

ESG Data 2022 - Social Data

ESG Highlights

Social

TEPCO Group and Consolidated Subsidiaries (*1)

(1)Employee-Related Indicators

	Category	Units	FY			GRI Standard
			FY2019	FY2020	FY2021	
1	Number of employees (*2)	Total	30,999	30,574	27,898	102-7 405-1
		Males	27,134	26,749	24,244	
		Females	3,865	3,825	3,654	
2	Average age	Total	45.1	45.4	45.5	405-1
		Males	45.4	45.6	45.8	
		Females	43.1	43.4	43.5	
3	Average number of years on the job	Total	24.4	24.6	24.6	-
		Males	24.7	24.9	24.9	
		Females	22.3	22.5	22.6	
4	Separation rate	Total	4.5	4.8	6.1	401-1
		Males	4.6	4.8	6.3	
		Females	3.5	4.4	4.4	
5	Management promotions	Age of youngest employee that management position is offered	35	36	35	405-1
		Number of women in management positions	255	286	273	
		Ratio of women in management positions	4.90	5.50	5.80	
6	Employment of physically challenged individuals	Employment rate	2.49	2.59	2.20	405-1
7	Number of newly hired employees	Total	280	462	568	401-1
		Males	217	392	459	
		Females	63	70	109	
8	Number of career hired employees (highly skilled human resources)	Total	113	135	155	401-1
		Males	93	120	139	
		Females	20	15	16	
9	Mid-career recruitment ratio of hired employees	Total	28.8	22.6	21.4	-
		Males	30.0	23.4	23.2	
		Females	24.1	17.6	12.8	
10	Number of employees that have used the system for taking leaves of absence for nursing care	Total	14	4	8	-
		Males	8	2	4	
		Females	6	2	4	
11	Percentage of employees that have used the system for taking leaves of absence for child rearing	Total	20.5	21.7	23.9	401-3
		Males	4.9	4.8	8.2	
		Females	100	100	93.6	
12	Male childcare leave	%	82	80.1	83.8	401-3
13	Rate of returning from childcare leave	Total	100	98.6	99.0	401-3
		Males	100	100	100	
		Females	100	98.4	98.7	
14	Average age of executives (*3)	Age	57	55.6	56.4	-
15	Ratio of employees in unions	%	100	100	100	102-7

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

	Category	Units	FY			GRI Standard
			FY2019	FY2020	FY2021	
1	Lost time injury frequency rate (LTIFR)(employees) (*4)	-	0.06	0.18	0.08★	403-2
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	403-2
		Males	4	9	5	
		Females	0	1	0	
4	Number of injured contractor/consignors	People	66	38	42	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	0	2	403-2
		Males	2	0	2	
		Females	0	0	0	

3)Human Resource Cultivation and Training-Related Indicators

	Category	Units	FY			GRI Standard
			FY2019	FY2020	FY2021	
1	Employee training expenses (common training for all companies etc.)	Million yen	269	218	360	404-1
2	Number of employee training hours (common training for all companies etc.)	Cumulative hours	81,356	50,392	107,879	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 (excluding incidents without lost workdays and 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

*5 (2)3~6 excludes incidents without lost workdays and includes incidents for which only the other side is at fault.