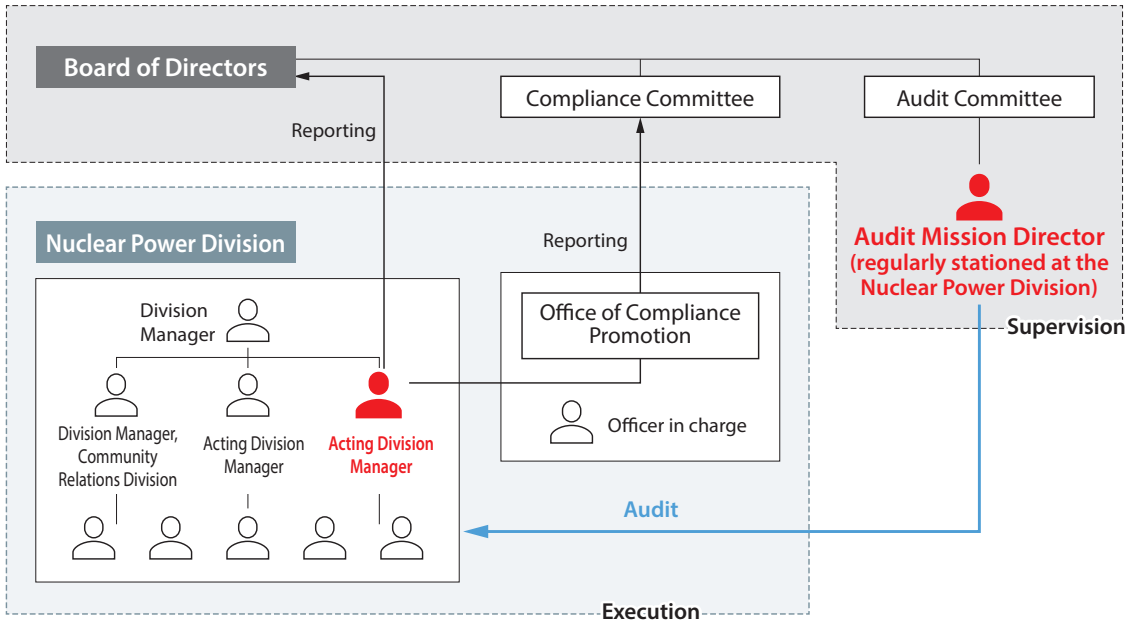


# Restructuring of the Governance System at the Nuclear Power Division

In order to make the Nuclear Power Division an organization with sound governance and transparency, we have created the position of Acting Division Manager in charge of compliance, and appointed Audit Mission Directors who regularly work at the Division as staff members of the Audit Committee, thereby strengthening the supervision and audit functions of the Division.



## Strengthening checks and support at the Nuclear Power Division

<Establishment of an Acting Division Manager, etc. in charge of compliance>

- In order to strengthen compliance checks and support, we have created the position of Acting Division Manager, responsible for compliance and administrative divisions. This Acting Division Manager is regularly stationed at the Nuclear Power Division. We have also appointed Audit Mission Directors who are also at the Nuclear Power Division as staff members of the Audit Committee to enhance the audit function of the Division. Furthermore, in order to strengthen the compliance promotion function of the Nuclear Power Division, the Compliance Promotion Group has been newly established. This group promotes compliance at the Nuclear Power Division in cooperation with the Office of Compliance Promotion.

<Participation of executives from other divisions in major meetings>

- In order to strengthen checks and support across our business as a whole, executives from other divisions, such as Corporate Planning, Accounting, Human Resources and Safety Management shall participate in major meetings held at the Division.

## Efforts to create an open organization

<Holding the Board of Directors meetings, etc. at the Nuclear Power Division (Mihama Town, Fukui Prefecture)>

- The meetings of Board of Directors, Compliance Committee, Nuclear Safety Enhancement Committee and others will be held regularly at the Nuclear Power Division in Mihama Town to bridge the gap between executives and employees of the Division and executives of other divisions including those external to the Company. We will look into the specific timeline for meetings taking into account the impact of the novel coronavirus.

<Periodical dialogue of executives, including those external to the Company, with members of the Nuclear Power Division>

- To sweep away any sense of a closed organization, we will provide opportunities for outside directors and executives from other divisions to engage in dialogue with a wide range of people in the Division on a regular basis.

<Promoting personnel exchange with other divisions>

- To ensure that the people who will undertake the future of the nuclear power business think deeply from the “user’s perspective” and keep taking action to and sweep away any sense of a closed organization, we will provide them with experiences working in divisions other than the nuclear power business or send them outside the company, as well as looking to hire more from various sectors other than the nuclear power business.