

ESG Data 2024 - Social Data
Social

1. TEPCO Holdings and coreoperating companies

(Tokyo Electric Power Company Holdings, TEPCO Fuel & Power, TEPCO Power Grid, TEPCO Energy Partner, and TEPCO Renewable Power)

(1)Employee-Related Indicators

	Category	Units	Performance			GRI Standard
			FY2021	FY2022	FY2023	
1	Number of employees (*1)	Total	27,898	27,585	27,369	2-7 405-1
		Males	24,244	23,937	23,686	
		Females	3,654	3,648	3,683	
2	Average age	Total	45.5	45.6	45.7	405-1
		Males	45.8	45.9	46.0	
		Females	43.5	43.7	43.8	
3	Average number of years on the job	Total	24.6	24.5	24.4	-
		Males	24.9	24.9	24.8	
		Females	22.6	22.4	22.4	
4	Employee Turnover Rate	Total	6.1	4.9	5.2	401-1
		Males	6.3	5.0	5.3	
		Females	4.4	4.2	4.2	
5	Voluntary turnover rate	Total	1.1	1.0	1.2	401-1
		Males	1.1	1.0	1.2	
		Females	1.0	1.0	1.2	
6	Management promotions	Minimum age of offer	35	37	37	405-1
		Number of female managers	273	279	279	
		Female managers	5.80	5.98	6.06	
7	Disability Employment	Employment rate	2.22	2.20	2.20	405-1
8	Number of newly hired employees	Total	568	518	611	401-1
		Males	459	432	508	
		Females	109	86	103	
9	Number of career hired employees (highly skilled human resources)	Total	155	199	237	401-1
		Males	139	162	193	
		Females	16	37	44	
10	Mid-career recruitment ratio of hired employees	Total	21.4	27.8	27.9	-
		Males	23.2	27.3	27.5	
		Females	12.8	30.1	29.9	
11	Number of employees using nursing care leave	Total	8	6	4	-
		Males	4	4	4	
		Females	4	2	0	
12	Percentage of employees using child rearing leave	Total	23.9	29.7	44.9	401-3
		Males	8.2	19.8	37.0	
		Females	93.6	89.6	89.5	
13	Average number of days taken for paternity leave by men	Days	-	-	67.0	401-3
14	Paternity leave utilization rate by men (*2)	%	83.8	77.3	70.2	401-3
15	Return-to-work rate from childcare leave	Total	99.0	99.2	99.3	401-3
		Males	100	100	100	
		Females	98.7	98.6	98.3	
16	Average age of board members (*3)	Age	56.4	56.8	57.6	-
17	Ratio of unionized employees	%	100	100	100	2-7
18	Human capital ROI	-	1.64	0.25	2.21	-
19	Total annual hours worked per person (*4)	total hours	1,919	1,935	1,946	-
20	Human rights due diligence implementation rate	%	-	28.8	31.8	-
21	Number of employees working long hours (*5)	People	318	191	250	-
22	High-Stress rate from stress checks	%	11.4	11.8	11.9	-
23	Number of long-term absentees due to non-work-related injury	People	138	202	215	-
24	Number of disciplinary cases among consultations to the human resources department	Cases	2	0	3	-

(2)Health and Safety-Related Indicators (*8)

	Category	Units	Performance			GRI Standard
			FY2021	FY2022	FY2023	
1	Lost time injury frequency rate (LTIFR)	employees (*6)	0.08	0.20	★0.26	403-9
		contractor/consignors	0.46	0.62	0.60	
2	Lost time injury severity rate (LTISR)(employees)(*7)	-	0.01	0.01	0.02	403-2
3	Number of injured employees	Total	5	11	18	403-2
		Males	5	8	13	
		Females	0	3	5	
4	Number of injured contractor/consignors	People	42	49	54	403-2
5	Number of fatalities (employees)	Total	0	0	★0	403-2
		Males	0	0	0	
		Females	0	0	0	
6	Number of fatalities (contractor/consignors)	Total	2	2	★0	403-2
		Males	2	2	0	
		Females	0	0	0	

(3)Human Resource Cultivation and Training-Related Indicators

	項目	単位	実績			GRI Standard
			2021年度	2022年度	2023年度	
1	Employee training costs (common company-wide training, etc.)	Million yen	360	381	378	404-1
2	Employee training hours (common company-wide training, etc.)	Cumulative hours	107,879	105,900	111,437	404-1

• The figures indicated with ★ are subject to third-party assurance by KPMG AZSA Sustainability Co., Ltd.

*1 Including secondment / dispatch

*2 Leave systems established to support employees in childcare

*3 Excluding outside directors and part-time employees

*4 Excluding managers / average for all employees

*5 Number of employees who worked a total of 100 hours or more of overtime and holiday work in a month during the fiscal year

*6 The frequency rate is the number of lost-time injury cases per million total working hours (excluding non-lost-time injuries).

Lost-time injury frequency rate = (number of lost-time injury cases ÷ total working hours during the accounting period) × 1,000,000

The calculation includes regular employees, temporary staff, and seconded employees of the TEPCO Group.

*7 The LTISR is the total number of lost workdays per 1,000 total working hours excluding injuries for which only the other side is at fault.

LTISR= number of days lost from work due to work-related accidents / total working hours during the accounting period x 1,000

The calculation includes regular employees, temporary staff, and seconded employees of the TEPCO Group.

*8 (2)3~6 excludes non-lost-time injuries and injuries for which only the other side is at fault.

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(4) Diversity Indicators

Diversity Indicators

FY2023	HD	PG	EP	RP	Total
Percentage of female managers	5.7%	5.3%	11.6%	2.8%	6.0%
Percentage of female employees	12.1%	11.7%	29.7%	6.7%	13.4%
Percentage of females in hired new graduates	14.3%	15.8%	30.8%	10.9%	16.9%
Number of employees (people)	7,739	15,670	2,759	1,201	27,369

Gender Pay Gap Indicators

FY2023	HD	PG	EP	RP	Total
Total workers	84.7%	79.8%	82.1%	79.7%	82.5%
Full-time employees	83.2%	80.5%	80.7%	77.1%	81.8%
Management position	97.5%	97.8%	95.7%	102.2%	97.6%
Non-managerial position	95.8%	90.9%	90.5%	85.1%	92.6%
Part-time workers/ temporary workers	83.4%	65.5%	87.2%	80.4%	70.4%

(5) Metrics Related to Employee Engagement (*9)

	Category	UM	Performance		
			FY2021	FY2022	FY2023
1	Employee Well-being(*10)	-	6.69	6.69	6.78
2	Job Satisfaction	-	0.51	0.49	0.56
3	Feeling of growth	-	0.47	0.43	0.50
4	Work-life balance	-	0.41	0.59	0.74
5	Putting the corporate philosophy into practice	-	1.09	1.13	1.18
6	Value-Creating climate	-	0.49	0.45	0.58
7	Mental safety	-	-	1.06	1.13
8	Feeling that diversity is being promoted	-	0.64	0.65	0.89
9	Feeling that work style reforms are being promoted	-	0.61	0.75	0.81
10	Expansion of productivity awareness	-	0.22	0.25	0.36
11	Feeling that health measures are being promoted	-	-	0.64	0.75

*9 (5) The items 2 through 11 are the average score from the employee awareness survey (on a 5-point scale from -2 to 2).

*10 The average from the 11-point (0~10) scale used in the employee awareness survey.

2. TEPCO Group and Consolidated Subsidiaries

(1) Employee-Related Indicators

	Category	Units	Performance			GRI Standard
			FY2021	FY2022	FY2023	
1	Number of employees (*1)	Total	37,936	38,027	38,121	2-7 405-1
		Males	32,317	32,278	32,181	
		Females	5,619	5,749	5,940	
2	Average age	Total	45.7	45.9	45.8	405-1
		Males	46.1	46.3	46.4	
		Females	43.0	43.1	43.0	
3	Average number of years on the job	Total	22.3	22.1	21.8	-
		Males	22.8	22.6	22.4	
		Females	19.2	18.9	18.5	
4	Employee Turnover Rate	Total	6.0	5.2	5.5	401-1
		Males	6.3	5.3	5.6	
		Females	4.8	4.4	4.8	
5	Voluntary turnover rate	Total	-	-	1.6	401-1
		Males	-	-	1.6	
		Females	-	-	2.0	
6	Management promotions	Fastest age	35	32	32	405-1
		Number of female managers	349	360	368	
		Female managers	5.50	5.53	5.97	
7	Employment of physically challenged individuals	Employment rate	2.58	2.54	2.61	405-1
8	Number of newly hired employees	Total	853	801	928	401-1
		Males	654	622	722	
		Females	199	179	206	
9	Number of career hired employees (highly skilled human resources)	Total	527	613	690	401-1
		Males	386	443	506	
		Females	141	170	184	
10	Number of employees that have used the system for taking leaves of absence for nursing care	Total	10	12	15	-
		Males	6	6	10	
		Females	4	6	5	
11	Percentage of employees that have used the system for taking leaves of absence for child rearing	Total	27.7	34.7	50.2	401-3
		Males	9.3	22.2	39.5	
		Females	99.4	97.8	94.4	
12	Rate of returning from childcare leave	Total	99.2	99.0	98.0	401-3
		Males	100	100	100	
		Females	98.9	98.3	94.7	
13	Average age of executives (*3)	Age	56.0	54.8	56.6	-
14	Ratio of employees in unions	%	99.8	99.6	99.4	2-7

(2) Human Resource Cultivation and Training-Related Indicators

	Category	Units	Performance			GRI Standard
			FY2021	FY2022	FY2023	
1	Employee training costs (common company-wide training, etc.)	Million yen	-	-	920	404-1
2	Employee training hours (common company-wide training, etc.)	millativeho	-	-	290,329	404-1