

ESG Data 2023 - Social Data

ESG Highlights

Social

TEPCO Group and Consolidated Subsidiaries (*1)

1)Employee-Related Indicators

	Category	Units					GRI Standard
			FY2019	FY2020	FY2021	FY2022	
1	Number of employees (*2)	Total	30,999	30,574	27,898	27,585	102-7 405-1
		Males	27,134	26,749	24,244	23,937	
		Females	3,865	3,825	3,654	3,648	
2	Average age	Total	45.1	45.4	45.5	45.6	405-1
		Males	45.4	45.6	45.8	45.9	
		Females	43.1	43.4	43.5	43.7	
3	Average number of years on the job	Total	24.4	24.6	24.6	24.5	-
		Males	24.7	24.9	24.9	24.9	
		Females	22.3	22.5	22.6	22.4	
4	Employee Turnover Rate	Total	4.5	4.8	6.1	4.9	401-1
		Males	4.6	4.8	6.3	5.0	
		Females	3.5	4.4	4.4	4.2	
5	Voluntary turnover rate	Total	1.0	0.9	1.1	1.0	401-1
		Males	-	0.8	1.1	1.0	
		Females	-	1.2	1.0	1.0	
6	Management promotions	Age of youngest employee that management position is offered	35	36	35	37	405-1
		Number of women in management positions	255	286	273	279	
		Ratio of women in management positions	4.90	5.50	5.80	5.98	
7	Employment of physically challenged individuals	Employment rate	2.13	2.20	2.22	2.20	405-1
8	Number of newly hired employees	Total	280	462	568	518	401-1
		Males	217	392	459	432	
		Females	63	70	109	86	
9	Number of career hired employees (highly skilled human resources)	Total	113	135	155	199	401-1
		Males	93	120	139	162	
		Females	20	15	16	37	
10	Mid-career recruitment ratio of hired employees	Total	28.8	22.6	21.4	27.8	-
		Males	30.0	23.4	23.2	27.3	
		Females	24.1	17.6	12.8	30.1	
11	Number of employees that have used the system for taking leaves of absence for nursing care	Total	14	4	8	6	-
		Males	8	2	4	4	
		Females	6	2	4	2	
12	Percentage of employees that have used the system for taking leaves of absence for child rearing	Total	20.5	21.7	23.9	29.7	401-3
		Males	4.9	4.8	8.2	19.8	
		Females	100	100	93.6	89.6	
13	Male childcare leave	%	82	80.1	83.8	77.3	401-3
14	Rate of returning from childcare leave	Total	100	98.6	99.0	99.2	401-3
		Males	100	100	100	100	
		Females	100	98.4	98.7	98.6	
15	Average age of executives (*3)	Age	57	55.6	56.4	56.8	-
16	Ratio of employees in unions	%	100	100	100	100	102-7

2)Health and Safety-Related Indicators (*5)

	Category	Units					GRI Standard	
			FY2019	FY2020	FY2021	FY2022		
1	Lost time injury frequency rate (LTIFR)	employees (*4)	-	0.06	0.18	0.08	★0.20	403-2
		contractor/consignors	-	0.62	0.39	0.48	0.64	
2	Lost time injury severity rate (LTISR)(employees)		-	0.01	0.01	0.01	403-2	
3	Number of injured employees	Total	4	10	5	11	403-2	
		Males	4	9	5	8		
		Females	0	1	0	3		
4	Number of injured (contractor/consignors)	People	66	38	42	49	403-2	
5	Number of fatalities (employees)	Total	0	0	0	★0	403-2	
		Males	0	0	0	0		
		Females	0	0	0	0		
6	Number of fatalities (contractor/consignors)	Total	2	0	2	★2	403-2	
		Males	2	0	2	2		
		Females	0	0	0	0		

3)Human Resource Cultivation and Training-Related Indicators

	Category	Units					GRI Standard
			FY2019	FY2020	FY2021	FY2022	
1	Employee training expenses (common training for all companies etc.)	Million yen	269	218	360	381	404-1
2	Number of employee training hours (common training for all companies etc.)	Cumulative hours	81,356	50,392	107,879	105,900	404-1

• Figures which are marked with ★ have been externally assured by KPMG AZSA Sustainability Co.,Ltd.

*1 The TEPCO Group in this list refers to four companies: Tokyo Electric Power Company Holdings, TEPCO Fuel & Power, TEPCO Power Grid,TEPCO Renewable and TEPCO Energy Partner

*2 Including secondment / dispatch

*3 Excludes outside directors and part-time workers

*4 The LTIFR is the number of lost-time injuries per million hours worked, calculated using the formula:

$$LTIFR = (\text{Number of lost-time injuries}) / (\text{Total hours worked in accounting period}) \times 1,000,000$$

Number of persons dead or seriously injured in occupational incidents / total working hours × 1,000,000

Boundary: Employees of the TEPCO Group including secondment / dispatch

*5 (2)3~6 3~6 excludes injuries with no lost-time and includes injuries for which only the other side is at fault.

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Diversity & Inclusion-Related Indicators

Diversity Indicators

FY2022	HD	EP	PG	RP	Total
Percentage of female managers	5.3%	12.5%	5.2%	3.3%	5.9%
Percentage of female employees	29.5%	11.6%	11.6%	6.4%	13.2%
Percentage of females in hired new graduates	14.3%	30.8%	15.8%	10.9%	16.9%
Number of employees (people)	7,594	2,767	16,042	1,182	27,585

Gender Pay Gap Indicators

FY2022	HD	EP	PG	RP	Total
Total workers	84.1%	81.3%	79.8%	78.3%	82.1%
Full-time employees	82.2%	79.8%	80.4%	75.5%	81.4%
Management position	96.1%	95.2%	98.3%	101.3%	96.9%
Non-managerial position	88.0%	81.0%	81.6%	78.1%	83.8%
Part-time workers/ temporary workers	96.3%	93.5%	61.5%	80.5%	68.3%

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Employee-Related Indicators

No.	Category	Units	FY				GRI Standard
			2019	2020	2021	2022	
1	Number of employees (*2)	Total	40,433	40,305	37,936	38,027	102-7 405-1
		Males	34,853	34,644	32,317	32,278	
		Females	5,580	5,661	5,619	5,749	
2	Average age	Total	45.3	45.6	45.7	45.9	405-1
		Males	45.7	46.0	46.1	46.3	
		Females	42.7	43.0	43.0	43.1	
3	Average number of years on the job	Total	22.3	22.5	22.3	22.1	-
		Males	22.7	23.0	22.8	22.6	
		Females	19.6	19.5	19.2	18.9	
4	Employee Turnover Rate	Total	4.6	5.0	6.0	5.2	401-1
		Males	4.7	4.9	6.3	5.3	
		Females	4.6	4.3	4.8	4.4	
5	Management promotions	Age of youngest employee that management position is offered	33	33	35	32	405-1
		Number of women in management positions	315	356	349	360	
		Ratio of women in management positions	4.38	4.79	5.50	5.53	
6	Employment of physically challenged individuals	Employment rate	2.48	2.56	2.58	2.54	405-1
7	Number of newly hired employees	Total	505	731	853	801	401-1
		Males	370	583	654	622	
		Females	135	148	199	179	
8	Number of career hired employees (highly skilled human resources)	Total	464	468	527	613	401-1
		Males	375	385	386	443	
		Females	89	83	141	170	
9	Number of employees that have used the system for taking leaves of absence for nursing care	Total	17	8	10	12	-
		Males	10	3	6	6	
		Females	7	5	4	6	
10	Percentage of employees that have used the system for taking leaves of absence for child rearing	Total	22.3	23.7	27.7	34.7	401-3
		Males	5.2	5.4	9.3	22.2	
		Females	98	100	99.4	97.8	
11	Rate of returning from childcare leave	Total	99.4	97	99.2	99.0	401-3
		Males	100	100	100	100	
		Females	99.3	97	98.9	98.3	
12	Average age of executives (*3)	Age	54.1	56.1	56	54.9	-
13	Ratio of employees in unions	%	99.8	99.7	99.8	99.6	102-7