

Hokuriku Electric Power Group Human Rights Policy

Hokuriku Electric Power Group places respect for human rights as a fundamental principle of its business activities. To express this commitment, we hereby establish the Hokuriku Electric Power Group Human Rights Policy. By making this policy the foundation of our business activities and realizing our group philosophy of "Power & Intelligence for a vibrant and prosperous Hokuriku," we will continue to strive to be a company that is trusted and chosen by all.

1. Scope of Application

This policy applies to all officers and employees of the Hokuriku Electric Power Group.

In addition, we ask our business partners, including those in our supply chain, to understand and support this policy, and we will work to ensure that this policy is respected.

2. Basic Stance

Hokuriku Electric Power Group supports and respects international norms related to human rights, such as the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. We also comply with the applicable laws and regulations in the countries and regions where we conduct business activities.

In our business activities, we respect rights and dignity in the following ways:

- (1) Prohibition of all forms of discrimination based on race, creed, gender, physical condition, social status, etc.
- (2) Promotion of diversity, equity, and inclusion
- (3) Prohibition of harassment
- (4) Proper management of working hours and reduction of long working hours
- (5) Ensuring a healthy and safe working environment
- (6) Guarantee of minimum wage and support for living wage
- (7) Respect for freedom of association and the right to collective bargaining
- (8) Prohibition of human trafficking, forced labor, and child labor
- (9) Protection of personal information
- (10) Coexistence with local communities

- (11) Promotion of transparent business activities
- (12) Promotion of fair transactions

3. Human Rights Due Diligence

Based on the human rights due diligence framework set forth in the United Nations Guiding Principles on Business and Human Rights, we will identify and work to prevent and mitigate negative impacts on human rights.

4. Remedy

If it becomes clear that our business activities have caused negative impacts on human rights, we will take appropriate measures and strive to provide remedies.

5. Education

To ensure that this policy permeates all corporate activities, we will provide necessary education to officers and employees in a planned and continuous manner.

6. Dialogue with Stakeholders

We will engage in ongoing dialogue with stakeholders regarding our human rights initiatives in line with this policy.

7. Information Disclosure

We will regularly disclose information on the status of our efforts to respect human rights through our website, securities reports, integrated reports, and other means.

8. Revision of the Human Rights Policy

We will review this policy as necessary, taking into account dialogue with stakeholders and changes in human rights issues that need to be addressed.

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Koji Matsuda
Representative Director and President
Hokuriku Electric Power Company

