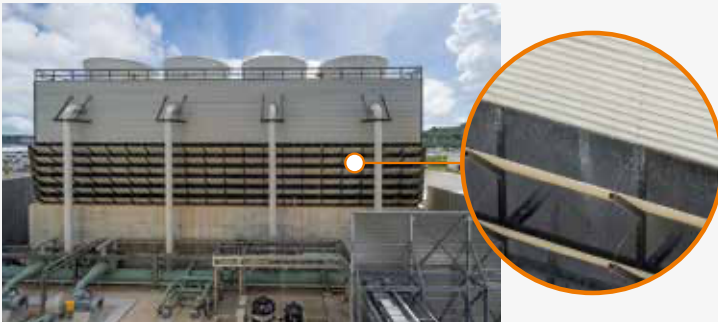




Environment

erex Group's biomass power plants place great importance on environmental measures, thoroughly treating wastewater, exhaust, dust, and other emissions from the power plants to protect the environment in the areas where they are located.

Consideration for the Characteristics of the Location Area



The Nakagusuku Biomass Power Plant, located in Uruma City, Okinawa, uses industrial water instead of seawater for cooling water used in power generation. Normally, seawater is used and discharged into the ocean, but the water is sent to a sewage treatment plant via a wastewater treatment facility to avoid disturbing the ecosystem of the surrounding sea area and to preserve the beauty of Okinawa's ocean.

Effective Utilization of Waste



We make effective use of waste materials by recycling combustion ash from power plants through industrial waste contractors for use as roadbed material, soil conditioner, and other purposes by granulating and solidifying



Governance

Maximizing Human Resource Strengths with Well-Developed Employee Benefits

erex Group grants 10 days of paid vacation from the first year of employment (for employees joining in April). In addition, erex Group offers a defined contribution pension plan (401K), a shareholding association incentive program in which the company subsidizes a portion of the purchase price, and a retirement allowance system, among other support systems designed with the life planning of our valued employees in mind.



Accommodating Daily Life and Lifestyle Changes

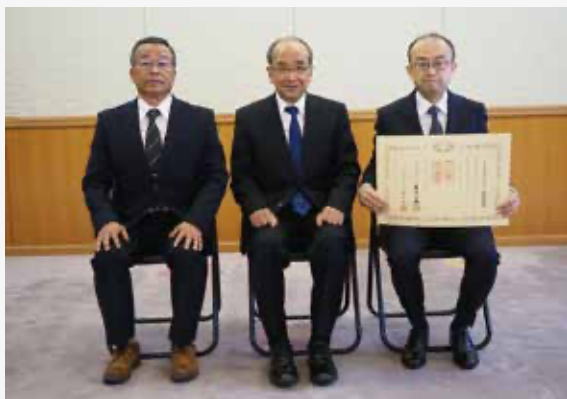
Childcare and maternity/paternity leave are available for both female and male employees. In addition, congratulatory gifts for celebrations such as marriage or the birth of the first child are paid uniformly regardless of the employee's career history. Furthermore, we have a system that allows employees to work with peace of mind every day, including lunch meetup subsidies and housing assistance allowance. The lunch meetup subsidy is a unique system that is typical of erex Group, whose motto is "Co-Creation", including a subsidy (once a month) for lunch with members of other departments, with the aim of stimulating communication among employees.



Social

Co-Creation and Co-Existence

Biomass power generation business cannot be operated without the understanding of and co-existence with local residents. Based on the philosophy of "Co-Creation," we actively participate in and cooperate with local festivals, sports, and cultural activities in order to interact with the local community. We also carry out awareness-building and educational activities for renewable energy through activities rooted in the community, such as holding study sessions on renewable energy and tours of power plants.



Regional Revitalization / Received the Medal with Dark Blue Ribbon

erex Group is engaged in various initiatives to support childcare and cultural development in the areas where its power plants are located. As part of such efforts, its power generation subsidiary, erex New Energy Saiki Co., Ltd. donated 10 million yen for the planning and operation of Saiki Shiroyama Sakura Hall, a facility in Saiki City that opened in 2020. In recognition of this, the company was awarded the Medal with Dark Blue Ribbon in April 2022.

Educational Support Activities

We are engaged in educational support activities for children who will lead the next generation. In 2021, we donated programming kits to all 10 elementary schools in Buzen City, Fukuoka Prefecture, where our power plant is located, for use in the classroom. We will continue to support education in various ways.



Responsibility as a Corporate Citizen

As a long-standing PPS, erex Group will meet the expectations of society through its electric power business and actively contribute to society as a good corporate citizen by working to resolve various social issues, with the aim of creating a better society for future generations, even in the process of developing power sources and selling electric power.

