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Human Rights

SOCIAL



Respect for human rights

► Policy and Concept

As stated in the Kansai Electric Power Group Code of Conduct that our Group regards human rights as a universal value shared by the international community, supports international norms on human rights, and respects human rights in all its business activities, we have been promoting initiatives to encourage the respect of human rights. Today, in light of the heightened awareness of respect for human rights in society, including the issuance of the National Action Plan on Business and Human Rights (NAP), in December 2021 we established the Kansai Electric Power Group Human Rights Policy in compliance with the Guiding Principles on Business and Human Rights. This policy serves as a top-level human rights policy based on the Kansai Electric Power Group Management Philosophy Purpose & Values and the Kansai Electric Power Group Code of Conduct.

In accordance with the International Bill of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), and international human rights norms, the Group is committed to human rights due diligence, preventing and reducing negative impacts on human rights in various forms of human rights violations such as human trafficking, forced labor, and child labor related to business activities. We will fulfill our corporate responsibility for respecting human rights and support the realization of a society where the dignity and rights of all human beings are respected.

◆ Kansai Electric Power Group Human Rights Policy Preamble

Under the Kansai Electric Power Group Management Philosophy Purpose & Values, the Group will contribute to the sustainable development of society and support the realization of a society where the dignity and human rights of all human beings are respected through the collective wisdom and collaboration of all its executives and employees.

The Group hereby establishes the Kansai Electric Power Group Human Rights Policy (hereinafter referred to as the "Policy") to express our respect for the human rights of all people involved in the Group's business activities and promote human rights initiatives.

The Policy lays the foundation for all business activities of the Group as a top-level human rights policy based on the Kansai Electric Power Group Management Philosophy Purpose & Values and the Kansai Electric Power Group Code of Conduct.

● Human rights due diligence system

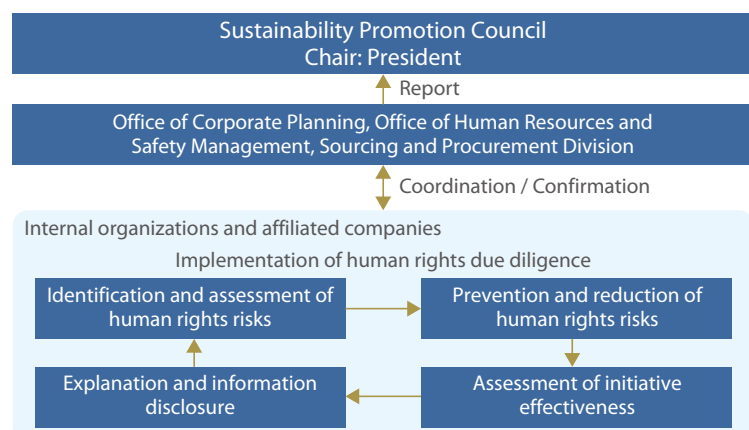
We will identify negative impacts (human rights risks) associated with our business activities and report the status of initiatives toward prevention and reduction and other matters to the Sustainability Promotion Council chaired by the President, confirming the implementation status of human rights due diligence at this Council.

● Implementation status of human rights due diligence

Since fiscal 2022, the Company has been conducting human rights due diligence along its supply chain. In fiscal 2022, targeting 98 major suppliers, we conducted a questionnaire survey that includes items such as forced labor, child labor, and conflict minerals. (Questionnaire response rate: 100%)

Based on the survey results, we are working to prevent and reduce negative impacts on human rights as necessary.

In fiscal 2023, in addition to the above-stated initiatives, we will identify and assess human rights risks with expanded targets.



● Remedy desks

The Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. accept consultations not only from employees but from all stakeholders.

With the Compliance Hotline and the Human Rights and Harassment Hotline in place, employees are informed of these through our internal portal site, training, and other means. For customers, local communities, suppliers, and other stakeholders, consultation is offered through “Contact” on our website and by other means.

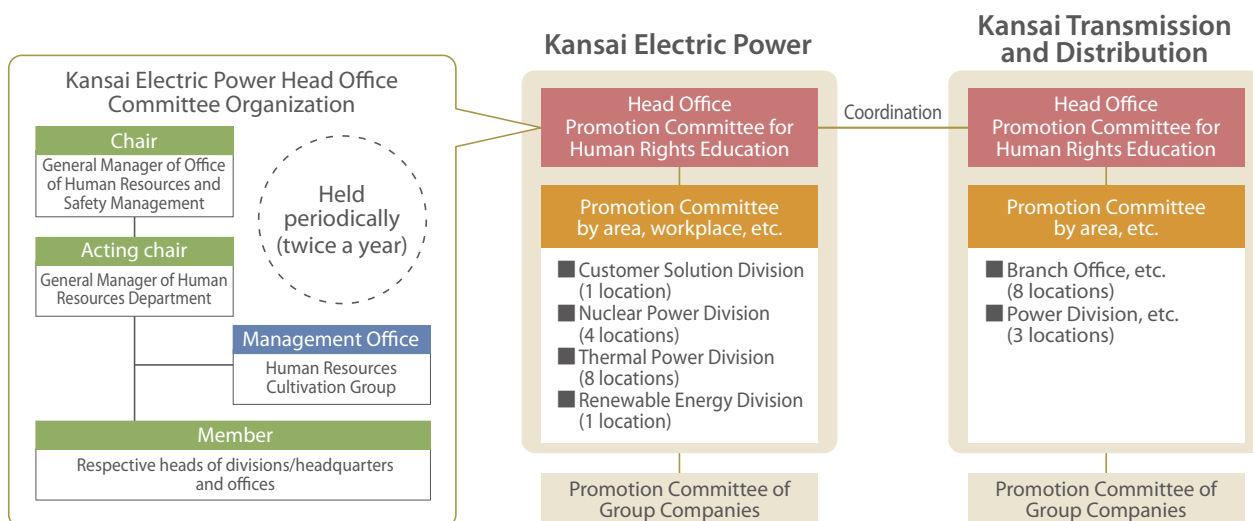
● Dialogue and consultation

The Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. have formulated a human rights policy and implemented awareness-raising activities, seeking advice from outside experts. We will continue to advance initiatives demonstrating respect for human rights through dialogue and consultation with our stakeholders.

▶ System

● System for the promotion of human rights education

With the Promotion Committee for Human Rights Education established at the respective head offices and business activity bases in each region, our Company and Kansai Transmission and Distribution, Inc. formulate basic plans for human rights education for the year to come, as well as confirming how human rights awareness raising efforts and training programs are being implemented. In addition, we share information on various human rights issues and promote initiatives for respecting human rights across the Group.



▶ Goals

- Kansai Electric Power 2023 Basic Plan for Human Rights Education
- Kansai Transmission and Distribution 2023 Basic Plan for Human Rights Education

Promote human rights training with the goal of having all employees receive training at least once a year.

FY 2022 results:
Frequency of training attendance per person

2.66 times (+0.28 times compared to FY 2021)
A total of 50,313 employees attended

FY 2021 results: 2.38 times



Efforts

● Initiatives for raising human rights awareness and harassment prevention

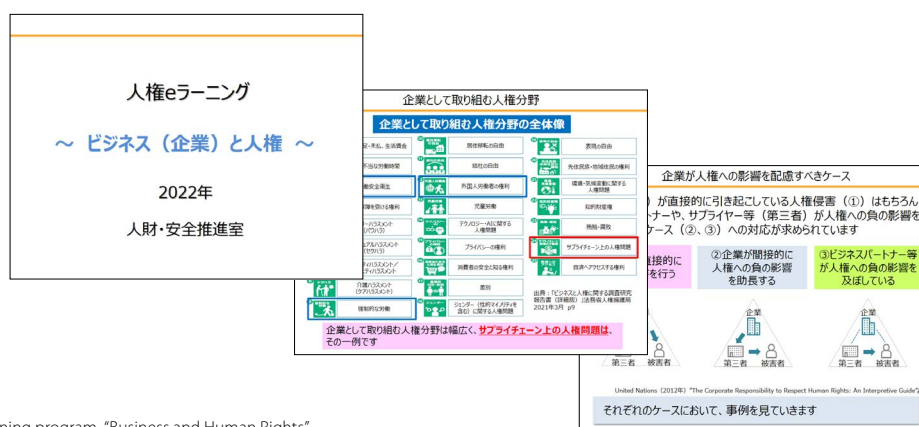
The Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. provide human rights training to management and all employees on a continuous basis to deepen their understanding and recognition of our corporate responsibility to respect human rights, and to enable each and every employee to take responsible action in all business activities.

In fiscal 2022, for the Kansai Electric Power Group Human Rights Policy to permeate, we provided a human rights e-learning program targeting all employees, "Business and Human Rights," and held group discussions using case studies to promote understanding of respect for human rights, which requires the commitment of enterprises.

In addition, we carry out awareness-raising activities on a continual basis to create a workplace climate that does not tolerate any kind of harassment.

◆ Distinctive training and attendance in FY 2022

| Training details | Target |
|--|---|
| Human rights e-learning program, "Business and Human Rights" | All employees |
| Group discussion, "Business and Human Rights" | All employees |
| Human rights lecture on "Business and Human Rights" Trends in human rights issues and initiatives at the Kansai Electric Power Group | Promotion members, managers and others: 220 |
| Human rights training for executives, "Awareness of the times and human rights required for corporate management" —In light of the evolution of AI and "Guiding Principles on Business and Human Rights"— | Executives and others: 65 |
| Workplace discussion on harassment prevention | All employees |



Human rights e-learning program, "Business and Human Rights"

● Initiatives linking our Group, municipalities and other entities

Twice a year, the Kansai Electric Power Group holds Human Rights Information Exchange Meetings for Group Companies to promote initiatives for respecting human rights. In addition, we actively participate in the activities of the Osaka City Council on Human Rights Promotion for Corporations and other liaison group organizations, as well as those at the national and local government level.

● Relevant data

Policy

Policy pertaining to the respect for human rights

Established

Kansai Electric Power Group Human Rights Policy

<https://www.kepcoco.jp/sustainability/society/humanrights/index.html>

