

Human Resources

MESSAGE



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Senior Managing Executive Officer
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Chubu Electric Power will continually work to “establish an environment where employees can devote themselves to their work in a safe and healthy way while achieving self-realization through their jobs.”

To ensure the Group is chosen by customers and continues to sustainably develop, we believe it is essential to create an environment in which diverse human resources can develop their abilities and play active roles while assuring the health and safety of employees.

Safety and health not only serve as our management foundation but also represent priority management matters. We will foster a culture of safety and promote health management to establish a system that allows “our colleagues to devote themselves to their work in a safe and healthy way.”

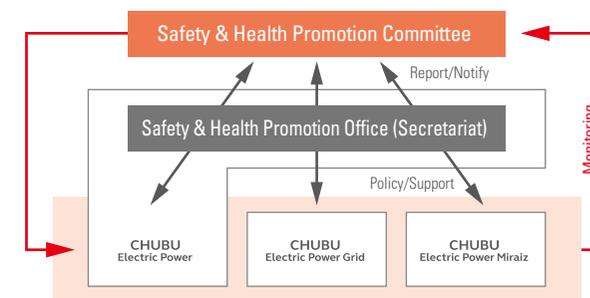
In addition, we also focus on providing training and a work environment where all human resources, including women, the elderly, and the challenged (persons with disabilities), can perform and find it easy to work (can play active roles). At the same time, using the spread of the new coronavirus infection as an opportunity, we reviewed various systems to put into practice “New Workstyles” more than ever before. Chubu Electric Power will continue efforts to create workplaces where each and every one of our human resources can work energetically and flexibly.

Safety and Health

Building a structure to encourage “the fostering of a culture of safety” and “the promotion of health management”

Establishment of the Safety & Health Promotion Committee

The Safety & Health Promotion Committee, comprising management including the Presidents of Chubu Electric Power, Chubu Electric Power Grid, and Chubu Electric Power Miraiz, the labor unions, outside experts, and other members, is held periodically to promote initiatives on safety and health.



Formulation of the Basic Safety and Health Policy and the Safety and Health Principles of Action

The Basic Policy articulates Chubu Electric Power’s policy to create a better environment so that our work colleagues can devote themselves to their work in a safe and healthy way and they can work actively and the Principles of Action represent a specific code of conduct for executives and employees to foster a corporate culture and workplace atmosphere that values people in order to materialize the Basic Policy.

Chubu Electric Power Group
Basic Safety and Health Policy

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

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

Safety and Health Principles of Action

All executives and employees with the unwavering conviction,
“all injuries can be prevented” and
“we will remain healthy throughout our lives,”
will act in the following manner at all times:

- (1) Praise actions for safety and health and hold dialogues.
- (2) Utilize the lessons learned from the successes and failures of our colleagues in our own actions.
- (3) Identify, promptly mitigate, and manage all possible risks.
- (4) Improve measures both for people (awareness, education and training, and rules) and for objects (facilities and equipment).
- (5) Collaborate with business partners for safety and health.
- (6) Act safely even after working hours and strive to maintain and enhance health.

Chubu Electric Power will continue to implement measures and make investments for safety and health.

Initiatives to prevent all injuries

Holding seminars for senior management

From FY2019, executives and the heads of departments, as leaders for fostering a culture of safety, are taking part in safety seminars by outside specialists. At the seminar, the participants, as the leaders of the organization, take part in months-long, ongoing learning of the approach to safety and how to concretely express them in action, and proactively put them into practice. In FY2020, 20 executives attended these seminars.



Seminar for senior management ▶

Holding safety contests

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



FY2019 safety contest ▶

Activities to deepen employees' understanding of the Safety & Health Principles of Action

In order to deepen employees' understanding of the Safety & Health Principles of Action at the workplace, we have rolled out dissemination activities (seminars in the form of facilitation) to the heads of the departments, who serve as key persons in the safety and health activities, to support the enhancement of the awareness for health and safety and behavioral changes.

Create a better environment so that employees can devote themselves to their work in a healthy way

Promotion of health management

The company has established a system capable of promoting employees' health even after the split off, and Chubu Electric Power, Chubu Electric Power Grid, and Chubu Electric Power Miraiz are joining together to promote initiatives for health management.

Since FY2019, "free-of-charge mandatory comprehensive medical checkups" have been rolled out, which has led to the early prevention and early detection of serious illnesses and based on the checkup results, detailed health guidance is being given to all employees by the industrial health staff. We also periodically hold "Health Promotion Events" such as fitness level tests and walking during the lunch break, to raise awareness of health.

As mental health measures, we carry out timely seminars and training for each level of employee, while effectively utilizing the results of stress checks to improve the workplace environment. We have also been adopting new workstyles as the norm. These workstyles involve the utilization of remote work and flexible working hours that do not assume the previous style of attendance in person. In conjunction, we have been periodically monitoring the behavioral changes of the employees as a result of such new workstyles and their effects on the minds and bodies of the employees, thereby building a new type of industrial health.

Through these initiatives for health management, we will continue to strive to create a better environment where employees can devote themselves both mentally and physically to their work in a healthy way.



Health guidance based on the results of comprehensive medical checkups



Stretching at a workplace

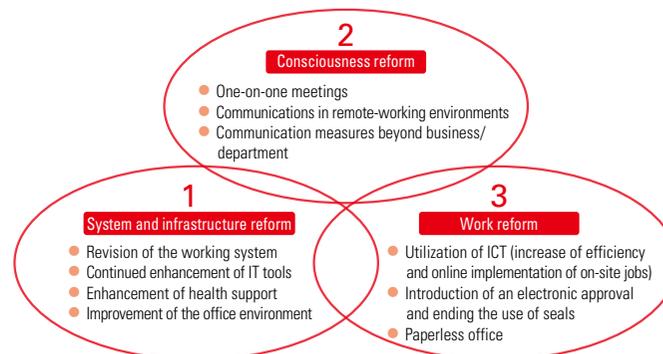
● Initiatives for "strengthening health management" by the three Chubu Electric Power companies

FY2019	FY2020	FY2021
Free-of-charge comprehensive health examinations for all employees and health guidance based on the results	Provided free-of-charge measles antibody tests and paid for vaccination costs	Free-of-charge gastroscopy and cancer screening (breast cancer, cervical cancer, prostate cancer)
Established a management council specializing in safety and health	Paid for smoking cessation treatment costs and provided assistance from a point-based welfare selection menu	Implemented prohibitions on smoking during working hours and in principle prohibited smoking on work premises

New Workstyles

With the goal of achieving the Chubu Electric Power Group Management Vision, we believe that the simultaneous achievement of both Diverse Human Resources Playing Active Roles and Higher Efficiency and Quality of Work is the most important challenge we face. To do this, we are creating an environment and system that encourages employees to work energetically and flexibly in ways that achieve a healthy life-work balance through the prevalence of new workstyles, which allows employees to flexibly combine diverse workstyles and work in an optimal environment.*

* Based on the understanding that life (the foundation for living) is the prerequisite for employees to work actively, the Chubu Electric Power Group is working to realize life-work balance and create a working environment that enables this.



Three reforms and main tasks

Revision of the working system

In April 2021, we reviewed the working system to enable employees to combine diverse workstyles flexibly to lead prosperous, satisfactory lives and increase their productivity. The review resulted in the abolishment of core time which restricted employees' use of flexitime. Employees are able to request intermittent work schedules from their direct superior. Our employees are now able to work from home up to half of the working days of the month. They are able to more flexibly combine diverse workstyles to work from home, come to the office, or go on business trips.

NEW Abolishment of core time
Start and finish times can be chosen flexibly.

NEW Intermittent work is available!
Employees are able to leave work for fixed periods of time, for reasons such as childcare, education, outpatient treatment, and caregiving.
* Time taken for personal reasons, including travel time, is not included in working hours.

NEW Employees can work from home, come to the office, or go on business trips

One-on-one meetings

Communications between employees and their superiors will be more important as workstyles become more flexible. This is why we introduced one-on-one meetings companywide in April 2021. Employees and their superiors frequently engage in one-on-one dialogue to provide opportunities for employees to frankly discuss events in their personal lives and business matters with their superior to ensure they feel secure. Staff are expected to reflect on their work, learn, and grow through the opportunity.

Utilization of ICT

We are establishing an ICT environment that enables the visualization of work progress and the condition of equipment at sites using cameras and sensors. We have realized new workstyles by reducing the number of times staff must be sent to sites, increasing efficiency and promoting remote working.

You can see sites from wherever you are.

Raku Moni Camera

The camera is used on many different sites to enable employees to easily see the situation on-site even from a distant location.

Wearable camera

Remote support for work/ video-based education



You can see changes at a site!

Raku Moni (IoT)

A variety of sensors are used to collect information for the visualization of conditions and changes.

Human-presence sensor in a visitor booth

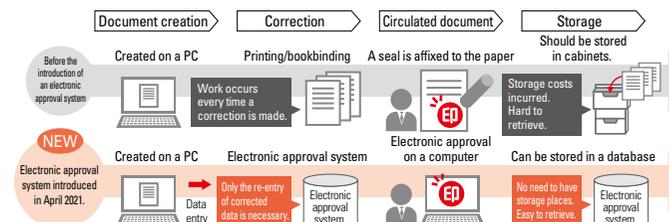
Booth vacancies are displayed visually.



Electronic approval and ending the use of seals

Chubu Electric Power, Chubu Electric Power Grid, and Chubu Electric Power Miraiz introduced an electronic approval system in April 2021. This is the electronification of approval processes at the three companies.

They are working to end the use of seals for documents other than approvals. This helps reduce the time and resources necessary for the creation of documents and the affixing of seals and increases efficiency.



Respect for Human Rights and Promoting Diversity

In January 2020, the Chubu Electric Power Group announced the Chubu Electric Power Group Basic Human Rights Policy based on international human rights norms to realize a society in which all human rights are respected.

Based on the Basic Policy, we will continue to implement various measures that will maximize the abilities of diverse human resources and enhance our corporate value.

Chubu Electric Power Group Basic Human Rights Policy

The Chubu Electric Power Group respects and supports the Universal Declaration of Human Rights and other international human rights norms.

1. Respect for human rights

We respect the human rights of all people engaged in business activities, and we refuse to be involved in any human rights violations.

2. Prohibition on discrimination and harassment

We do not discriminate or engage in harassment on the basis of race, nationality, origin, creed, gender, sexual orientation, gender identity, social status, lineage, disability, or other distinctions in any aspect of our business activities.

3. Respect for basic labor rights

We respect the freedom of employees to associate and their right to engage in collective bargaining. In addition, we do not engage in forced labor or child labor in any form.

4. Promotion of diversity

We make use of a diverse workforce and provide opportunities for our employees to fully demonstrate their capabilities.

5. Human rights education and awareness

We provide systematic and continuing education and opportunities to learn about human rights so that our employees may develop a correct understanding and greater awareness.

Activities for human rights education and awareness

Chubu Electric Power, Chubu Electric Power Grid, and Chubu Electric Power Miraiz established the Companywide Human Rights Education Committee to plan and carry out educational activities regarding human rights every year. To ensure the respect of human rights within the entire group, the Chubu Electric Power Group human rights education liaison meeting attended by the department managers of group companies was held in March 2021. External lecturers were invited, and participants shared the educational activities of the group companies.

Diversity promotion goals

We set new goals for FY2020 to further promote diversity.

Targets (FY2025):

- Number of female managers: **More than triple** from FY2014
- Male employee childcare leave rate: Leave-taking rate of **30% or more**

To achieve these goals, we have established a career development training scheme for people of specific ages and in specific positions and for employees in the phases of their lives where they are raising children, a child-raising/caregiving leave system, and a family support leave system that employees can use when any family member is sick/injured.

Promoting employment of the challenged

Including those working at our special subsidiary Chuden Wing Co., Ltd. (established in 2001), about 350 challenged employees are working in our Group in various fields (as of June 2021).

Since its establishment, Chuden Wing has been involved in printing services, sales of novelty products, gardening work, and the like. In order to create more employment opportunities for mentally and intellectually challenged people, Chuden Wing engages in new businesses, such as clerical assistance work, cleaning work, and training assistance work.

From FY2019, we commenced the pilot production for the commercialization of the hydroponic-cultivation of strawberries. In FY2020, we have developed new business fields including starting a coffee shop.



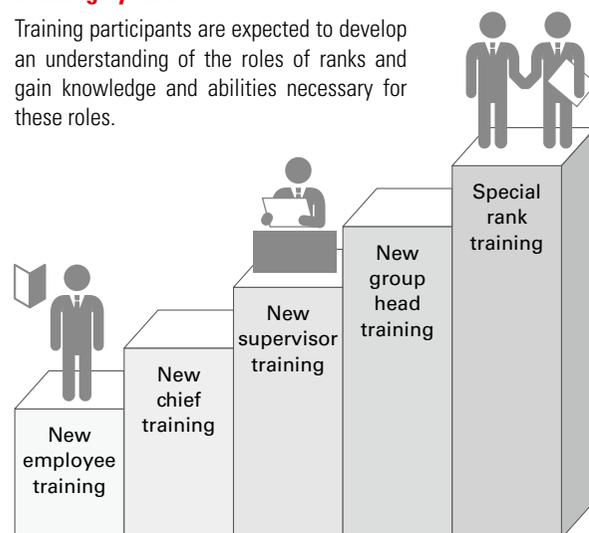
Activities for Developing Human Resources

As the business environment undergoes drastic changes, we are systematically establishing a development curriculum such as stratified training to foster human resources who are capable of understanding the Chubu Electric Power Group Mission, management challenges, stance, and values, and putting them into action. We have also adopted online seminars to conduct seminars that align with diverse workstyles.

 Human Resources (Diversity): Developing Human Resources (Japanese version only)

Training by rank

Training participants are expected to develop an understanding of the roles of ranks and gain knowledge and abilities necessary for these roles.



The training program is intended to help reform participants awareness of their position as a new member of society, the basic ways of working, and their understanding of the history of electric power business, our mission, and the management issues of an energy provider. At the end of the training program, each team presented what they believed was important as employees of Chubu Electric Power.



Diversity training

As part of our promotion of diversity, we mainly focus on training to promote the development of female employees' careers and male employees' involvement in housework/child-raising.

- Seminars for balancing work with childcare and nursing care
- Female chief career development training
- Self-setup training, and other training



Strategic human resource development training

To create new value in new business fields, we provide training to develop skills related to strategic planning and finance.

Next-generation leader development training

We are training next-generation leaders who are able to anticipate the value the Company will provide and develop and execute new strategies from a long-term perspective for an uncertain future.



Asano Junya

Corporate Management Division

I was able to learn again the importance of staying alert to change in the world and of understanding things from a medium- and long-term perspective without limiting my thinking to the traditional thinking of the Company. I feel participants were able to have a broader perspective after taking the time to dig into a single theme.

Practical training

We provide technical knowledge and skill training relating to the department's business.

We also provide the training enabling participants to learn common skills that increase efficiency and improve the sophistication of operations.

IT literacy training



Mizuno Katsushi
IT system center

We provide training on the use of tools to increase the efficiency and sophistication of data-based businesses and the use of collaboration tools for the new workstyles that have emerged during the COVID-19 pandemic.

We will continue to provide useful tools for business and training in light of environmental changes.

Personal development support

We leverage a range of systems to support personal growth to enable employees to obtain qualifications and skills highly related to their work.

- Correspondence courses
- Qualification acquisition support system
- Domestic study-exchange program
- Groups for improving business skills

TOPICS

Selected for 2021 Certified Health & Productivity Management Organizations

The Ministry of Economy, Trade and Industry and Tokyo Stock Exchange, Inc. selected the Company to be one of the 2021 Certified Health & Productivity Management Organizations to promote the sharing of information about health management. The Company was the only business in the electricity and gas industries that was selected.

The selection of Certified Health & Productivity Management Organizations is intended to promote businesses' health management. The system selects businesses that excel in health management from the businesses listed on Tokyo Stock Exchange and presents them as businesses that are attractive to investors emphasizing the improvement of corporate value from a long-term perspective.

We will continue to promote health management to increase our competitiveness.



Selected for 2021 Certified Health & Productivity Management Organizations

TOPICS

Workplace COVID-19 vaccination

The Company is cooperating in the acceleration of vaccination efforts and the reduction of the burdens being borne by local communities in consideration of the national government's COVID-19 workplace vaccination policy. We are vaccinating people at workplaces to contribute to efforts to control the COVID-19 coronavirus. The goal of the workplace vaccination program is to vaccinate the employees of Chubu Electric Power, Chubu Electric Power Grid, Chubu Electric Power Miraiz and the business partners of the group companies. The people working to ensure the stable supply of energy or in customer support positions will be the first to be vaccinated, followed sequentially by others.



Workplace vaccination venue



Workplace vaccination program

External assessment regarding human resources

We have received high ratings from both the national and local governments regarding our overall efforts for our human resources. These efforts include efforts for diversity including the utilization of our female employees, support for employees raising children, and health management support.

<p>Management that utilizes diversity</p>	<p>Ministry of Economy, Trade and Industry:</p> <ul style="list-style-type: none"> Best 100 Companies in Diversity Management (FY2014) <p>First company in the electric power industry</p>	
<p>Promoting the utilization of women</p>	<p>Ministry of Health, Labour and Welfare:</p> <ul style="list-style-type: none"> "Eruboshi" certification (from FY2016 to date) First company in Aichi Prefecture to receive this certification Award for Excellent Equal Opportunity / Work and Family Life Balance Companies (Promotion of equal opportunity section) Excellence Award of the Director of the Aichi Labour Bureau (FY2013) <p>Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange:</p> <ul style="list-style-type: none"> Nadeshiko Brand (FY2015) First company in the electric power industry <p>Aichi Prefecture:</p> <ul style="list-style-type: none"> Aichi Josei Kagayaki Company (Aichi Women's Career Success Supporting Company) (from FY2016 to date) <p>Nagoya:</p> <ul style="list-style-type: none"> Received the Female-friendly Company Award (from FY2010 to date) 	
<p>Support for working parents</p>	<p>Ministry of Health, Labour and Welfare:</p> <ul style="list-style-type: none"> Platinum Kurumin certification (from FY2021) <p>Aichi Prefecture:</p> <ul style="list-style-type: none"> Family-Friendly Company Award (FY2010) <p>Nagoya:</p> <ul style="list-style-type: none"> Received the Award for Excellence of Childcare Support Company (from FY2009 to date) Received the Award for Work-life Balance Promotion Company (FY2018) <p>Shizuoka Prefecture:</p> <ul style="list-style-type: none"> Received the Award for Childcare Support Company (FY2018) 	
<p>Health Management</p>	<p>Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange</p> <ul style="list-style-type: none"> 2021 Certified Health & Productivity Management Organizations 	