

ESG Highlits
Social
TEPCO Group (*1)
(1)Employee-Related Indicators

	Category		Units				GRI Standard
				FY2018	FY2019	FY2020	
1	Number of employees (*2)	Total	People	31,726	30,999	30,574	102-7 405-1
		Females		3,910	3,865	3,825	
2	Average age	Total	Age	44.7	45.1	45.4	405-1
		Males		44.9	45.4	45.6	
		Females		42.7	43.1	43.4	
3	Average number of years on the job	Total	Years	24.1	24.4	24.6	-
		Males		24.3	24.7	24.9	
		Females		22.0	22.3	22.5	
4	Separation rate	Total	%	3.7	4.5	4.8	401-1
		Males		3.7	4.6	4.8	
		Females		3.3	3.5	4.4	
5	Management promotions	Age of youngest employee that management position is offered	Age	35	35	36	405-1
		Number of women in management positions	People	221	255	286	
		Ratio of women in management positions	%	4.24	4.90	5.50	
6	Employment of physically challenged individuals	Employment rate	%				405-1
7	Number of newly hired employees	Total	People	276	280	462	401-1
		Males		215	217	392	
		Females		61	63	70	
8	Number of career hired employees (highly skilled human resources)	Total	People	76	113	135	401-1
		Males		67	93	120	
		Females		9	20	15	
9	Mid-career recruitment ratio of hired employees	Total	%	21.6	28.8	22.6	-
		Males		23.8	30.0	23.4	
		Females		12.9	24.1	17.6	
10	Number of employees that have used the system for taking leaves of absence for nursing care	Total	People	15	14	4	-
		Males		9	8	2	
		Females		6	6	2	
11	Percentage of employees that have used the system for taking leaves of absence for child rearing	Total	%	18.6	20.5	21.7	401-3
		Males		2.4	4.9	4.8	
		Females		100	100	100	
12	Male childcare leave		%	—	82	80.1	401-3
13	Rate of returning from childcare leave	Total	%	100	100	98.6	401-3
		Males		100	100	100	
		Females		100	100	98.4	
14	Average age of executives (*3)		Age	55.3	57	55.6	-
15	Ratio of employees in unions		%	100	100	100	102-7

2)Health and Safety-Related Indicators

	Category		Units				GRI Standard
				FY2018	FY2019	FY2020	
1	Lost time injury frequency rate (LTIFR)(employees) (*4)		—	0.11	0.06	0.18★	403-2
2	Lost time injury severity rate (LTISR)(employees)		—	0.01	0.01	0.01	403-2
3	Number of injured employees	Total	People	6	4	10	403-2
		Males		5	4	9	
		Females		1	0	1	
4	Number of injured contractor/consignors		People	73	66	38	403-2
5	Number of fatalities (employees)	Total	People	0	0	0	403-2
		Males		0	0	0	
		Females		0	0	0	
6	Number of fatalities (contractor/consignors)	Total	People	1	2	0	403-2
		Males		1	2	0	
		Females		0	0	0	

3)Human Resource Cultivation and Training-Related Indicators

	Category		Units				GRI Standard
				FY2018	FY2019	FY2020	
1	Employee training expenses (common training for all companies etc.)		Million yen	235	269	218	404-1
2	Number of employee training hours (common training for all companies etc.)		Cumulative hours	82123	81,356	50,392	404-1

- *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 Number of persons dead or seriously injured in occupational accidents per million hours worked (including incidents involving at least one lost work day, excluding incidents for which only the other side is at fault).
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

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TEPCO Group and consolidated subsidiaries
Employee-Related Indicators

	Categories		Units				GRI Standard
				FY2018	FY2019	FY2020	
1	Number of employees (*2)	Total	People	40,794	40,433	40,305	102-7 405-1
		Males		35,278	34,853	34,644	
		Females		5,516	5,580	5,661	
2	Average age	Total	Age	45.0	45.3	45.6	405-1
		Males		45.4	45.7	46.0	
		Females		42.7	42.7	43.0	
3	Average number of years on the job	Total	Years	22.1	22.3	22.5	-
		Males		22.6	22.7	23.0	
		Females		19.4	19.6	19.5	
4	Separation rate	Total	%	4.3	4.6	5.0	401-1
		Males		3.7	4.7	4.9	
		Females		4.2	4.6	4.3	
5	Management promotions	Age of youngest employee that management position is offered	Age	32	33	33	405-1
		Number of women in management positions	People	272	315	356	
		Ratio of women in management positions	%	3.94	4.38	4.79	
6	Employment of physically challenged individuals	Employment rate	%	2.43	2.48	2.56	405-1
7	Number of newly hired employees	Total	People	432	505	731	401-1
		Males		317	370	583	
		Females		106	135	148	
8	Number of career hired employees (highly skilled human resources)	Total	People	293	464	468	401-1
		Males		226	375	385	
		Females		67	89	83	
9	Number of employees that have used the system for taking leaves of absence for nursing care	Total	People	21	17	8	-
		Males		12	10	3	
		Females		9	7	5	
10	Male childcare leave	Total	%	62.2	22.3	23.7	401-3
		Males		10.6	5.2	5.4	
		Females		100	98	100	
11	Rate of returning from childcare leave	Total	%	95.7	99.4	97.2	401-3
		Males		100	100	100	
		Females		94.7	99.3	96.8	
12	Average age of executives		Age	57.6	54.1	56.1	-
13	Ratio of employees in unions		%	99.8	99.8	99.7	102-7