing various support systems so that employees who are raising children or caring for family members can balance their work and family lives regardless of their gender.

In addition, from the viewpoint of promoting understanding and dissemination of our systems, we have established a dedicated consultation office and distributed a “Work-Life Balance Support Handbook”. We also promote awareness among managers and foster a workplace culture that makes it easy to use our systems.

In recognition of these efforts and as a company engaged in supporting child-rearing, Shikoku Electric Power has received the Kurumin certification* from Kagawa Labor Bureau four times. In recent years, we have also received many favorable comments in our recruiting activities from students, who have described our working environment as one that encourages women to remain in long term work. The number of female hires has also been increasing, particularly within our corporate section.

* Kurumin certification is granted to companies that meet certain criteria and achieve the targets specified in the General Employers' Action Plan based on the Act on the Promotion of Measures Supporting the Growth of the Next Generation (Next-Generation Act).

Under our General Employers' Action Plan, which is based on the Next-Generation Act and which we are implementing until fiscal 2025, we have set goals for increasing the rate of male employees taking childcare leave so that they can balance work and family life, regardless of gender. We also aim to support male employees' participation in housework and childcare.



Certified in 2020 Kurumin Supporting childcare “Kurumin” certification mark



An employee on childcare leave

Promoting the careers of female employees

In the electric power business, there are many organizations with a high percentage of male employees and few female managers. This is because most of the workplaces are power plants, transmission and distribution sites.

For this reason, we will actively work to expand the recruitment of women and make efforts to systematically develop and actively promote female managers through career development support, etc. based on the following targets.

- 5.0% ratio of female managers by the end of fiscal 2025* (result in fiscal 2022: 3.5%)
- In the medium to long term, aim for a similar ratio to that for female employees. (The ratio of female employees in fiscal 2022 was 9.2%.)

* Combined total for Shikoku Electric Power and Shikoku Electric Power Transmission & Distribution Co., Inc.

We are currently working towards these goals.

In April 2023, Shikoku Electric Power was awarded “Eruboshi” certification* as a company that has excelled in promoting women’s careers.

* Certification is granted to companies that meet certain standards and have excellent performance in promoting women’s careers, based on the Act on the Promotion of Women’s Active Engagement in Professional Life.



Supporting women’s careers! “Eruboshi” certification mark”

Efforts to promote women's careers

| | Topics Covered |
|---|---|
| Planned development and deployment of people | With the aim of promoting female employees with high aptitudes and motivation to management positions, we promote the systematic development and placement of female employees with an emphasis on individual characteristics, in cooperation with our divisions. |
| Conducting follow-up interviews after promotion to management positions | HR staff conduct follow-up interviews to eliminate feelings of burden and anxiety while checking on status in terms of business performance. |
| Holding of seminars and encouragement of attendance | Encourage employees to attend seminars aimed at enhancing their business skills, increasing their motivation, and improving their management skills. |



Employment Information (in Japanese only)
<https://www.yonden.co.jp/corporate/recruit/index.html>

YONDEN MOVIE SITE (in Japanese only)
 (videos used to introduce viewers to business activities)
https://www.yonden.co.jp/cnt_movie/index.html

Active use of seniors

We give specialist certifications to skilled technicians at the forefront of their fields and personnel with highly specialized knowledge, offering career opportunities in specific fields.

We are also working to maintain and improve our technical capabilities in the field, and improve our ability to pass on technological knowhow to future generations, through the use of employees rehired after retirement with extensive work experience.

Promoting employment of the challenged (People with disabilities)

We established Yonden Plus Corporation (a special subsidiary company for people with disabilities) based on the perspective of providing positive support for the independence and social participation of individuals with disabilities. In doing so, we help to expand employment opportunities for individuals with disabilities. As a result, our employment rate for individuals with disabilities is 2.7% (as of June 2023)*, which is higher than the statutory employment rate (2.3%).

* Total employment rate at four companies, including Shikoku Electric Power and Shikoku Electric Power Transmission and Distribution Co., Inc.

Development of a comfortable workplace environment

We have established an organization for reforming working styles, which is headed by the Senior Corporate Officer of the Employee Relations & Human Resources Department. We operate hourly leave system, flexible work, open plan offices where employees are free to sit where they choose, and casual dress codes based on the diverse lifestyles and needs of employees.

In order to prevent health problems caused by long working hours, we ensure a minimum of 10 hours of rest ("interval") between closing time and the starting time the next day.

Main systems enabling flexible working styles

| Item | Topics Covered |
|--|---|
| Hourly leave system | System through which employees are able to acquire paid leave on an hourly basis |
| Sliding shift system | Starting and finishing times can be brought forward or put back in 10 minute increments |
| Flextime system | Employees can set their starting and finishing times flexibly on a daily basis |
| Proactively promoting the acquisition of consecutive leave | Promotion of consecutive days of leave to encourage employees to enjoy leisure time and come back to work physically and mentally refreshed |
| Telecommuting and satellite work systems | Employees can work at home or at other offices |
| Office casual | Development of an atmosphere that increases motivation and encourages innovative thinking |

Improving employee engagement

It is important for employees to increase employee engagement in work, with a sense of fulfillment and achievement, and to display their full potential.

For this reason, we share Shikoku Power Company's direction with our employees by disseminating information from the management and by holding meetings to exchange opinions in the workplace. We also strive to provide various opportunities for active participation and growth, and to foster a comfortable work environment based on the opinions of employees.

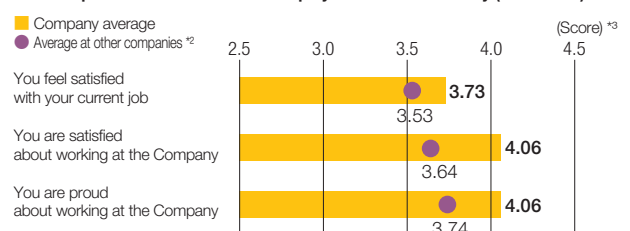
Conducting employee engagement surveys

An employee awareness survey is conducted once every three years with the aims of tracking employees' understanding of management issues, their willingness to take on new challenges, and the state of organizational vitality over time, and reflecting this in our personnel and labor policies. The most recent survey (fiscal 2021) confirmed that employees feel a sense of satisfaction at work and pride in working for Shikoku Electric Power.

In addition, we conducted an engagement survey targeting young employees up to the fifth year of employment, focusing on aspects such as job satisfaction and work environment. Based on the survey results, the Employee Relations & Human Resources Department conducted individual interviews, allocated personnel to training based on individual characteristics and aptitudes, and provided opportunities for employees to challenge themselves. Our retention rate for recent graduates after three years was 97.5%.

Since fiscal 2023, we have expanded the scope of this engagement survey to include all employees. Improving the vitality of our organization in this way will lead to a sustainable increase in our corporate value.

Excerpt from the results of the employee awareness survey (fiscal 2021) *1



*1 The next survey is scheduled for fiscal 2024.

*2 Average at other companies: Average of 80 companies with 1,000 or more employees using survey contractors.

*3 Scores out of 5

Developing and securing human resources to open up the future

Passing on our DNA to support the stable supply of electricity

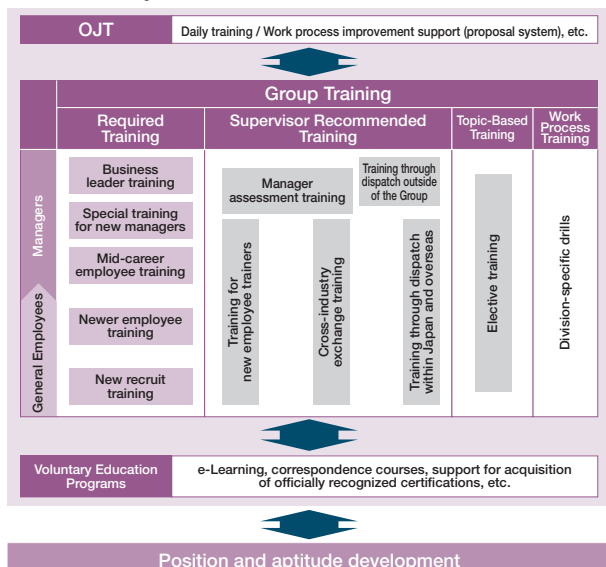
Education and training

With regard to human resources development, we are effectively combining the following three measures:

- Making daily education (OJT) at each workplace fundamental
- Group education (OFF-JT) implemented through efforts such as required training, supervisor recommended training, and operational training for each department
- By focusing on individuals' motivation and willingness, we are effectively combining self-development support to increase motivation and the drive to take on challenges, and we are working to make young and mid-career employees capable as early as possible.

In addition, based on practical education programs developed by each technical department, we are systematically acquiring and passing on knowledge of the technical capabilities required for the maintenance and operation of electric power technology, as well as related laws and regulations. We are steadily passing on our DNA of "strength in the field" and "a sense of mission" to support stable power supply and customer service.

Education systems



New recruit training



Special training related to safety and health for low-voltage electricity

Human resources development based on the growth strategy

Securing and developing human resources to promote growth businesses

We have established a new "Business Development Course" to recruit people with a certain level of work experience, which we will adopt from our regular hiring campaigns from fiscal 2024 onwards, and we will make efforts to secure people with a high aptitude and motivation to take on challenges in growth fields, alongside ongoing efforts to hire staff with a certain level of workplace experience. In addition, we flexibly assign people with motivation, ability, and aptitude across our divisions in order to promote our growth businesses.

In order to promote the growth of talented human resources, in addition to business communication training to strengthen business performance in English and acquire overseas business skills, we are also expanding opportunities for outside employment, such as internships at overseas companies and work experience at venture companies.



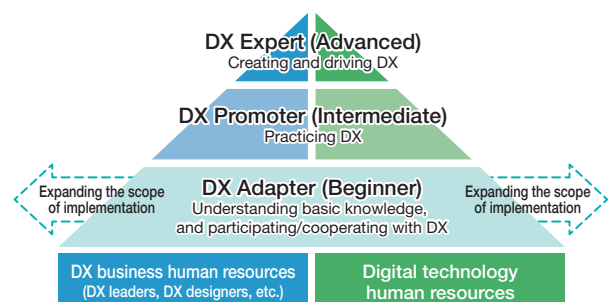
Business communication training

Initiatives for DX human resources development

In order to nurture DX human resources, we have established the "Yonden DX Learning Program", and we have developed an education system that enables trainees to acquire the knowledge and skills needed at each individual level.

In addition, we have established an internal DX portal website to improve DX literacy among employees by providing content, including introductions of internal and external DX case studies and explanations of new digital technologies.

Training levels for DX human resources





Initiatives as a company that respects people

Raising awareness of respect for human rights

Our company's corporate philosophy is to be "A Company that Respects People," and we have declared respect for human rights in our business activities in the Shikoku Electric Power Compliance Guidelines (in Japanese only). We are promoting group-wide efforts to create a society in which each person's human rights and character are respected, so that people can live and work in a humane and prosperous manner.

Human rights education and harassment prevention

We have established a "Human Rights Education Promotion Committee" to instill a high level of human rights awareness among employees. We hold group training at each workplace based on the policies set by this committee. In addition, we have established the Yonden Group Liaison Committee for the Promotion of Human Rights Enlightenment to promote human rights across our group.

As part of efforts to prevent harassment, we have set up a harassment consultation desk to protect the privacy of consulting individuals. We are working to create a healthy workplace environment by developing a system for fair and impartial responses to be undertaken.

Respect for human rights in the supply chain

In accordance with our "Basic Policy on Procurement of Materials", we conduct procurement activities that take account of human rights in supply chains by requiring suppliers to comply with laws and regulations related to labor and human rights, and to ensure safety during work.

In addition, we are promoting fair and free trade under the "Declaration of Partnership Building", which aims for coexistence and co-prosperity on an equal footing with our suppliers.

Requests to suppliers based on the Basic Policy on Procurement of Materials (excerpt)

- **Compliance with laws and social norms**
 - Laws, regulations and social norms related to labor and human rights that must be observed in order to fulfill social responsibilities
- **Ensuring safety**
 - Preventing industrial accidents and ensuring safe and hygienic work environments
- **Consideration for the environment**
- **Ensuring appropriate prices and quality, etc.**

Stringent occupational health and safety measures

Led by the "Yonden Group Safety Committee", we aim for zero industrial accidents across Shikoku Electric Power Group, and we work to promote safety, including at Group companies and affiliated companies.

In addition, we have designated July of every year as the Yonden Group Safety Reinforcement Period. We use this period as an opportunity to raise safety awareness among the entire Group and implement activities such as safety patrols and lectures.

Number of occupational accidents requiring time off from work (Fiscal 2022)

| | Shikoku Electric Power and Shikoku Electric Power Transmission & Distribution Co., Inc. | Subcontractors | Total |
|------------------------|---|----------------|-------|
| Occupational accidents | 2 | 13 | 15 |
| Traffic accidents | 0 | 0 | 0 |
| Total | 2 | 13 | 15 |

Initiatives aimed at health and productivity management

Under our "Declaration on Health Management", we are working to reduce the risks of lifestyle-related diseases such as obesity and smoking through individual health guidance. In addition, as a mental health support measure, we are working to prevent illness and create comfortable working environments for our employees by providing care from professional occupational physicians and occupational health staff.

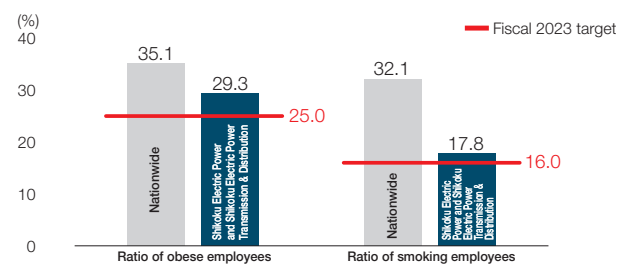
In recognition of such initiatives, Shikoku Electric Power and Shikoku Electric Power Transmission & Distribution Co., Inc. have been recognized for four years in a row as an "Excellent Health Management Corporation"* by the Ministry of Economy, Trade and Industry.



* This is a system to honor corporations engaged in strategic "health management" for their employees from a management perspective.

Excellent Health Management Corporation
Health and productivity

Numerical targets for reducing lifestyle disease risks



Source: Nationwide figures are for men aged 20 to 60, "2019 National Health and Nutrition Survey", Ministry of Health, Labor and Welfare

* Combined ratio for Shikoku Electric Power and Shikoku Electric Power Transmission & Distribution Co., Inc. (fiscal 2022)