

TOHOKU ELECTRIC POWER GROUP

SUSTAINABILITY DATA BOOK

2024



Contents

Sustainability Management	02
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Environment

Environmental Management	08
Disclosure Under the TCFD Recommendations	10
Disclosure Under the TNFD Recommendations	16
Conserving Biodiversity	20
Pollution Prevention	22
Establishing a Recycling-based Society	25
Consideration for Water Resources	28

Boundary of Report:

77 member companies of the Tohoku Electric Power Group

Period addressed by Report:

In principle, this Report covers initiatives during the period FY2023 (April 1, 2023 – March 31, 2024); certain sections include reports on activities in past years and FY2024.

Date of publication:

September 2024
(previous report:
September 2023)

Publication date of next report:

September 2025

Society

Respect for Human Rights	30
Supply Chain Management	34
Safety	37
Nuclear Power That Puts Safety First	40
Public Safety and a Reliable Supply of Power	46
Communicating With Customers and Communities	49
Securing and Training Human Resources	54
Diversity, Equity, and Inclusion (DE&I)	60
Work-life Balance	64
Health Management	66
Employee Engagement	68
Sound Labor-management Relationship	69

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Governance

Risk Management	70
Compliance	72
Information Security	76
Performance Data	78

Scopes of data included in this Data Book

G: Tohoku Electric Power Group
TD: Tohoku Electric Power Co., Inc.
TN: Tohoku Electric Power Network Co., Inc.
TFP: Tohoku-Electric Power Friendly Partners Co., Inc.

Contents

Sustainability Management

Environment

Environmental Management
Disclosure Under the TCFD Recommendations
Disclosure Under the TNFD Recommendations
Conserving Biodiversity
Pollution Prevention
Establishing a Recycling-based Society
Consideration for Water Resources

Society

Respect for Human Rights
Supply Chain Management
Safety
Nuclear Power That Puts Safety First
Public Safety and a Reliable Supply of Power
Communicating With Customers and Communities
Securing and Training Human Resources
Diversity, Equity, and Inclusion (DE&I)
Work-life Balance
Health Management
Employee Engagement
Sound Labor-management Relationship

Governance

Risk Management
Compliance
Information Security
Performance Data



Tohoku Electric Power Group

Sustainability Management

Policies and rationale

Ever since our founding, the Tohoku Electric Power Group has sought to contribute to the continual progress of our communities by tackling various societal challenges through our electricity business, based on the understanding that the prosperity of the Tohoku region is essential to our own growth. These accumulated efforts have created strong bonds of trust with local communities and helped form the foundations of today's Tohoku Electric Power Group. We understand that we face a growing obligation to listen ever more attentively to the voices of our community members through the community networks we have established, and to respond appropriately through solutions that only we can deliver.

The Tohoku Electric Power Group recognizes sustainability as the core of management. Striving to deliver solutions to the challenges facing our communities and society through our business, in line with the Tohoku Electric Power Group Sustainability Policy, we aim to create both social value and corporate value alongside our stakeholders for generations to come.

Tohoku Electric Power Group Sustainability Policy

The Tohoku Electric Power Group proactively promotes sustainability through means including realization of the Group's "Working along next" Medium- to Long Term Vision and taking on our Carbon Neutral Challenge 2050.

Drawing on our Management Philosophy of Prospering with Local Communities and the Group Slogan Yori, Sou, Chikara (The Strength to Work Alongside), the Tohoku Electric Power Group's concept of sustainability calls for the Group to work as a cohesive, united team alongside customers and communities to realize a smart society. The Group will provide energy-related services that contribute to growing corporate value over the medium to long term and to the sustainable progress of society as a whole.

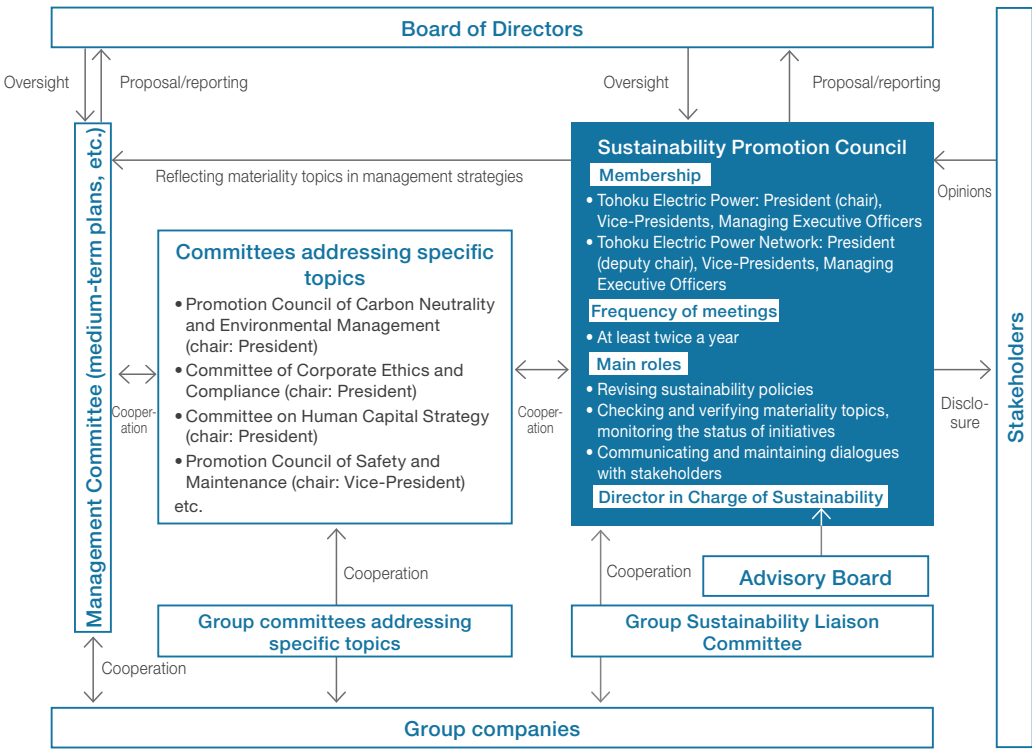
Based on the goal of fulfilling its CSRs, the Tohoku Electric Power Group will demonstrate its overall strengths through sincere and fair business activities in accordance with the Tohoku Electric Power Group Code of Conduct while drawing on the unique characteristics of individual group companies, thereby providing powerful support for the value chain of business activities and meeting the expectations of its valuable stakeholders.

Governance and promotion structure

Structure for promoting sustainability

Composed of members from both Tohoku Electric Power and Tohoku Electric Power Network, the Sustainability Promotion Council undertakes comprehensive reviews of various initiatives to address the materiality topics from a stakeholder perspective and thereby to reflect our direction for the future in our medium-term plans and other initiatives. The Representative Director and President chairs the Sustainability Promotion Council and oversees our approaches to sustainability.

The Council reports the results to the Board of Directors to ensure effective and appropriate oversight. The Tohoku Electric Power Group Sustainability Liaison Committee and other bodies promote joint efforts among Group member companies.



Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management
- Compliance
- Information Security
- Performance Data

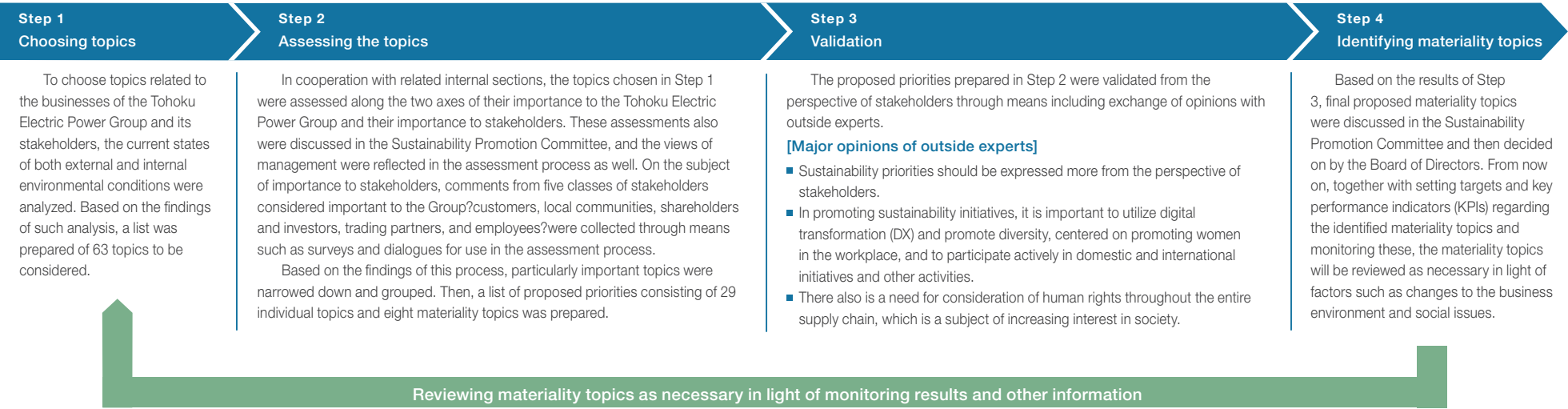
Sustainability priority (materiality topic) identification process

The Tohoku Electric Power Group sees the various issues related to the sustainability of society not only as risks but also as opportunities for the sustained growth of both the Group and society as a whole.

We identified materiality topics along two axes: their importance to the Tohoku Electric Power Group and their importance to stakeholders. The proposed priorities were validated from a stakeholder perspective through means including the exchange of opinions with outside experts

and then subjected to deliberation within the Sustainability Promotion Committee. The final decisions made by the Board of Directors led to eight final materiality topics.

The Sustainability Promotion Committee and the Board of Directors monitor progress on promoting measures to address these topics, based on recommendations from the Sustainability Advisory Board, which advises the Director in Charge of Sustainability, the results of stakeholder dialogue, and other considerations.



Guidelines, frameworks, and other materials referenced

External environment

- International frameworks (e.g., Sustainable Development Goals [SDGs], Global Reporting Initiative [GRI] Standards, Sustainability Accounting Standards Board [SASB] frameworks, ISO 26000)
- Items used in the assessments by ESG assessment agencies
- The Japanese government's Green Growth Strategy
- Social and regional issues in the Tohoku and Niigata regions
- Industry wide topics, etc.

Internal environment

- The Tohoku Electric Power Group's management philosophy, policies, Medium- to Long-Term Vision, medium-term plans, etc.

Overview of assessment and grouping along two axes

Materiality topics and related SDGs

Category	Materiality topics	Related SDGs
	Taking on the Challenge of Carbon Neutrality	7, 13, 14, 15
E	Establishing a recycling-based society	12, 13, 14, 15
	Conserving biodiversity	14, 15
	Realizing safe, comfortable, secure communities and ways of life	3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15
S	Developing resilient social infrastructures	9, 11, 13, 15
	Creating workplaces in which diverse human resources can work with a sense of vitality	5, 8, 10, 13
	Respect for the human rights of diverse stakeholders	3, 5, 8, 10, 13
G	Sound and transparent corporate management	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

- Risk Management
- Compliance
- Information Security
- Performance Data

Materiality topics

The Tohoku Electric Power Group sees sustainability as core management topic as it seeks to create value together with stakeholders into future generations. We will address the following eight materiality topics related to the sustainability of society, humanity, and corporate governance.

In the runup to 2030, we will also focus on our carbon neutrality strategy that seeks to achieve carbon neutrality, a topic in which the electricity business will play an important role, through long-term and strategic measures, our digital transformation (DX) strategy to use DX in innovation and business reforms, and our human capital strategy to enhance the human capital that represents the source of our growth.

Materiality topic		Key topics
Environment E	Taking on the challenge of carbon neutrality	<div>■ Rapid resumption of stable operation of nuclear power stations based on a safety-first approach</div> <div>■ Increasing adoption of renewable energy</div> <div>■ Migration toward decarbonization of thermal power</div> <div>■ Promoting energy conservation solutions and electrification alongside customers</div> <div>■ Promoting decarbonization technological development and innovations</div>
	Establishing a recycling-based society	<div>■ Controlling waste generation and using resources effectively</div>
	Conserving biodiversity	<div>■ Local environmental preservation</div>
	Realizing safe, comfortable, secure communities and ways of life	<div>■ Promoting the Smart Society Building Business to utilize digital technologies to help find solutions to community challenges</div> <div>■ Pursuing customer satisfaction</div> <div>■ Co-creation of vital local communities in Tohoku and Niigata</div>
Society S	Developing resilient social infrastructures	<div>■ Stable energy supplies</div> <div>■ Responding rapidly to large-scale disasters</div> <div>■ Contributing to more advanced social infrastructure through our technologies</div>
	Creating workplaces in which diverse human resources can work with a sense of vitality	<div>■ Enhancement of human capital to support business model transformation</div> <div>■ Implementing work-style reforms through means such as use of digital technologies</div> <div>■ Promoting diversity, equity, inclusion</div> <div>■ Promoting health management</div>
	Respect for the human rights of diverse stakeholders	<div>■ Ensuring worker safety</div> <div>■ Preventing discrimination and harassment</div> <div>■ Ensuring public safety and consumer safety</div>
	Sound and transparent corporate management	<div>■ Securing sound foundations for revenues and finances</div> <div>■ Thorough adherence to corporate ethics and compliance</div> <div>■ Risk management and response</div> <div>■ Ensuring information security</div> <div>■ Protecting and utilizing intellectual property</div> <div>■ Risk management in the supply chain</div> <div>■ Expanding two-way communication with stakeholders</div> <div>■ Enhancing partnerships</div> <div>■ Developing an effective governance structure</div>

Meetings of the Sustainability Promotion Council and other bodies

First Sustainability Promotion Council meeting (March 14, 2022)
<div>■ Approaches to identifying materiality topics</div> <div>■ Domestic and international developments and stakeholder evaluations of our initiatives</div> <div>■ Status of response to human rights risks</div>
Second Sustainability Promotion Council meeting (May 30, 2022)
<div>■ Results of assessment of materiality for identifying materiality topics</div>
Third Sustainability Promotion Council meeting (July 11, 2022)
<div>■ Identification of materiality topics</div> <div>■ Status of Tohoku Electric Power Group sustainability initiatives completed in FY2021</div> <div>■ Publication of the Integrated Report</div>
Fourth Sustainability Promotion Council meeting (March 13, 2023)
<div>■ Establishment of targets and metrics for materiality topics</div> <div>■ Formulation of the Tohoku Electric Power Group Human Rights Policy</div> <div>■ Status of study of establishment of an Advisory Board</div>
Fifth Sustainability Promotion Council meeting (July 18, 2023)
<div>■ Future direction on initiatives related to materiality topics</div> <div>■ Publication of the Integrated Report</div>
Sixth Sustainability Promotion Council meeting (April 15, 2024)
<div>■ Results, evaluations, and other measures for initiatives related to materiality topics in FY2023</div> <div>■ Review of direction, targets, and metrics for initiatives related to priority areas and materiality topics</div> <div>■ Status of identifying and addressing major human rights risks in the Group</div> <div>■ Enhancement of sustainability disclosure</div>
Seventh Sustainability Promotion Council meeting (September 17, 2024)
<div>■ Understanding of issues and direction concerning sustainability for sustainable co-creation of value</div> <div>■ Publication of the Integrated Report</div> <div>■ Status of management of physical (acute) risks due to climate change</div>

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management
- Compliance
- Information Security
- Performance Data

Sustainability Advisory Board

Objectives and operations of the Sustainability Advisory Board

In 2023, the Group established the new Sustainability Advisory Board, whose membership consists of three outside experts in the field of sustainability, to advise the Director in Charge of Sustainability. The Board helps the Group understand the increasingly complex and wide range of sustainability topics and incorporate this understanding into future management initiatives.

The Sustainability Advisory Board has met three times through now. Attended by the Group Director in Charge of Sustainability, three outside experts, and others, its meetings featured the exchange of diverse viewpoints on Group initiatives with consideration for recent sustainability trends and other issues.

Recommendations and proposals received from the Advisory Board will be incorporated into future measures and initiatives to strengthen the Group’s corporate value over the medium to long term and contribute to the sustainable progress of society as a whole.



The second Advisory Board meeting

Meetings of the Sustainability Advisory Board

Agenda of first meeting (June 15, 2023)

- Sustainability trends
- Understanding targets and metrics related to materiality topics as well as issues to be tackled

Agenda of second meeting (February 21, 2024)

- Value-creation narratives related to sustainability management
- Assessment of FY2023 and initiatives for FY2024
- General heading of measures related to disclosure

Agenda of third meeting (August 30, 2024)

- Sustainability trends and direction on Group initiatives
- Disclosure trends and direction on the Integrated Report

Advisory Board member profiles



Yasunari Takaura
Associate Professor,
Graduate School of Economics,
Tohoku University

As the Tohoku region experiences frequent natural disasters caused by climate change, power companies face major challenges such as the need for countermeasures against disasters to ensure stable supplies of electricity and to promote an energy mix to reduce greenhouse gas emissions. Today’s corporations also need to make active efforts and disclose information regarding social and environmental challenges. As a leading enterprise in the Tohoku region, Tohoku Electric Power needs to tackle solutions to these social challenges and pursue a path toward sustainability together with the community. We will continue to discuss such matters with Directors while taking into consideration domestic and international trends regarding ESG and the Sustainable Development Goals (SDGs).



Takashi Iwamoto
Project Professor,
Graduate School of Media and
Governance, Keio University

The Tohoku Electric Power Group formulated Working Alongside Next⁺PLUS in April 2024 to describe its management directions for the future, calling for promotion of sustainability management based on its strategies for carbon neutrality, digital transformation (DX), and human capital. I believe that such identification of priorities represents the evolution of the Tohoku Electric Power Group’s sustainability management. I would like to advise the Group to enable it to evolve its sustainability management further through steadily executing its strategies in these three priority areas.



Atsuko Watanabe
Senior Manager,
Accenture Strategy & Consulting,
Accenture Japan Ltd.

This is my second year as a participant in the Tohoku Electric Power Group’s Sustainability Advisory Board. Last year, we deliberated on the Group’s initiatives and target direction regarding its materiality topics, while also visiting sites such as a hydroelectric power station in Okuaizu that makes the most out of one of the region’s abundant natural resources, and the Onagawa Nuclear Power Station, where preparations are underway for resumption of operation. This year, I will continue to contribute as a Board member to more advanced management centered on carbon neutrality, DX, and human capital.

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management
- Compliance
- Information Security
- Performance Data

Initiatives

Stakeholder surveys

This survey of the Tohoku Electric Power Group’s corporate activities and sustainability initiatives is intended to identify guideposts for thinking on future corporate activities and means of communicating with our communities, by ascertaining how community members view the Group’s business activities, its sustainability initiatives, and the current energy situation.

Some examples of respondents’ evaluations of Group corporate activities from the 2024 survey are reported here.

Stakeholder survey on Tohoku Electric Power Group corporate activities (Web survey)

Dates

July 1-4, 2024

Subjects

2,000 men and women living in the six Tohoku prefectures and in Niigata Prefecture

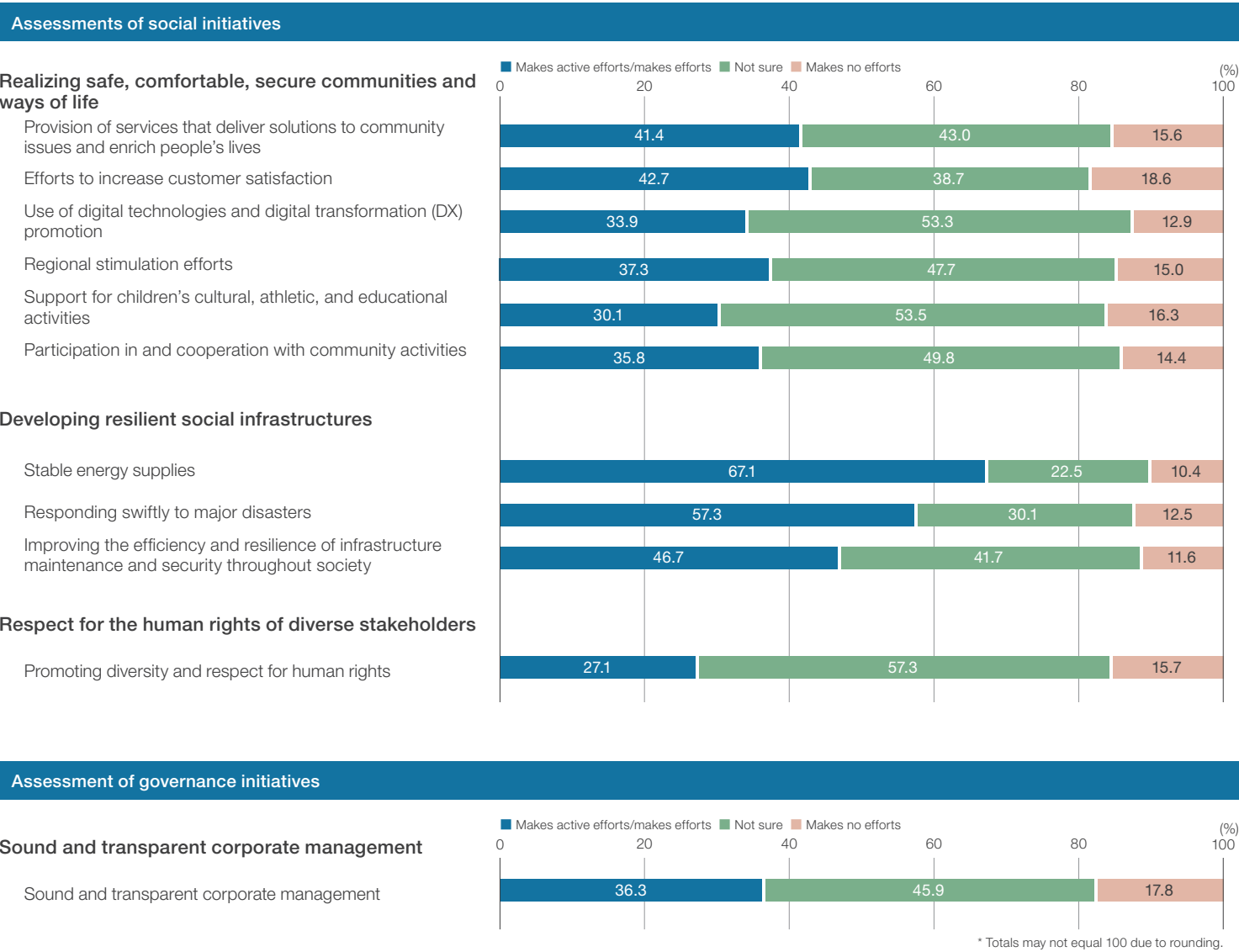


* Totals may not equal 100 due to rounding.

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

- Risk Management
- Compliance
- Information Security



Summary

The response to this year’s survey indicates that the Group’s favorability has increased from last year. The Group’s image as being “Reliable” and “Trustworthy” as an organization that “strives to achieve sustainability and the SDGs” improved.

In particular, we received numerous positive evaluations for items related to building resilient social infrastructures, such as “Supplying power with minimal power failures” and “Responding swiftly to major disasters.” These evaluations contribute to our image as “Reliable” and “Trustworthy.”

We also received relatively positive evaluations from stakeholders on items related to carbon neutrality strategy, such as “Nuclear power station safety measures” and “CO₂ emissions reductions at thermal power stations.” These are attributable to good faith efforts on the part of Group employees to do business in line with the Group slogan, Strength to Work Alongside.

For many questions, the percentages of respondents answering “Not sure” were high. In response, we plan to continue to enhance various initiatives and communicate information broadly through press releases, the website, social media, and other means, thereby building a wider and deeper understanding of Group initiatives.

The Group will continue working as one to promote sustainability by deploying diverse activities based on dialogue and open communication with stakeholders, in line with the Tohoku Electric Power Group Sustainability Policy and the Tohoku Electric Power Group Code of Conduct.

Contents

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance


- Risk Management
- Compliance
- Information Security
- Performance Data

Environmental Management

Policies and rationale

Tohoku Electric Power Group Code of Conduct

The Tohoku Electric Power Group Code of Conduct includes the following provision:
4. Consideration for the Environment

 **Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website**
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Tohoku Electric Power Group Environmental Policy

Basic stance
Through our environment-friendly energy services, we work with local communities and our customers to achieve a sustainable society in which future generations can live safely and in peace of mind.

We strive to ensure a stable supply of energy compatible with environmental conservation and economic efficiency, based on the premise that ensuring safety as a corporate group is aligned with the interests of local communities. This is our mission, one that will not change in the future.

We appreciate the earth and its bounty. We respect the traditional values of the people of this region as they coexist with nature. We seek to achieve sustainable growth alongside our local communities and customers. Based on good faith dialogue, we take our commitment to environmental issues seriously and implement actions to achieve our goals.

Four environmental action principles

- 1 Appreciate the earth's bounty and **make careful use of its limited resources**
- 2 **Minimize environmental impact.**
- 3 **Safeguard and coexist with the rich natural environment.**
- 4 Think and act with **the local communities and our customers in mind.**

Our approach to considering measures based on the Policy

We formulate environmental measures based on our materiality topics, which themselves are based on the Tohoku Electric Power Group Environmental Policy, which describes the basic policies of our environmental activities, and the Environmental Management Standards, which

govern management of environmental activities. We deploy consistent environmental initiatives among all Group companies.

In the process of considering measures, in addition to the environmental materiality topics of “Taking on the challenge of carbon neutrality,” “Establishing a recycling-based society,” and “Conserving biodiversity,” we also consider responses to environmental issues related to other materiality topics such as “Addressing climate change risks,” “Compliance with environmental laws and regulations,” and “Communication with the community using the environment as a topic.” We carefully consider initiative themes based on environmental trends and stakeholder needs and study measures to address them.

Governance and promotion structure

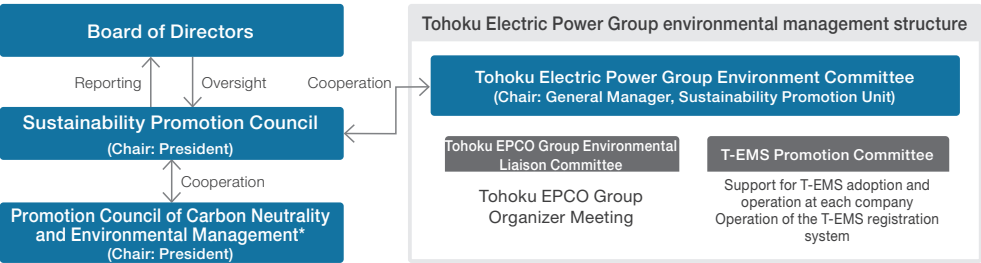
The Tohoku Electric Power Group promotes environmental management to enhance its management foundations, aiming to put into practice its Long-Term Vision, Working Alongside Next⁺_{PLUS}.

To deliberate on and promote the Group’s responses to environmental management topics in line with our overall sustainability vision, the Sustainability Promotion Council, whose membership consists of the presidents, all vice presidents, and Managing Executive Officers of both Tohoku Electric Power and Tohoku Electric Power Network, advises management on efforts toward solutions to environmental materiality topics.

 See > Sustainability Management > Governance and promotion structure > p. 2

Individual Group companies implement autonomous environmental measures based on the Tohoku Electric Power Group Environmental Policy and materiality topics, and the Tohoku Electric Power Group Environmental Committee, consisting of directors in charge of environmental management or general-manager class executives of Group companies, deliberates on the promotion of related initiatives and strives continuously to improve environmental management across the entire Group.

Environmental management structure



* The Promotion Council of Carbon Neutrality and Environmental Management reorganized to focus on deliberation on carbon neutrality strategy.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Initiatives

Environmental auditing

Tohoku Electric Power and Tohoku Electric Power Network encourage autonomous improvements to environmental management at individual business sites through inspection of the state of environmental management as part of internal auditing by their audit sections. We have adopted the T-EMS Guidelines, which conform to the ISO 14001 international standard for environmental management systems, for reviewing the state of initiatives at individual Group companies.

No violations of environmental laws and regulations or other environmental improprieties emerged in FY2023, attesting to the effective and appropriate operation of the Group's environmental management.

Tohoku Electric Power Group Environmental Management System (T-EMS)

The Tohoku Electric Power Group Environmental Management System (T-EMS) is an environmental management system formulated to promote appropriate environmental management across the Tohoku Electric Power Group. We implement this system in accordance with the T-EMS Guidelines, which we formulated in reference to the ISO 14001 international standard for environmental management systems and the Eco-Action 21 program operated by the Ministry of the Environment.

Group companies that meet the requirements of these guidelines are awarded T-EMS certification, subject to annual maintenance reviews and recertification reviews every three years.

In these reviews, qualified ISO 14001 auditors and internal auditors within our Group periodically inspect T-EMS certified companies to assess the state of environmental initiatives, then deliver reports to the T-EMS Promotion Committee, an organization within the Tohoku Electric Power Group Environment Committee, for evaluations of the individual companies inspected.

Based on predetermined requirements, T-EMS aims to continuously improve environmental activities by repeating the PDCA cycle: activities are Planned, Done, then Checked, to enable Actions for overall reviews and revisions.

Comparison to other management systems

	T-EMS Guidelines	ISO14001	Eco-Action 21
Formulation body	Tohoku Electric Power Group Environment Committee	International Organization for Standardization (ISO)	Ministry of the Environment
Scope of application	Companies within the Tohoku Electric Power Group	Organizations of any type or size	Small- and mid-sized enterprises
Requirements and numbers of items	<div><div><div>• Practical requirements based on the Eco-Action 21 program</div><div>• System of steps based on business type to enable efficient reviews reflecting environmental impact</div></div><div>Step 1: 9 items</div><div>Step 2: 14 items</div><div>Step 3: 15 items</div></div> <div><div>Low environmental impact</div><div>↓</div><div>High environmental impact</div></div>	<div><div>• Requires continual improvement, documentation, identification of significant environmental aspects, obligation of compliance, internal auditing, etc.</div><div>• Requirements: 80 items</div></div>	<div><div>• Specific requirements for environmental initiatives</div><div>• Requirements: 14 items</div><div>• Obligation to prepare and publish environmental reports</div></div>

Tohoku Electric Power Group Environmental Management System (T-EMS) certification status (as of March 31, 2024)

Certified companies	Certified companies as a share of consolidated net sales
24	95.5%

Disclosure Under the TCFD Recommendations

Having long recognized climate change risks and opportunities as important management issues, we've moved forward with measures to reduce emissions of CO₂ and other greenhouse gases in terms of both supply and demand. Since announcing our support for the TCFD* recommendations in April 2019, in addition to continually enhancing information disclosure on climate change we believe it is important to reflect in our management strategies the risks and opportunities posed by climate change. In doing so, we also rely on engagement with various stakeholders, including institutional investors.

* Task Force on Climate-related Financial Disclosures, established by the Financial Stability Board (FSB) to reflect the aims announced by G20 finance ministers and central bank governors

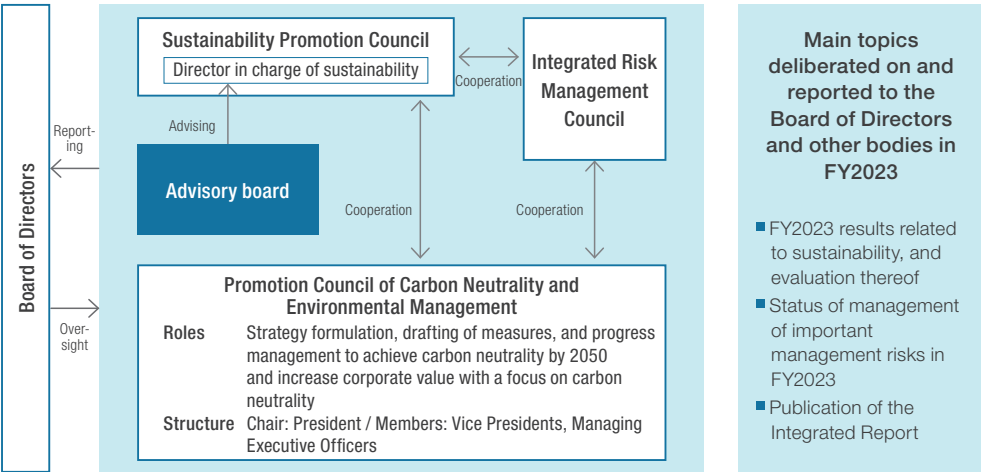
Governance

The Board of Directors enhances our responses to climate change and makes decisions on their incorporation into management strategy based on a recognition of the risks and opportunities posed by climate change, studies of various response measures, and monitoring and oversight of the state of progress toward our goals.

The President chairs the Promotion Council of Carbon Neutrality and the Sustainability Promotion Council.

The Promotion Council of Carbon Neutrality formulates strategies for achieving carbon neutrality by 2050 and oversees the drafting of related measures and management of their progress.

The Sustainability Promotion Council is responsible for overall coordination of efforts to address materiality topics. It monitors metrics and targets regarding the Group's materiality topic, "Taking on the challenge of carbon neutrality." Their progress is reported to the Board of Directors annually, via the Sustainability Promotion Council.



See > Policies and procedures for appointing and dismissing executive team members and nominating candidates for Directors by the Board of Directors > Integrated Report > p. 72

See > Particularly important skills expected of individual Directors (Skills Matrix) > Integrated Report > p. 76

See > Sustainability Management > Governance and promotion structure > p. 2

Risk management

Tohoku Electric Power integrates and lists the groupwide climate risks and opportunities identified by each business execution section and assessed with regard to financial impact. It then ascertains the priority of responding to each risk based on the projected financial impact. Climate-related risks with major impacts on management are discussed at the Integrated Risk Management Meeting, and the response status is reported to the Board of Directors for oversight twice annually, together with groupwide response policies.

See > Risk Management > Integrated Report > p. 80

FY2023 Securities Report > Business and other risks > p. 27
https://www.tohoku-epco.co.jp/ir/report/security/pdf/2023_ho.pdf

Strategy

Scenario analysis

We perform ongoing scenario analyses to ascertain the financial impact of future climate change risks and opportunities. In our scenario analyses, we selected the risks and opportunities identified under the environmental management framework deemed likely to have an outside impact on the Company's businesses and ascertained in particular which risks and opportunities are likely to grow within the scenarios envisioned.

We chose two scenarios: a 1.5°C scenario under which major changes are made to policy and behaviors throughout society as a whole to reduce greenhouse gas (GHG) emissions effectively to zero and limit the global temperature increase to no more than 1.5°C (the scenario of progress toward carbon neutrality by 2050), and a 4°C scenario under which the shift to a low carbon society fails to advance and countermeasures against climate change are not enhanced beyond current levels. Our scenario analysis reflects medium- to long-term timelines including the period starting in 2050.

To ensure business continuity under either scenario, we plan to continue analyzing climate change risks and opportunities, seeking to minimize management risks and swiftly reflecting opportunities in management strategies, to manage progress on climate resilience.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

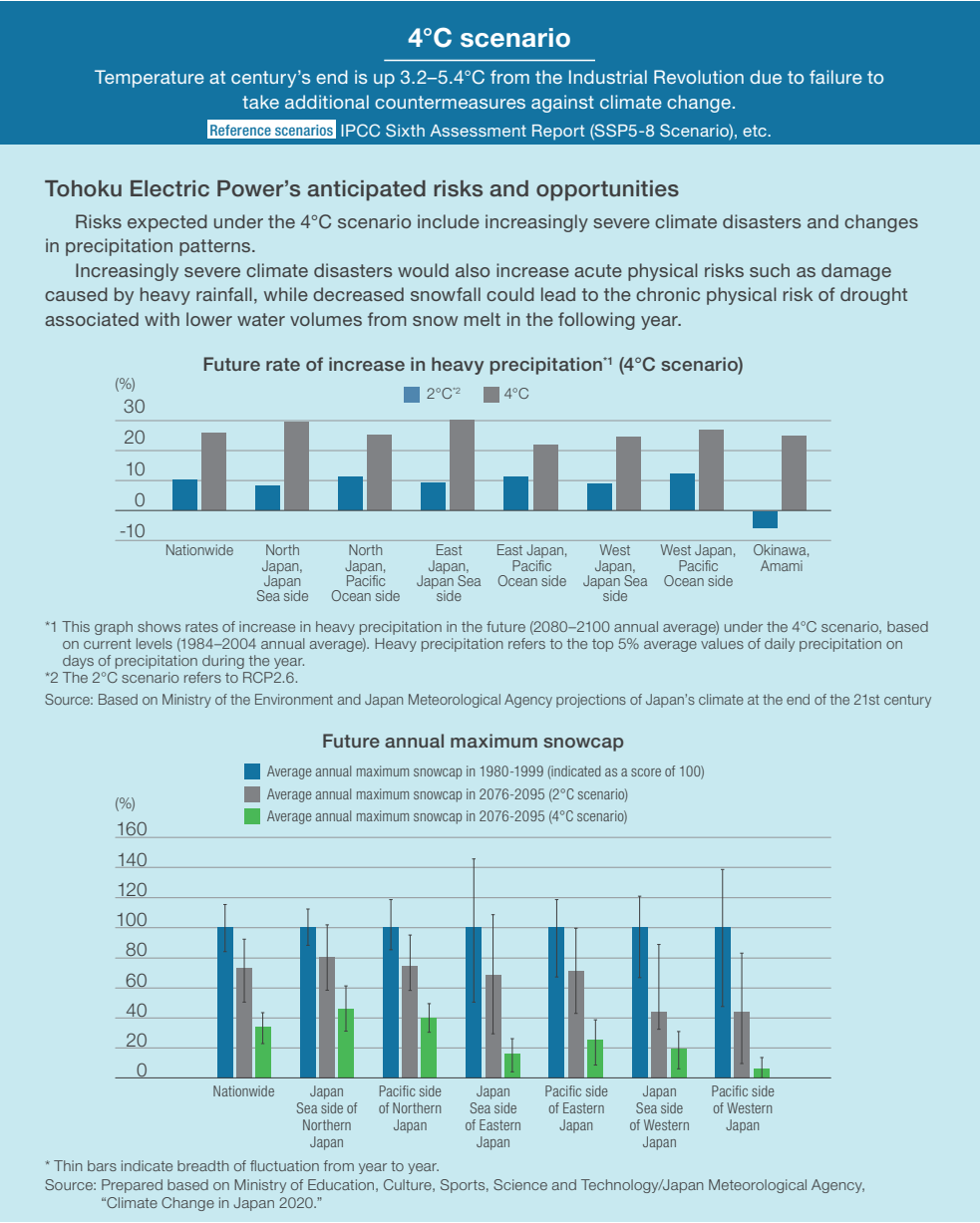
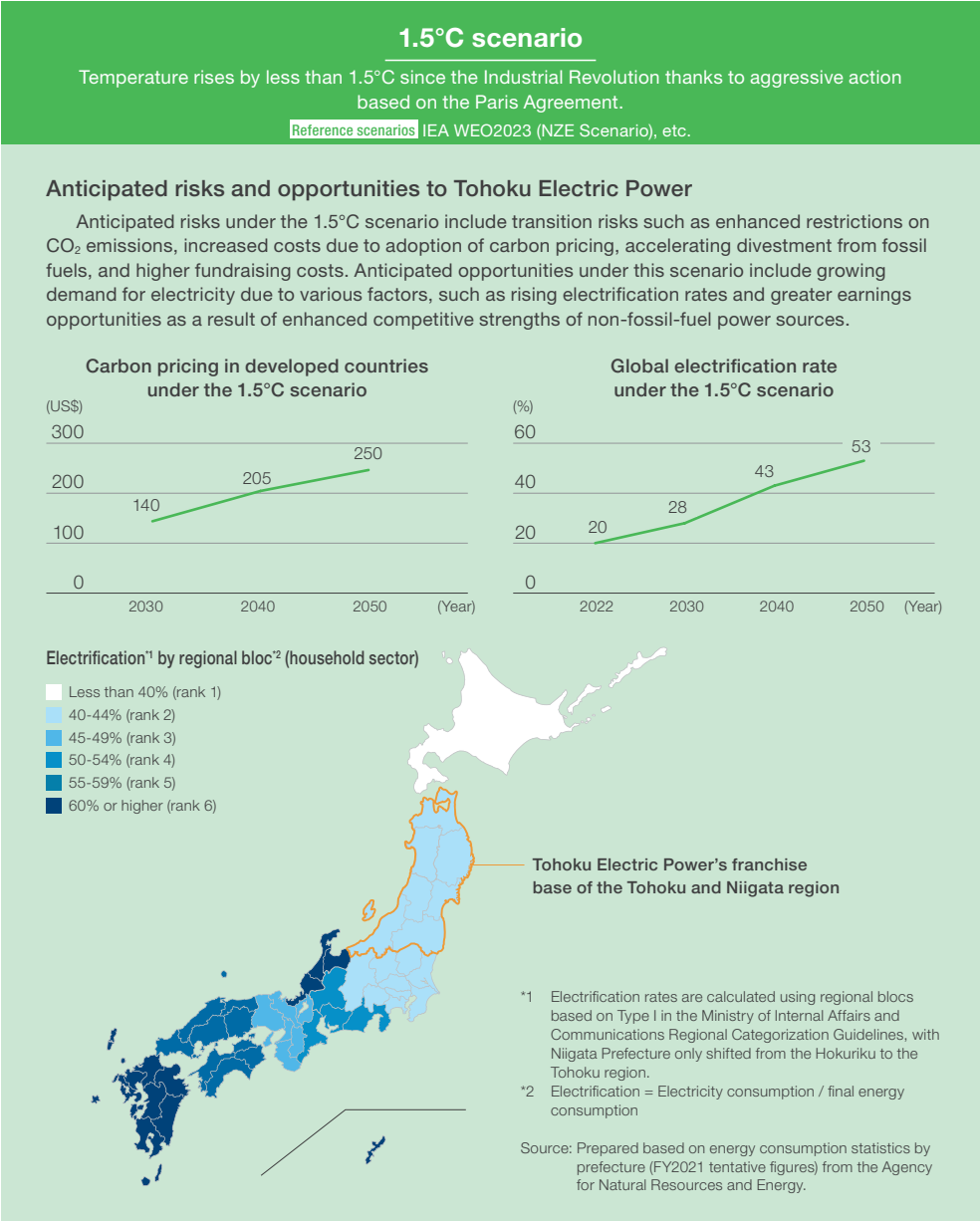
Governance

Risk Management

Compliance

Information Security

Performance Data



We're improving our scenario analysis in stages, based on multiple climate change scenarios identified by the International Energy Agency (IEA), Intergovernmental Panel on Climate Change (IPCC), and other bodies. This scenario analysis is intended to consider impacts that may arise under certain assumptions and feasible responses, based on a long-term perspective. No guarantees are made regarding results.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Disclosure Under the TCFD Recommendations

Results of analysis of transition risks and opportunities under the 1.5°C scenario

Under the 1.5°C scenario, we anticipate risks such as decreased business opportunities and competitive strength for thermal power sources and lower profitability of existing business models based on thermal power, due to dramatic changes in social and economic environments to reduce GHG emissions.

We also expect growth in business opportunities and competitive strengths in non-fossil-fuel power sources such as renewables and nuclear. We see a need to connect such opportunities to profit generation by identifying customer needs.

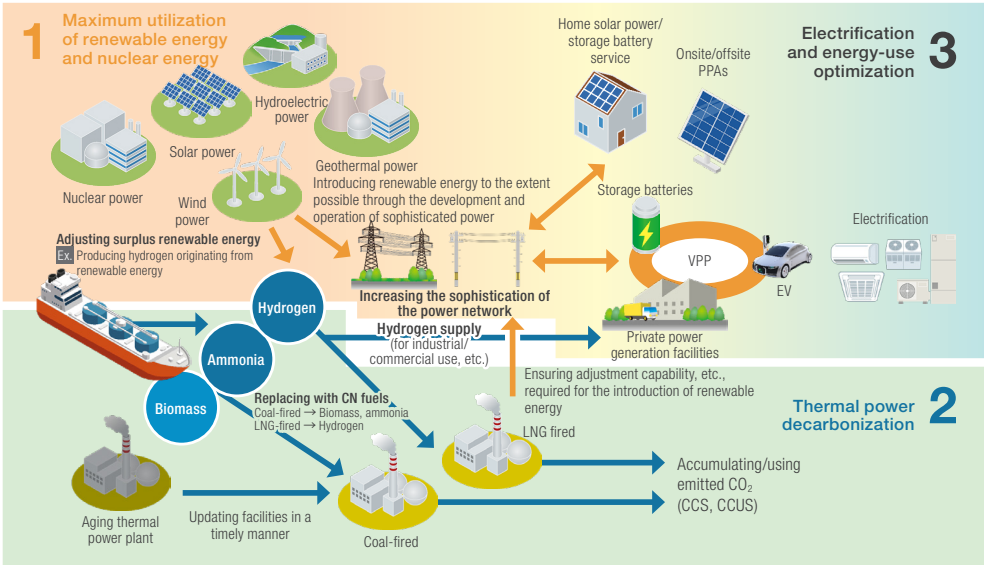
We will strive to reduce risks and maximize business opportunities through taking appropriate steps based on ascertaining the financial impacts of manifestation of anticipated risks and opportunities and updating them as appropriate.

Category	Climate change risk	Anticipated business risks to the Company	Impact	Timing of impact ²	Anticipated business opportunities for the Company
Politics (policies)	Enhanced restrictions on CO ₂ emissions	Increased costs due to adoption of carbon pricing, etc.	Significant	Medium/long term (Carbon pricing to begin in FY2028)	Growth in competitive strengths of non-fossil-fuel sources, increased revenue opportunities
	Changes in customer needs for electricity	Strengthening move away from electricity from thermal power sources	Significant	Short/medium/long term	Rising added value in electricity from non-fossil-fuel sources
Economy (markets)	Changes in electricity demand-supply structures	Lower utilization of thermal power due to progress of energy conservation and growth of distributed and renewable sources	Significant	Medium/long term	Higher demand for electricity due to expansion of electrification domains
	Changing trends in fossil-fuel transactions	Challenge of stable, low-cost procurement of fuels due to divestment from fossil fuels	Significant	Medium/long term	Growing revenue opportunities associated with the progress of transitioning toward non-fossil fuels and power sources
Society (reputation)	Changing evaluations by stakeholders	Rising fundraising costs, falling stock prices reflecting various factors, such as whether thermal power is used and progress in reducing CO ₂ emissions	Significant	Short/medium/long term	Controlling capital costs through efforts to reduce CO ₂ emissions, appropriate disclosure, etc.
	Progress of decarbonization of local communities	Decreased grid power demand due to increasing use of distributed power sources	Significant	Medium/long term	Growing customer demand related to distributed power sources, energy management, etc.
Technology	Progress of decarbonization technologies	Lower profitability of existing business models, increase in new capital investment	Significant	Medium/long term	Growing revenues of related businesses associated with progress of cost cutting

Our responses under the 1.5°C scenario

Aiming to achieve carbon neutrality by 2050, the Tohoku Electric Power Group is striving to (1) maximize use of renewables and nuclear power, (2) decarbonize thermal power, and (3) promote electrification and optimize energy use.

By decarbonizing electricity while at the same time expanding the domains of certification using decarbonized electricity and energy from hydrogen and other sources, we aim to decarbonize both our business activities and society as a whole.



See > Environmental Strategy: Carbon Neutral Challenge > Integrated Report > p. 51

Sample estimated financial impacts	
Cost of purchasing non-fossil fuel certificates for 100,000 MWh	60 million yen ³
Effects of reducing fuel costs from resumption of operation of Onagawa Nuclear Power Station Unit No. 2	Approx. 60 billion yen/year
Effects of reducing fuel costs from resumption of operation of Higashidori Nuclear Power Station Unit No. 1	Approx. 40 billion yen/year
Impact of a 1% change in electricity rates	Approx. 16.3 billion yen/year ⁴
Impact of a 1% change in interest rates	Approx. 1.3 billion yen/year

¹ 10 billion yen or more under significant impact
² Short term: through FY2026; medium term: through c. FY2030; long term: through c. FY2050
³ Results of fourth trading session in markets related to achievement of the obligations of the Act on Temporary Measures to Promote Business Activities for the Rational Use of Energy and the Utilization of Recycled Resources in FY2023 (contract price: 0.6 yen/kWh) referred to for price of non-fossil fuel certificates.
⁴ FY2023 electricity rate revenues of 1.6381 trillion yen referred to.

Contents
Sustainability Management
Environment
Environmental Management
Disclosure Under the TCFD Recommendations
Disclosure Under the TNFD Recommendations
Conserving Biodiversity
Pollution Prevention
Establishing a Recycling-based Society
Consideration for Water Resources
Society
Respect for Human Rights
Supply Chain Management
Safety
Nuclear Power That Puts Safety First
Public Safety and a Reliable Supply of Power
Communicating With Customers and Communities
Securing and Training Human Resources
Diversity, Equity, and Inclusion (DE&I)
Work-life Balance
Health Management
Employee Engagement
Sound Labor-management Relationship

Governance
Risk Management
Compliance
Information Security
Performance Data

Disclosure Under the TCFD Recommendations

Results of analysis of physical risks under the 4°C scenario and our response

Under the 4°C scenario, which envisions high levels of physical risks, we anticipate significant climate change impacts, increasingly severe climate disasters, and changing precipitation patterns in Japan.

Acute risks include greater damage to Group facilities and impediments to supply due to increasingly frequent and severe climate disasters. It will become increasingly important to enhance resilience. We anticipate the chronic risk of changes in precipitation patterns affecting hydroelectric power generation and other activities.

We will strive to increase power system resilience through being ready for frequent and severer climate disasters and enhancing the resilience and recoverability of facilities.

Cate-gory	Climate change risk	Anticipated business risks to the Company ^{*1}	Impact ^{*2}	Timing of impact ^{*3}	Sample estimated financial impacts
Acute	Increasingly severe climate disasters	Damage to Company facilities and supply impediments resulting from frequent occurrence of increasingly severe strong winds, torrential downpours, etc.	Signifi-cant	Short/ medium/ long term	FY2019 Extraordinary losses caused by typhoons in East Japan 6.1 billion yen
Chronic	Changes in precipitation patterns	Reduced hydroelectric power production capacity	Medium	Long term	Increase in costs due to a 1% decrease in the precipitation rate 1.8 billion yen

Our response

- Increasing power system resilience
- Enhancing resilience of power sources and supply equipment (installation of bulkheads, elevating important equipment, dredging, etc.)
 - Increasing recovery abilities (implementing disaster drills)

^{*1} Business risks that would have a pronounced impact on the Company have been identified under certain assumptions.
^{*2} 10 billion yen or more under significant impact; 1-10 billion yen under medium impact
^{*3} Short term: through FY2026; medium term: through c. FY2030; long term: through c. FY2050

See > Ensuring stable supply through appropriate formation and operation of power transmission facilities > Integrated Report > p. 46

New financial targets

We expect carbon neutrality efforts and other activities to lead to increased interest-bearing debt associated with continual future investment. Accordingly, to enhance the financial foundations while achieving a virtuous cycle of profit, growth, and investment, we have set new financial targets consisting of the three metrics of profit, financial soundness, and return on investment.

KPIs	FY2026	FY2030
Profit indicators [Consolidated ordinary income]	190.0 billion yen	200.0 billion yen or more
Financial soundness indicators [Consolidated equity ratio]	Around 20%	25% or more
Profitability index [Consolidated ROIC]	3.5% level*	3.5% or more*

* Consolidated ROE at the time of target achievement should be 8% or higher.

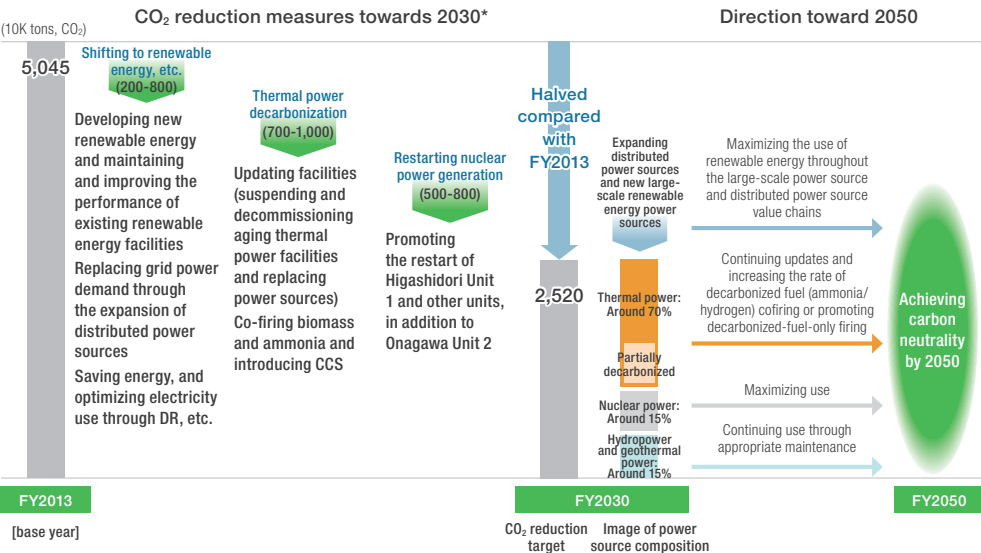
See > New financial targets > Integrated Report > p. 25

Metrics and targets

Future CO₂ reduction efforts toward 2030

As we seek to achieve carbon neutrality by 2050, we have set the interim target for FY2030 of halving CO₂ emissions vs. FY2013. We will reflect this target in our initiatives while appropriately monitoring projected electricity demand and supply and the progress of carbon-reduction and decarbonization efforts.

Actual CO₂ emissions were 39.89 million t-CO₂ in FY2022 and 40.36 million t-CO₂ in FY2023.



* The CO₂ reduction effects of each countermeasure have been calculated with certain current assumptions, and these can fluctuate depending on future power supply and demand trends, decarbonization technology development trends, system trends in the introduction and use of decarbonization technologies in various countries, and other factors. Therefore, the Group will continuously adjust its initiatives in light of progress and forecasts to increase the probability of achieving the targets.

Strategic investment

In addition to restoring our financial foundations, we plan to use the profits from our business operations to create further added value by investing about 300 billion yen through FY2030 in strategic investments in various areas, including the decarbonization of thermal power to contribute to improved competitive strength and stable supply and development of renewable energy reflecting its revenue potential.

See > Our perspective on cash allocation > Integrated Report > p. 26

Status of renewable energy development

The Group is seeking to invest in more than 2,000 MW in renewable energy power development early in the 2030s. As of the end of March 2024, cumulative total output of our stakes in large-scale renewable energy sources was approximately 800 MW. We will continue to expand renewable energy use through progress in various areas, including enhancing in-house development and expanding development areas.

See > Accelerating the development of 2,000 MW power sources through means including enhancement of our in-house development and expansion of our business territory > Integrated Report > p. 37

Promoting green/transition financing

We are promoting green/transition financing in our fundraising efforts, aiming to achieve carbon neutrality. In FY2023, in addition to our existing green financing initiatives, we raised funds through green loans restricted to use of funds for eco-friendly projects, including renewable energy development.

See > Promoting green/transition financing > Integrated Report > p. 27

Results of decommissioning aged thermal power stations, and future plans

We are systematically phasing out inefficient power sources and replacing them with highly efficient ones, as part of our efforts to decarbonize thermal power.

Results of decommissioning aged thermal power stations, and future plans

Facility	Output (10 MW)	Fuel	Timing of decommissioning, etc.
Higashi-Niigata Minato No. 1	35	LNG	November 2022
Higashi-Niigata Minato No. 2	35	LNG	November 2022
Akita No. 4	60	Heavy oil, crude oil	July 2024
Higashi-Niigata Thermal No. 1	60	LNG	To be decommissioned and replaced with a high-efficiency thermal power facility in March 2028.
Higashi-Niigata Thermal No. 2	60	LNG	

See > Enhancing competitive strengths in thermal power generation > Integrated Report > p. 29

Compensation for Directors

Compensation for Directors (excluding Directors serving as members of the Audit and Supervisory Committee) consists of fixed remuneration, remuneration linked to short-term performance, and remuneration linked to medium-/long-term performance. Remuneration linked to short-term performance reflects results of ESG initiatives.

See > Policies and procedures for determining compensation for Directors > Integrated Report > p. 72

Disclosure Under the TCFD Recommendations

Scope 1, 2, and 3 greenhouse gas emissions

Scope 1 and Scope 2 greenhouse gas (GHG) emissions are calculated pursuant to the Japanese Act on Rationalization of Energy Use and Shift to Non fossil Energy and Act on Promotion of Global Warming Countermeasures.

Scope 3 GHG emissions are calculated based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ver. 2.6).

Scope 1 emissions are direct emissions from GHG sources. Scope 2 emissions are indirect emissions from the generation of electricity, heat, and steam supplied by other companies. Scope 3 emissions are indirect emissions generated by business activities not included in Scope 1 and Scope 2 emissions.

Scope 1, Scope 2, and Scope 3 (Category 3) emissions have been assured by an external party.

	(Unit: 10 thousand tons CO ₂)	
Item	FY2022 results	FY2023 results
Scope 1 (Direct GHG emissions by the business)	3,106.9	3,376.0*
Scope 2 (Indirect GHG emissions from use of electricity, heat, and steam supplied by other companies)	0.1	0.1*
Note: GHG Protocol market-based method (upper figure) and location-based method (lower figure)	0.1	0.1*
Scope 3 (Indirect GHG emissions other than Scope 1 and 2)	1,452.5	1,670.5
Category 1 Purchased goods and services	33.1	93.7
Category 2 Capital goods	50.4	131.0
Category 3 Fuel- and energy-related activities	1,295.3	1,373.4*
Category 4 Upstream transportation and distribution	0.2	0.1
Category 5 Waste generated in operations	1.8	1.6
Category 6 Business travel	0.2	0.3
Category 7 Employee commuting	0.8	1.6
Category 11 Use of sold proucts	70.9	68.6

★: The data has been assured by KPMG AZSA Sustainability Co., an external party.

Calculation methods

Scope 1 and Scope 2 included only core Group companies Tohoku Electric Power and Tohoku Electric Power Network. Since FY2023, emissions (3.427 million t-CO₂) from one consolidated subsidiary (in the thermal power generation business) previously included under Category 3 of Scope 3 have been moved to Scope 1 and Scope 2 emissions. Scope 3 emissions in Categories 1, 3, 4, and 5 are calculated for the core Group companies Tohoku Electric Power and Tohoku Electric Power Network. Note that through FY2022, emissions in Category 3 of Scope 3 were calculated by multiplying the volume of electric power supplied by other companies by an alternative CO₂ emissions factor; in FY2023, the volume of power supplied by several other companies that account for a significant amount of the power supplied was multiplied by actual emissions factors. In addition, starting in FY2023, emissions associated with fuel procurement for electricity generated by and supplied by other companies (0.877 million t-CO₂) were added. Scope 3 emissions in Categories 2, 6, 7, and 11 were obtained using actual figures for the consolidated Group since FY2023. Actual Scope 3 emissions in Categories 1 and 2 in FY2022 were calculated only for Tohoku Electric Power. Emissions calculated using the same boundaries as in FY2023 were 0.817 million t-CO₂ in Category 1 and 1.073 million t-CO₂ in Category 2. Emissions intensities are derived from the Emissions Intensity Database for Calculation of Organizational Greenhouse Gas and Other Emissions through the Supply Chain (Ver. 3.4) and IDEA Ver. 2.3. Scope 3 emissions in Categories 8-10 and 12-15 are omitted from the calculations due to the nature of the Group's businesses or other reasons.

- Category 1: (price data on products and services purchased) × (emissions intensity)
- Category 2: (facility construction costs) × (emissions intensity)
- Category 3: (volume of power supplied by other companies) × (actual figure/alternative CO₂ emissions factor) + (volume used by type of fuel) × (emissions intensity) + (volume of power supplied by other companies) × (emissions intensity for procurement of fuel)
- Category 4: (heat consumption by type of vehicle, vessel, etc.) × (emissions intensity)
- Category 5: (final industrial waste disposal) × (emissions intensity) + (industrial waste recycled) × (emissions intensity)
- Category 6: (number of employees) × (emissions intensity)
- Category 7: (number of employees by working pattern and urban category) × (number of business days) × (emissions intensity)
- Category 11: (total volume of fuel sold) × (emissions intensity)

Independent Assurance Report

To the Representative Director & President of Tohoku Electric Power Co., Inc.

We were engaged by Tohoku Electric Power Co., Inc. (the “Company”) to undertake a limited assurance engagement of the environmental performance indicators marked with ★ (the “Indicators”) for the period from April 1, 2023 to March 31, 2024 included in its Tohoku Electric Power Group Sustainability Databook 2024 (the “Sustainability Databook”) for the fiscal year ended March 31, 2024.

The Company's Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the “Company's reporting criteria”), as described in the Sustainability Databook.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the ‘International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information’ and the ‘ISAE 3410, Assurance Engagements on Greenhouse Gas Statements’ issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Sustainability Databook, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company's responsible personnel to obtain an understanding of its policy for preparing the Sustainability Databook and reviewing the Company's reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company's reporting criteria, and recalculating the Indicators.
- Visiting Sakata Kyodo Power Co., Ltd. selected on the basis of a risk analysis.
- Evaluating the overall presentation of the Indicators.

Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Sustainability Databook are not prepared, in all material respects, in accordance with the Company's reporting criteria as described in the Sustainability Databook.

Our Independence and Quality Management

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

/s/ Kazuhiko Saito

Kazuhiko Saito, Partner, Representative Director

KPMG AZSA Sustainability Co., Ltd.

Tokyo, Japan

November 27, 2024

Notes to the Reader of Independent Assurance Report:

This is a copy of the Independent Assurance Report and the original copies are kept separately by the Company and KPMG AZSA Sustainability Co., Ltd.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Disclosure Under the TNFD Recommendations

Policies and rationale

Our policies and rationale on natural capital

One of the four environmental action principles of the Tohoku Electric Power Group Environmental Policy calls for the Group to “Safeguard and coexist with the rich natural environment.” We strive to prevent or minimize any environmental impact of our business activities, as a way of expressing our gratitude for the various blessings of natural capital while valuing the Tohoku and Niigata regions’ traditional value of coexistence with nature.

The recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) call for organizational activities to respect the rights of stakeholders who benefit from natural capital and ecosystem services by disclosing human rights policies. The Tohoku Electric Power Group has established its Human Rights Policy to make clear our thinking on respect for stakeholders’ human rights throughout our business activities, including efforts related to natural capital.

See > Respect for Human Rights > Policies and rationale > p. 30

Scope and subjects of analysis

This analysis is intended to report on progress as of the end of May 2024 based on assessments of dependencies and impacts on natural capital and analysis of anticipated risks and opportunities, with reference to version 1.0 of the TNFD recommendations.

Its subjects are Tohoku Electric Power’s Power Generation Business and Tohoku Electric Power Networks Power Transmission and Distribution Business. These two businesses account for the majority of Group consolidated financial results. The Power Generation Business includes thermal, nuclear, hydroelectric, geothermal, solar, and wind power business directly owned by Tohoku Electric Power, while the Power Transmission and Distribution Business includes the power transmission, transformer, and distribution business.

Future outlook

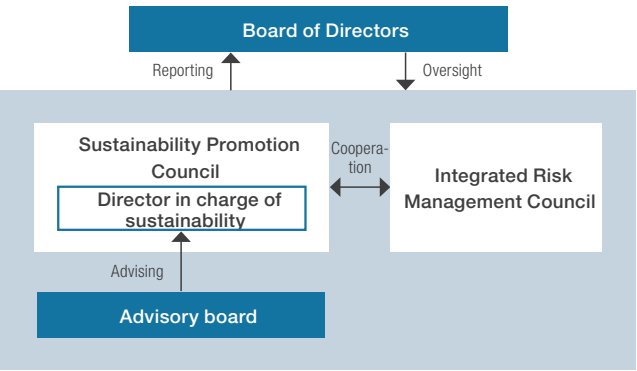
We plan to include various types of procurement upstream in the value chain within the scope of our assessments and to analyze regional priorities.

We will strive to enhance disclosure continually through dialogue with stakeholders.

Governance/risk and impact management

The Sustainability Promotion Council oversees efforts to address materiality topics overall and monitors metrics related to the Group materiality topic of “Conserving biodiversity.” The progress on such efforts is reported to the Board of Directors annually, via the Sustainability Promotion Council.

Risks that could have a major impact on management, including those related to natural capital, are reported to the Board of Directors for oversight twice annually, via the Integrated Risk Management Council.



See > Sustainability Management > Governance and promotion structure > p. 2

See > Risk Management > Governance and promotion structure > p. 70

Disclosure Under the TNFD Recommendations

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
—*	TD/TN	<div>Continually implemented existing efforts in areas such as environmental conservation and protection of rare species at power stations and other facilities</div> <div>When building transmission and substation facilities, collected information on rare species and decided on and implemented the necessary conservation measures</div>	Avoiding and minimizing impacts of business activities on biodiversity	Annual	Materiality topics

* Results on metrics corresponding to core global metrics under the TNFD recommendations are disclosed under Performance Data.

See > Performance Data > p. 79

Water discharge treatment and temperature control

See > Pollution Prevention > p. 22

Group land use by segment

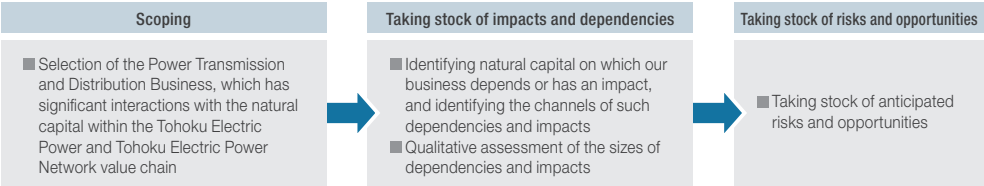
See > FY2023 Security Report > p. 41, no. 3, "Facility Status," 2 "Status of Major Facilities" https://www.tohoku-epco.co.jp/ir/report/security/pdf/2023_ho.pdf

Strategies

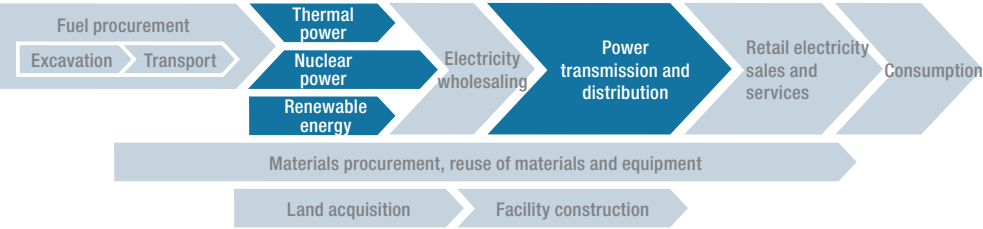
Our approach to analyze dependencies, impacts, risks, and opportunities

We review dependencies, impacts, risks, and opportunities related to natural capital through the following steps:

As the first step in analysis, we conduct an overall assessment without identifying priority regions. The aim is to ascertain important dependencies and impact relationships and anticipate risks and opportunities by business in the power transmission and distribution business operated by Tohoku Electric Power and Tohoku Electric Power Network.



Tohoku Electric Power and Tohoku Electric Power Network value chain

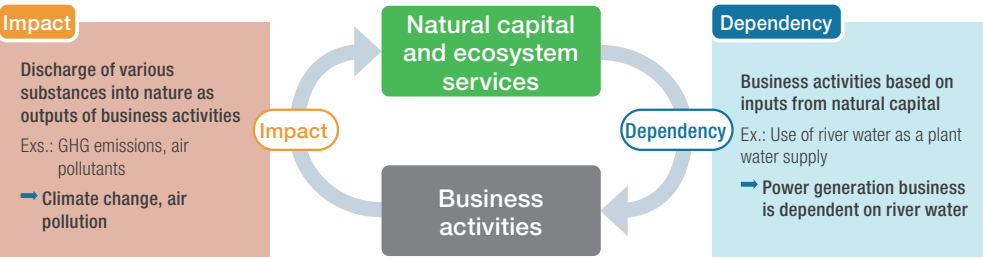


Impacts and dependencies on natural capital can be depicted as shown in the schematic diagram below.

We consider the impact on business activities of any change in the supply of natural capital or provision of ecosystem services to indicate a dependency relationship; any impact of outputs of business activities on natural capital or ecosystem services presents an impact relationship.

Risks refer to negative impacts on business. Examples include suspension of business activities due to causes such as decreases in natural capital or ecosystem services on which we depend and negative political policy, social, or reputational effects of our impacts on natural capital or ecosystem services.

Relationship between natural capital and ecosystem services and business activities (illustration)



Disclosure Under the TNFD Recommendations

Explanation of dependencies and impacts

We conducted qualitative assessments of the power generation and power transmission and distribution businesses using ENCORE^{*1} natural capital and ecosystem service categories, thereby taking stock of their dependency and impact relationships with natural capital. This assessment is based on a general assessment using ENCORE.

One impact on natural capital is the release of GHG emissions and air pollutants into the atmosphere from thermal power generation. We also depend on the supply of water resources

^{*1} A tool for assessing dependencies and impacts on natural capital by sector based on global data

and maintenance of watershed functions through surface water and groundwater for use as plant water supplies at thermal, nuclear, and other power generation facilities and use of river water and groundwater (steam) in hydroelectricity and geothermal power generation. The hydroelectric power generation business and the power transmission and distribution business, which operate numerous facilities in mountainous regions, are susceptible to facility damage and other impacts of climate disasters, and as such they depend on climate regulatory functions.

Assessment of impacts and dependence related to natural capital in business^{*2}

	Dependencies										Impacts										
Business category	Supply services			Regulation services					Basic services		Direct excavation	Land changes				Climate change	Pollution				Others
	Surface water supply	Groundwater supply	Other materials	Neutralization of pollutants	Climate regulation	Filtration of pollutants	Flood prevention	Erosion prevention	Water flow maintenance	Water quality maintenance	Water	Land (Land ecosystems)	Fresh water (Freshwater ecosystems)	Sea (Marine ecosystems)	Greenhouse gasses	Atmosphere	Water quality	Soil	Waste	Noise, etc.	
Thermal power (coal)	Medium										Small	Small		Small	Large	Medium	Small		Small		
Thermal power (LNG)	Medium										Small	Small		Small	Medium	Small	Small				
Nuclear power	Medium										Small			Small			Small				
Hydroelectric power	Large				Medium		Small	Small	Large		Small	Small	Small				Small				
Geothermal power	Small	Large			Small				Large		Small					Small	Small				
Solar power					Small			Small				Small									
Wind power (on land)					Small			Small				Small									
Power transmission and distribution (Transmission, substations, distribution)					Medium		Small	Small				Small			Small						

^{*2} The following processes were referred to in the assessments for each business as of the end of May 2024:

- Power generation processes for the thermal, hydroelectric, geothermal, solar, and wind power businesses
- Processes currently suspended for the nuclear power business
- Equipment construction and maintenance management processes for the power transmission and distribution business

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Disclosure Under the TNFD Recommendations

Test analysis of risks and opportunities

We identified anticipated risks and responses for main dependency and impact relationships (for dependencies and impacts of medium or larger degree) based on results of assessment of dependencies and impacts on natural capital.

Risks associated with dependency relationships consist primarily of risks of depletion of natural capital currently used and risks of damage to facilities as a result of increasingly severe climate disasters. We are addressing risks of decreased supplies of natural capital through measures such as securing alternative means and upgrading to more efficient facilities that can operate on fewer resources and increasing operating times through various means, such as shortening inspection periods. We are addressing risks of damage to facilities by improving our ability to recover from facility damage as well as making facilities more resilient.

Risks associated with impact relationships include the transition risks of policy and regulatory risks associated with GHG emissions and social and reputational risks arising from emissions of air pollutants. We are addressing policy and regulatory risks associated with GHG emissions through efforts to reduce CO₂ emissions based on the three pillars of putting renewables and nuclear energy to maximum use, decarbonizing thermal power, and promoting electrification while optimizing energy use included in initiatives under the Tohoku Electric Power Group Carbon Neutral Challenge 2050. We are addressing social and reputational risks arising from emissions of air pollutants through agreements with local governments, under which we control emissions to levels still more rigorous than those called for in national regulatory standards.

The TNFD recommendations define nature-related opportunities as “Activities that create positive outcomes for organizations and nature by creating positive impacts on nature or mitigating negative impacts on nature.” For example, studying the business of reuse and recycling of solar panels can be expected to generate positive results for the Company while mitigating negative impacts on nature or large volumes of spent solar panel waste.

While this analysis involves merely test analysis on a qualitative basis, we plan to clarify the measures to be taken by the Group based on quantitative analysis and prioritization.

See > Disclosure Under the TCFD Recommendations > p. 10

See > Pollution Prevention > p. 22

See > Integrated Report > Environmental Strategy: Carbon Neutral Challenge > p. 51

See > Integrated Report > Renewable Energy Business > p. 36

Main anticipated risks and responses based on dependency relationships

Natural capital, ecosystem services	Anticipated main risks		Business category	Business impact	Main responses to business impacts
	Category	Summary			
Surface water supply	Physical risks, chronic	Decreased supplies of industrial water and river water	Thermal power generation, nuclear power generation	Reduced generating capacity or plant suspension due to limited supplies of plant water	Transport from other locations, use of public water supplies, water conservation
			Hydroelectric power generation	Reduced hydroelectric generating capacity	Upgrading to more efficient facilities, increasing operating times through means such as shortening inspection periods
Groundwater supply	Physical risks, chronic	Decreased supplies of steam	Geothermal power generation	Reduced geothermal generating capacity	Optimization of steam use and shortening inspection periods
Climate regulation functions	Physical risks, acute	Facility damage due to climate disasters	Hydroelectric power generation	Facility damage and interruption of power sources due to frequent occurrence of increasingly severe wind and rain storms, etc.	Enhancing resilience and recoverability of power sources and supply facilities
			Power transmission and distribution (transmission, substations, distribution)		

Main anticipated risks and responses based on impact relationships

Natural capital, ecosystem services	Anticipated main risks		Business category	Business impact	Main responses to business impacts
	Category	Summary			
GHG emissions	Transition risks, policy/regulatory	Enhanced regulations on GHG emissions	Thermal power generation	Increasing costs of thermal power generation due to adoption of carbon pricing, etc.	Initiatives under the Tohoku Electric Power Group Carbon Neutral Challenge 2050
Air pollutants	Transition risks, social/reputational	Loss of stakeholder trust		Output controls, increasing costs of measures taken at facilities	Regular monitoring under agreements

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Conserving Biodiversity

Initiatives

Coexistence with peregrine falcons, a rare wild animal species in Japan at thermal power stations

Peregrine falcons, one of Japan’s rare wild animal species, are found in the areas of the Sendai Thermal Power Station and the Shin-Sendai Thermal Power Station. To further the level of biodiversity, we’re working to preserve their living habitats.

In particular, at the Shin-Sendai Thermal Power Station, we placed nesting platforms for peregrine falcons on smokestacks and confirmed that peregrine falcons were making their nests on the nesting platforms and that young birds had already fledged and left the nests.



Peregrine falcon nursing chicks on a nesting platform

Creating a waterside environment on the premises of a thermal power station

The Sendai Thermal Power Station reconstructed a biotope around the reservoir on its premises, as part of our actions to conserve biodiversity. Cercion sexlineatum, Oryzias fish, and other valuable species can be found in the Maejima Pond for Wild Birds, positioned at the center of the biotope.



Cercion sexlineatum

Preventing intrusion of sandfish in thermal power stations

In addition to installing nets on its water intakes to keep fish out, the Noshiro Thermal Power Station in Akita Prefecture deploys channels to return to the sea any fish that make it through the nets. These are part of efforts to prevent the intrusion of sandfish—the prefectural fish—which congregate in large numbers near the coast to spawn during winter.

While sandfish eggs adhere to the nets, we remove the nets after incubation is confirmed, reflecting our concern to preserve local fishery resources.



Sandfish eggs

Preserving wetlands on the premises of a nuclear power station

Numerous rare animal and plant species are found in the wetlands on the premises of the Higashidori Nuclear Power Station. Protecting them requires controlling the growth of reeds and other plants. We carry out regular weeding to ensure that habitats for rare animals and plants remain unchanged.



Hemerocallis esculenta in bloom in the wetlands

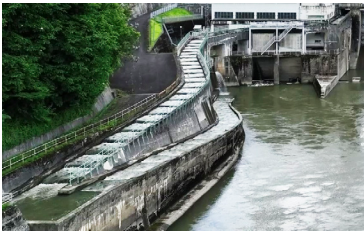


Maculinea teleius, a rare butterfly species

Conserving Biodiversity

Installing fish ladders at hydroelectric power stations

Fish ladders are installed at some of our hydroelectric power stations to protect aquatic life and to allow fish to pass over dams. We maintain the ladders to prevent blocking due to the buildup of waste and sand.



Fish ladder (Kamigo Hydroelectric Power Station)

Surveying and preserving endangered flora and fauna in transmission and substation facility installation and expansion work

Before setting up a substation or switching station on site, we survey endangered flora and fauna and take measures such as relocation of rare flora and fauna and checking on their propagation to minimize the impact on ecosystems.

In addition, when installing ultra-high-voltage power lines through mountainous areas, we implement autonomous preservation measures based on prior surveying of endangered flora and fauna and expert opinions, to minimize the environmental impact of construction.



Tohoku salamander eggs

Eggs
relocated



Artificial off-site incubation environment

Tohoku Ryokka Kankyohozen issues its Nature Positive Statement*

In April 2024, Tohoku Ryokka Kankyohozen issued its Nature Positive Statement, under which it pledges to leverage its wealth of business experience related to nature conservation and rehabilitation as a force in having a nature-positive impact to prevent loss and promote recovery of biodiversity.

It also participates in the 30 by 30 Alliance for Biodiversity, which is seeking to help achieve a target of protection or conservation of 30% of Japan's land and water zones by 2030.



The Ministry of the Environment's
Nature Positive mascot

Tohoku Ryokka Kankyohozen's Nature Positive Statement
<https://www.tohoku-aep.co.jp/cmn/img/np.pdf>

* An initiative to declare the aim of realizing nature-positive effects, led by Japan Conference for 2030 Global Biodiversity Framework (J-GBF)

Pollution Prevention

Policies and rationale

Tohoku Electric Power Group Environmental Policy

One of the four environmental action principles of the Tohoku Electric Power Group Environmental Policy calls for the Group to Minimize environmental impact. We strive to minimize the unavoidable environmental impacts of our business activities through various measures.

See > Environmental Management > Tohoku Electric Power Group Environmental Policy > p. 8

Compliance with environmental laws and regulations and pollution prevention agreements

We share the latest information on revisions of environmental laws and regulations among Group companies to ensure thorough legal compliance.

Apart from compliance with statutes addressing environmental conservation, our thermal power stations and other facilities enter into pollution prevention agreements with related local governments in an effort to preserve local environments. Pollution prevention agreements provide for environmental conservation measures.

In consideration of local idiosyncrasies, they set allowable air quality, water quality, noise, and other limits more rigorous than those in national regulations. We periodically carry out environmental measurements and report the results to relevant local governments.

Governance and promotion structure

As a materiality topic, pollution prevention is reported to the Board of Directors via the Sustainability Promotion Council.

See > Sustainability Management > Governance and promotion structure > p. 2

Metrics and targets

We undertake routine environmental measurements and comply with the figures stipulated in environmental laws and regulations, pollution-prevention agreements, etc.

Reference: Values agreed to in pollution-prevention agreements are shown in “Results of analysis of effluent from thermal power stations in FY2023,” the table on the next page.

Initiatives

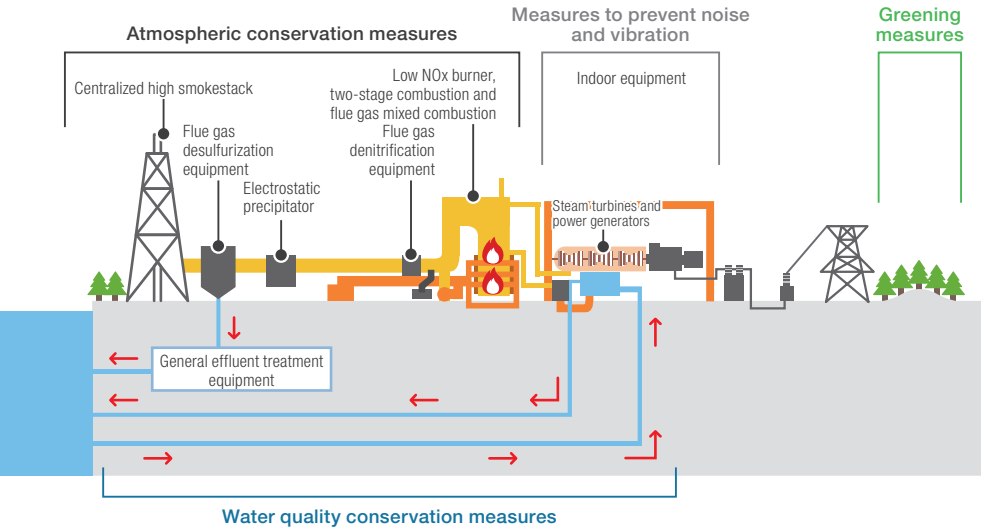
Environmental assessment

When establishing a new power station, in addition to conducting environmental impact assessments based on the Environmental Impact Assessment Act, we explain the power station in detail to local governments and community residents. Based on the results of environmental impact assessments, we strive to protect the local environment through various measures that reflect concern for the quality of the local air, water, and natural environment.

Even where no environmental assessments are required by law or by local ordinances, we implement voluntary assessments before building a power station or other facilities. The statutory environmental assessment for the Joetsu Thermal Power Station, which went online in December 2022, was completed in 1996. However, since the construction of Unit No. 1 employed the latest technologies, we performed a voluntary study of the surrounding area, forecasted and evaluated the environmental impact of power station construction, and, in November 2018, provided explanations of these matters and our environmental conservation measures to local communities.

We began environmental impact assessments in November 2023 for plans to upgrade (replace) Unit Nos. 1 and 2 of the Higashi-Niigata Thermal Power Station to high-efficiency generating equipment.

Examples of environmental measures at thermal power stations



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Pollution Prevention

Water quality conservation measures at thermal power stations

We treat effluent from our thermal power stations by coagulating sedimentation, filtration, and purification to ensure the discharge meets all applicable standards and to prevent water pollution. We use seawater for the cooling steam used in steam turbines in thermal power stations and elsewhere and discharge it as thermal effluent after heat exchange. To minimize environmental impact, we discharge this water in a manner suited to the characteristics of the surrounding sea zone and implement appropriate controls to account for temperature differences between the water taken in and the water discharged.

Atmospheric conservation measures at thermal power stations

Major air pollutants emitted from thermal power stations include nitrogen oxides (NOx), sulfur oxides (SOx), soot, and dust. To reduce the emissions of these substances, we install environmental equipment* and implement operational measures, including stringent combustion management aimed at preventing air pollution.

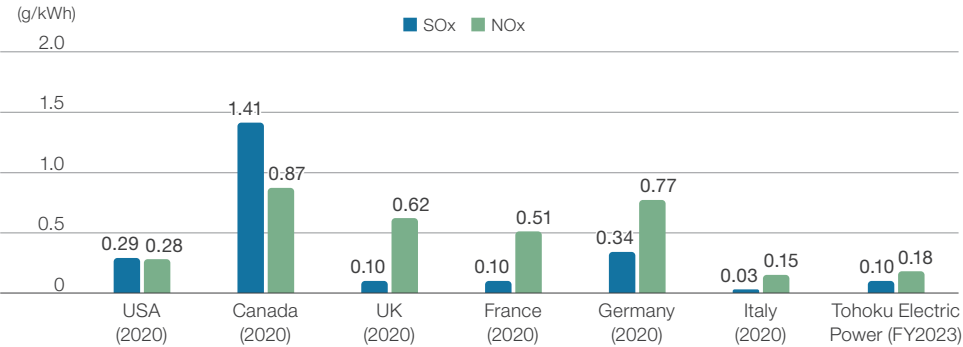
NOx emissions from all thermal power stations in FY2023 totaled 0.18 g/ kWh. SOx emissions totaled 0.10 g/kWh. These figures are quite low compared to rates in other countries.

* Flue gas denitrification equipment, flue gas desulfurization equipment and electrostatic precipitator

Results of analysis of effluent from thermal power stations in FY2023

Measurement items	Hachinohe		Noshiro		Akita		Sendai		Shin-Sendai		Haramachi		Higashi-Niigata		Niigata		Joetsu	
	Agreed level	Maximum Minimum	Agreed level	Maximum Minimum	Agreed level	Maximum Minimum	Agreed level	Maximum Minimum	Agreed level	Maximum Minimum	Agreed level	Maximum Minimum	Agreed level	Maximum Minimum	Agreed level	Maximum Minimum	Agreed level	Maximum Minimum
Hydrogen ion concentration [pH]	5.8-8.6	7.6 7.0	6.0-8.0	7.2 7.0	6.0-8.0	7.4 7.0	6.0-8.0	7.3 7.0	6.0-8.0	7.8 7.3	6.0-8.0	7.3 6.7	6.0-8.0	7.3 6.8	5.8-8.6	7.3 6.9	6.0-8.0	7.7 6.7
Chemical oxygen demand (COD) [mg/l]	40 or less	5.9 1.5	15 or less	7.4 1.0	20 or less	6.9 1.9	15 or less	1.5 1.3	15 or less	4.3 2.2	15 or less	8.3 0.9	15 or less	3.6 0.9	15 or less	2.2 1.4	15 or less	3.2 1.5
Suspended solids [mg/l]	40 or less	8 <1	20 or less	<1 <1	30 or less	6 <1	20 or less	<1 <1	20 or less	2 <1	15 or less	2 <1	20 or less	2 <1	20 or less	2 <1	20 or less	2 <1
Normal hexane extract content [mg/l]	5 or less	<0.5 <0.5	2 or less	<0.5 <0.5	2 or less	<0.5 <0.5	1.5 or less	<0.5 <0.5	1.5 or less	<0.5 <0.5	1 or less	<0.5 <0.5	1.5 or less	<0.5 <0.5	1.5 or less	<0.5 <0.5	1.5 or less	<0.5 <0.5

SOx and NOx emissions per unit of generated power



Source: The Federation of Electric Power Companies of Japan, FEPC INFOBASE

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Pollution Prevention

Systematic asbestos removal

We periodically monitor points sprayed with asbestos-containing materials in our own facilities and systematically implement removal work and other measures to prevent asbestos scattering.

Other products containing asbestos do not result in asbestos scattering in their normal state. They are successively replaced with asbestos-free products during building removals and facility repair works.

Managing release and transfer amounts of class I specific chemical substances

We monitor the release and other amounts of all chemical substances used in power stations and other facilities and report them to the administrative authorities in accordance with the pollutant release and transfer register (PRTR) scheme.*1 We create and maintain records of the amounts purchased, consumed, stored, and other aspects to ensure proper control and to minimize their release into the environment.

*1 This scheme is intended to encourage businesses to make voluntary efforts to minimize the release of chemical substances. Business operators subject to this scheme are required to report data, including amounts of potentially hazardous chemicals released into the environment to administrative authorities, which then publish the reported data.

Release and transfer amounts of specific chemical substances in FY2023 (tons)

Substance (main applications)	Release and transfer amounts ²			
	Atmosphere	Water	Soil	Transfer
Asbestos (heat insulators)	0.0	0.0	0.0	27.3
Hydrazine (treatment chemical for water supply)	<0.1 ³	<0.1 ³	0.0	0.0
Total VOCs ⁴	22.9	0.0	0.0	0.0
Ethylbenzene (fuel for power generation and coating)	6.1	0.0	0.0	0.0
Xylene (fuel for power generation and coating)	5.9	0.0	0.0	0.0
Styrene (coating)	1.2	0.0	0.0	0.0
Toluene (fuel for power generation and coating)	6.9	0.0	0.0	0.0
Methylnaphthalene (fuel for power generation)	0.5	0.0	0.0	0.0
Methyl isobutyl ketone (coating)	2.2	0.0	0.0	0.0

² The data in this table address offices and facilities meeting statutory conditions, as per reporting obligation requirements
³ At emission rates of less than 0.1 t/year
⁴ A volatile organic compound (VOC)

Management and detoxification processing of PCB waste

We implement appropriate management and detoxification processing of polychlorinated biphenyl (PCB) waste in accordance with applicable laws and regulations.

Low level PCB waste
We outsource the treatment of low level PCB waste, including waste generated in large transformers, to processing facilities recognized by the national government. Technologies appropriate for the items treated are used for treatment purposes.
We completed detoxification processing of pole-mounted transformers with trace PCB contents at our Sakata Recycling Center by March 2016.

* We outsource the treatment of high level PCB waste to Japan Environmental Storage & Safety Corporation (JESCO).

Contents
Sustainability Management
Environment
Environmental Management
Disclosure Under the TCFD Recommendations
Disclosure Under the TNFD Recommendations
Conserving Biodiversity
Pollution Prevention
Establishing a Recycling-based Society
Consideration for Water Resources
Society
Respect for Human Rights
Supply Chain Management
Safety
Nuclear Power That Puts Safety First
Public Safety and a Reliable Supply of Power
Communicating With Customers and Communities
Securing and Training Human Resources
Diversity, Equity, and Inclusion (DE&I)
Work-life Balance
Health Management
Employee Engagement
Sound Labor-management Relationship
Governance
Risk Management
Compliance
Information Security
Performance Data

Establishing a Recycling-based Society

Policies and rationale

The Tohoku Electric Power Group Environmental Policy requires that we strive to make wise use of the earth's limited resources and to minimize our environmental impact.

Through efforts to reduce, reuse, and recycle the waste generated from our business activities, we have reduced waste generation and final landfill disposal volumes. Our materiality topics also include *Establishing a recycling-based society*, and we are considering various measures to help establish a circular economy that goes beyond recycling to achieve resource circulation.

Tohoku Electric Power Group Code of Conduct

The Tohoku Electric Power Group Code of Conduct includes the following provisions:

4. Consideration for the Environment

(2) Environment preservation activities

Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Governance and promotion structure

As a materiality topic, pollution prevention is reported to the Board of Directors via the Sustainability Promotion Council.

Sustainability Management > Governance and promotion structure > p. 2

Recycling waste

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Recycling rate	TD/TN	85.5%	Recycling rate for total industrial waste 90% or higher	Annual	Materiality topics
	TD/TN	(Newly established in FY2024)	Recycling rate for industrial waste other than coal ash 95% or higher	Annual	Materiality topics

Initiatives

Appropriate waste management and treatment

Tohoku Electric Power and Tohoku Electric Power Network employ an integrated waste management system that allows centralized control of waste emitted. In addition to appropriate waste treatment, we're moving ahead with studies of individual waste items based on a wide range of perspectives, including cutting emissions and final treatment volumes, recycling, and reuse.

For coal ash in particular, which accounts for some 80% of total waste emissions, we're enhancing recycling initiatives to allow use in land reclamation as landfill materials, in addition to use as a component of cement and roadbed materials.

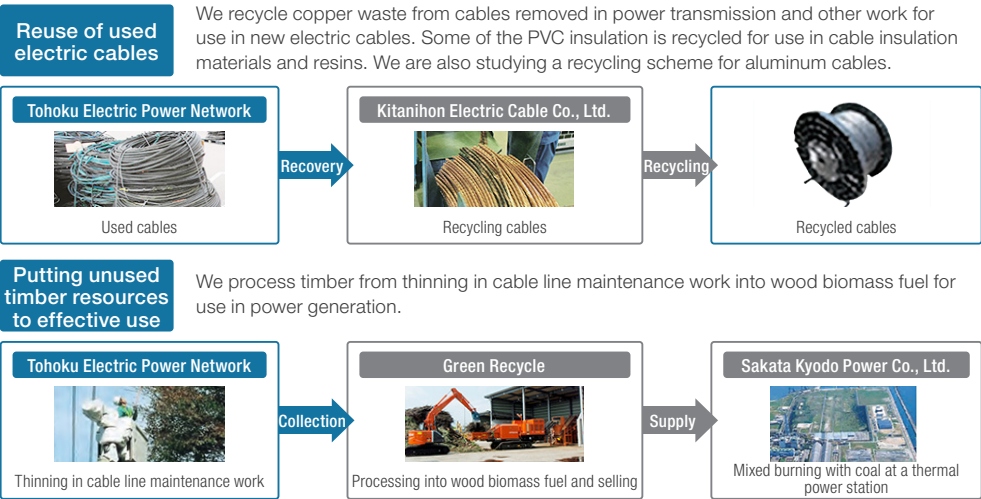
In FY2023, we made effective use of 85.5% of the waste we generated. This was down from 87.6% in FY2022. Contributing factors included lower shipments of coal ash to cement companies, though coal ash generated, which accounts for the majority of waste, did decrease.

Putting coal ash and gypsum to effective use

The coal ash generated by coal-fired thermal power stations is put to effective use as fly ash that meets JIS standards for use in concrete for architectural construction, civil engineering, and other applications. The gypsum generated as a byproduct of the exhaust desulfurization process is used in gypsum boards and other products.

Initiatives in partnership with Group companies

The entire Tohoku Electric Power Group is working as a team to help build a society that recycles effectively.



Compliance with the Plastic Resource Circulation Act

Metrics and targets

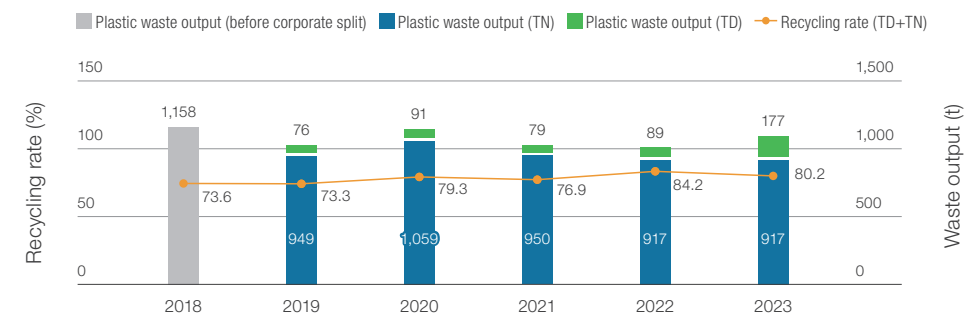
Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Plastic waste output	TD/TN	1,094.1 t (Reposted) TN: 917.1 t	Choosing products that use less plastic or alternative products to the extent possible.	Annual	Materiality topics
Plastic waste recycling rate	TD/TN	80.2% (Reposted) TN: 91.1%	Targeting a recycling rate of 90% by promoting recycling of plastic waste (including thermal recycling)	Annual	Materiality topics

Initiatives

Plastic waste output

Our volume of plastic waste output is trending around the level of 1,000 tons/year. The bulk of this waste consists of wiring materials generated by the Tohoku Electric Power Network. At least 80% of this waste is recycled. We maintain an overall recycling rate of at least 70% for all plastic waste.

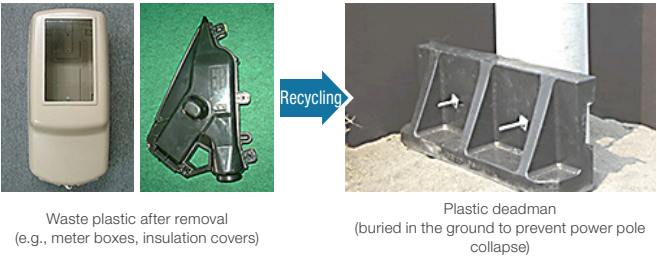
Plastic waste output



Making effective use of waste plastic

With the goal in mind of establishing a society that recycles effectively, in addition to reducing, recycling, and reusing plastic waste, we strive to purchase products made from waste plastic.

Examples of recycled products include the plastic deadman units needed to help prevent the collapse, subsidence, and inclination of power poles. We've replaced concrete deadman units with plastic units made from waste plastic removed during wiring construction.



Full-scale upgrades of smart meters, first installed in FY2014, began in FY2023. This process involves regular collection of waste smart meters. The plastic used in smart meters is polycarbonate, a type of plastic that cannot be recycled into deadman supports. Since existing recycling schemes do not apply to polycarbonate, we have launched new recycling efforts for this material.

Initiatives toward a circular economy

We have concluded a horizontal recycling agreement with Suntory Beverage & Food Ltd., Suntory Holdings Ltd., and HNK Co., Inc. for PET beverage bottles from the Tohoku Electric Power head office building.

All PET beverage bottles from the head office building are collected and recycled to produce recycled bottles for Suntory beverages.



Establishing a Recycling-based Society

Partnership

Plastics Smart

In FY2021, we joined the Plastics Smart initiative launched in 2018 by the Ministry of the Environment to publicize, domestically and internationally, case studies on smart plastic use.



Support for the Plastics Smart initiative
<https://plastics-smart.env.go.jp/>

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Consideration for Water Resources

Policies and rationale

Environmental policy

Of our four environmental action principles, one calls for us to “appreciate the earth’s bounty and make careful use of its limited resources.” In line with this principle, we carry out diverse business activities with consideration for efficient use of the resources employed in our business operations.

See > Environmental Management > Tohoku Electric Power Group Environmental Policy > p. 8

Use of water resources

In addition to use of river water in hydroelectric power generation, we also use industrial water to power steam turbines at thermal and nuclear power stations and sea water to cool steam after use in turbines.

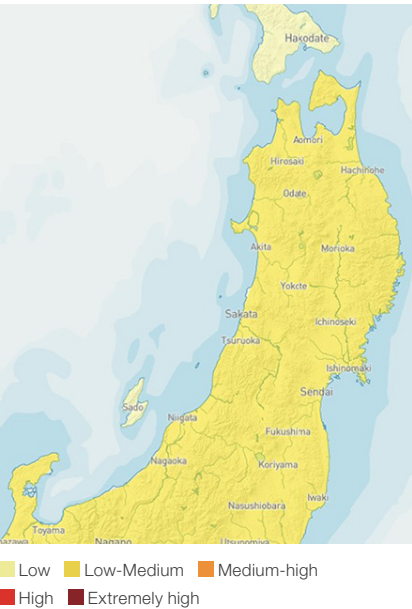
We strive to control volumes of industrial water used in power stations by recycling and reusing the water before releasing it as wastewater. We also monitor the volumes of water used at offices in reviews of environmental activities at each site. We undertake our own water conservation initiatives seeking to put water resources to effective use.

Water risk evaluation

We use the WRI Aqueduct 3.0 Water Risk Atlas as a tool to assess water risks in our service area.

According to this tool’s Overall Water Risk, the level of water risk in the six Tohoku prefectures and Niigata Prefecture, where our power-generation facilities are located, is “Low-Medium” at the highest. On this basis, we believe the water risk in the region is relatively low.

* Prepared by the Tohoku Electric Power Group based on Aqueduct Water Risk Atlas/Overall Water Risk (as of June 3, 2024).
Source: <https://www.wri.org/aqueduct>



Governance and promotion structure

The Sustainability Promotion Council advises management on working toward solutions to environmental materiality topics.

See > Sustainability Management > Governance and promotion structure > p. 2

Metrics and targets

Metrics	Scope	FY2023 results	Target fiscal year	Targets
Violations of permits, standards, and regulations on water quality and quantity	TD/TN	0	Annual	0 violations

Initiatives

Effective use of water resources at hydroelectric power generation facilities

As a renewable energy resources that generates zero CO₂ emissions during electricity production, hydroelectric power helps prevent global warming. The Tohoku Electric Power Group operates 225 hydroelectric power stations (with output of approximately 2,570 MW), of which Tohoku Electric Power alone operates 203 power stations (with output of approximately 2,450 MW). Through continual efforts including development of new hydroelectric power generation facilities and renovation of aging facilities, we strive to secure water resources and put them to effective use.

Efficiency improvements through renovation

The Kanose Power Station in the town of Aga, Higashikambara-gun, Niigata Prefecture, began operating in 1928. After work to address the aging that occurred over this time—work involving the replacement of the water turbine generators and buildings—it returned online in 2017.

The renovations reduced the number of turbines from six to two, thanks to more efficient turbines. This and other efficiency improvements boosted maximum output from 49,500 kW to 54,200 kW.

The Obonai Power Station in the city of Semboku, Akita Prefecture, has aged significantly since first coming online in 1940. We are replacing the three water turbine generators in succession. The new Unit No. 3 came online in 2019. The new Unit No. 1 came online in 2021. Repairs to this facility ended when the new Unit No. 2 came online in February 2024. By increasing machinery efficiency, we have increased maximum output by 1,000 kW without changing the volume of water used, while also saving on maintenance work by switching from hydraulic to electric motive power.

Consideration for Water Resources

New development

We're participating in the power generation component of the new Komagome Dam project (an auxiliary multipurpose dam) planned for construction by Aomori Prefecture on the Komagome River in the watershed of the Tsutsumigawa River, designated a Class B river. Construction is underway on the new Shinkamimatsuzawa Power Station (in the city of Aomori, Aomori Prefecture). It is slated to enter operation in 2031, with maximum output of 9,400 kW.

We will continue working to secure water resources by developing new hydroelectric power plants.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Respect for Human Rights

Policies and rationale

The Tohoku Electric Power Group promotes human rights based on the three elements of corporate human rights responsibilities under the United Nations Guiding Principles on Business and Human Rights. We respond primarily through the three measures of formulating the Tohoku Electric Power Group Human Rights Policy, implementing human rights due diligence, and appropriate operation of hotlines.

We continue to pursue established efforts in various areas, including potential human rights risks and education to raise awareness of human rights, thereby fulfilling our responsibility to respect the human rights of all stakeholders throughout our business activities.


Overview of initiatives to respect human rights



In addition, to formulate the Tohoku Electric Power Group Code of Conduct, we collected a wide range of viewpoints from internal sections and Group companies and considered insights from outside experts. The Code is reported to the Board of Directors following approval by the Sustainability Promotion Council (chaired by the President of Tohoku Electric Power).

Tohoku Electric Power Group Code of Conduct

- The Tohoku Electric Power Group Code of Conduct includes the following provision:
- 3. Ensuring compliance with corporate ethics and laws and regulations
 - 6. Respect for the individuals and creation of an open and energetic corporate culture



Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Tohoku Electric Power Group Human Rights Policy

Based on our Management Philosophy to Prosper with Local Communities and our Group slogan Yori, Sou, Chikara (The Strength to Work Alongside), we will contribute to the sustainable progress of society and deliver solutions to the challenges confronting our communities and

society at large while also increasing corporate value over the medium to long term through striving to realize a smart society while working alongside our customers and communities.

In doing so, we believe it is vital to protect the dignity and respect the rights of all stakeholders involved in our business activities.

Based on this fundamental approach, we have established the Tohoku Electric Power Group Human Rights Policy (“Policy” hereinafter) to clarify the Group’s thinking on respect for human rights.

Based on this Policy, the Tohoku Electric Power Group will fulfill its responsibility to respect the human rights of all stakeholders throughout its business activities.

1. Positioning of the Policy

This Policy has been formulated based on the United Nations Guiding Principles on Business and Human Rights. It describes in detail the Tohoku Electric Power Group’s policies on respect for human rights in its business activities, in line with the Tohoku Electric Power Group Code of Conduct.

2. Respect for international norms and compliance with laws and regulations on human rights

The Tohoku Electric Power Group supports and respects international human rights norms, including the International Bill of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. It strives to put these norms into practice. Furthermore, the Tohoku Electric Power Group complies with all laws, regulations, and rules that apply in the countries and regions in which it does business. Where there is any conflict between internationally recognized human rights norms and the laws, regulations, and rules of the countries and regions in which it does business, the Group makes every effort to respect internationally recognized human rights norms.

3. Scope

This Policy applies to all executives and employees (regardless of form of employment, including permanent employees, contract employees, and temporary employees).

The Tohoku Electric Power Group asks its business partners, including suppliers, to understand and support the details of the Policy and continually encourages them to conform to it.

4. The Tohoku Electric Power Group’s human rights responsibilities

The Tohoku Electric Power Group recognizes the possibility that its business activities could affect the human rights of its stakeholders, directly or indirectly.

In its own business activities, the Tohoku Electric Power Group fulfills its human rights responsibilities by avoiding any violation of the human rights of its stakeholders by various means, including ensuring occupational health and safety, properly managing working hours, prohibiting

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Respect for Human Rights

various forms of discrimination, prohibiting harassment, protecting freedom of association and collective-bargaining rights, prohibiting forced labor, prohibiting child labor, maintaining minimum wages, protecting the safety of customers and members of our communities, and respect for privacy, as well as taking appropriate measures to remedy any negative effects of our business activities on human rights.

In the event that a supplier or other business partner is involved in a negative effect on human rights, we take measures such as encouraging appropriate responses to respect human rights and avoid violating them, in order to avoid indirectly fostering or participating in human rights violations.

5. Human rights due diligence

The Tohoku Electric Power Group has developed a structure for and continually implements human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights.

Human rights due diligence refers to a continual process of identifying negative effects of human rights in areas such as business activities and the supply chain, prevention, mitigation, and remediation through appropriate means, as well as external disclosure of the progress and results of these efforts.

6. Correction and remediation

Should it become clear that the Tohoku Electric Power Group's business activities have caused, fostered, or otherwise result in impairments or violations of human rights, we correct and remedy such effects through appropriate means.

7. Education and communication

To ensure that this Policy is established firmly throughout our business activities as a whole, the Tohoku Electric Power Group reflects the thinking of the Policy in necessary procedures and provides the education needed to ensure that all Group executives and employees understand the Policy completely.

The Group also communicates with suppliers and other business partners to ensure their thorough understanding of this Policy to assure respect human rights throughout the supply chain.

8. Stakeholder dialogue and discussions

The Tohoku Electric Power Group pursues continuing dialogue and discussions with stakeholders, outside experts, and other parties as part of a series of initiatives based on this Policy.

9. Disclosure

The Tohoku Electric Power Group regularly discloses information on matters such as the processes of initiatives to respect human rights based on this Policy and results of assessing their efficacy.

10. Continual review of human rights

The Tohoku Electric Power Group will continually review this Policy to enhance efforts to respect human rights based on dialogue and discussions with related stakeholders, outside experts, and other parties as it recognizes that specific issues to be addressed evolve due to factors such as changing social conditions or business developments.

Established March 30, 2023

Governance and promotion structure

The Tohoku Electric Power Group's materiality topics include “*Respect for the human rights of diverse stakeholders.*” The Sustainability Promotion Council (chaired by the President of Tohoku Electric Power) monitors counters of action, metrics, and targets regarding related measures. The results of monitoring are reported to the Board of Directors via the Sustainability Promotion Council.

See > Sustainability Management > Governance and promotion structure > p. 2

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Harassment hotline consultations*	TD/TN	44	Responding appropriately to harassment cases	Annual	Materiality topics
Number of people participating in human rights training*	TD/TN	(Newly established in FY2024)	Raising awareness of human rights	Annual	Materiality topics

* Since FY2024, metrics related to preventing discrimination and harassment have been monitored using the number of people participating in human rights training in place of the number of harassment hotline consultations.

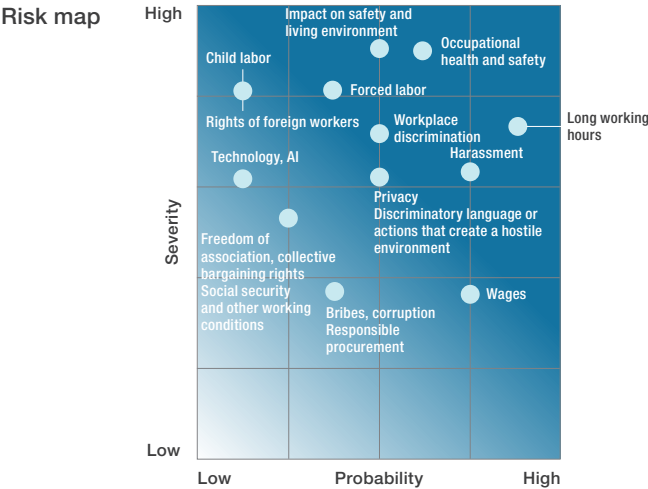
Initiatives

Human rights due diligence

Tohoku Electric Power and Tohoku Electric Power Network

In FY2022, as part of our human rights due diligence efforts, we began identifying human rights risks from the perspectives of their severity (scale, scope, and difficulty of remediation) and probability at Tohoku Electric Power and Tohoku Electric Power Network. We identified occupational health and safety, long working hours, and harassment as risks that warrant close monitoring.

We have implemented efforts to avoid and mitigate risk impacts in various ways, including the formulation of safety promotion policies, Groupwide efforts to combat heat stroke, overtime management and extraordinary health checkups, and production of pamphlets and holding lectures to raise awareness.



Group companies

We identified risks and assessed their impacts from two perspectives: actualized risk (risks that have or may lead to negative impacts) and management risks (risks for which management and procedures related to human rights efforts are inadequate regarding various matters, including standards maintenance and achieving internal understanding). With risks recognized as actualized in various areas, including occupational health and safety, harassment, and information security, we are studying various countermeasures based on the advice of outside experts and proceeding to implement the management of working hours and the maintenance and communication of various policies.

Responding to potential risks

In human rights due diligence, we identified potential risks that could arise alongside future changes in the business environment in various areas, including the rights of foreign workers and technology and AI. While the likelihood of these risks being actualized remains low, we plan to share our understanding of the need to be prepared for them within the Group and monitor future developments closely.

Remediation mechanism

Establishment of hotlines

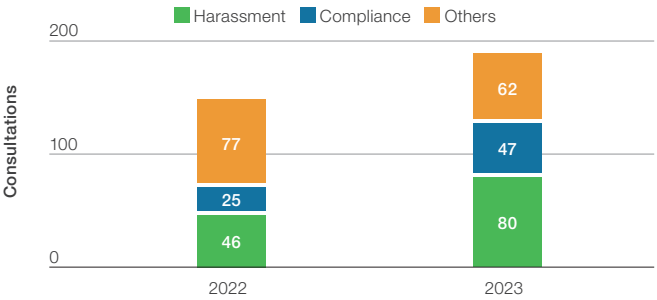
We have established the internal and external Yori, Sou Hotline to respond to harassment and issues related to compliance. We encourage use of the hotline on our website and through the internal bulletin board (portal site). This hotline accepts consultations from those working within the Group (executives, employees, subcontractors, temporary staff, and staff from placement agencies) as well as Group suppliers, including anonymous users.

In addition to training hotline staff to ensure they have the necessary skills, we deploy various procedures, including strict control of personal information on those who contact the hotline and measures to prevent disadvantageous treatment. This is intended to maintain a structure whereby users can consult with the hotline with peace of mind.

Affiliate companies are also establishing their own hotlines. We respond to consultations on harassment, compliance, and other topics across the Group through the Yori, Sou Hotline and these internal whistleblowing hotlines.

Results of responding to reports are monitored to respond to and rectify human rights risks and take appropriate remediation measures.

Hotline consultations



Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Respect for Human Rights

Education and promoting understanding

The Group holds lectures on human rights to raise employee awareness of human rights and promote development of an environment with zero tolerance for discrimination.

In FY2023, we held a lecture and a top management seminar on sustainability during Human Rights Week, on the theme of sustainability management and respect for human rights. The content of the lectures is posted on the Company website and on the T-next internal educational platform, to make it more visible for employees.

We provide training and education to ensure the permeation and awareness of human rights among employees through other means as well, including posting e-learning materials on business and human rights to T-next. A survey conducted after employees viewed the content showed that an understanding of human rights is permeating in the organization. Comments received included “Viewing the video helped deepen my understanding of human rights initiatives” and “It reminded me anew of the relationship between my work and human rights risks.”

Communications with suppliers (ascertaining human rights risks throughout the supply chain)

In our sustainability surveys targeting suppliers, in addition to improvements in the area of human rights in Request to Material Suppliers, we check on human rights initiatives on various topics, including respect for human rights, prohibition of child labor and forced labor, and prohibition of discrimination.

Specifically, we check on internal policies on human rights, consultation systems related to human rights, and periodic surveys on human rights. We also analyze the survey results, review their specifics, and exchange opinions with suppliers for whom we believe room for improvement remains based on dialogue and discussions. We also request improvements in their efforts.

In FY2023, we surveyed 215 suppliers and identified none that warranted improvement and no risks that had been actualized.

We will expand the scope of the survey to include fuel suppliers in the future, as we make progress on ascertaining human rights risks throughout the supply chain.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance


Information Security

Performance Data

Policies and rationale

Tohoku Electric Power Group Code of Conduct

- The Tohoku Electric Power Group Code of Conduct includes the following provisions:
- 3. Ensuring compliance with corporate ethics and laws and regulations
 - 5. Promoting transparent business activities
 - (1) Communication
 - (3) Disclosure

Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Basic Policy of Procurement

In recognition of our mission to deliver a stable supply of affordable, high quality electricity, we procure economical materials and fuel from a wide range of business partners, both in Japan and around the world.

We also recognize the importance of fulfilling our social responsibilities as a business enterprise. To this end, we work energetically with our business partners in the areas of compliance with laws, regulations, and social norms, respect for human rights, occupational health and safety, and consideration for the environment.

Reflecting the Tohoku Electric Power Group Code of Conduct and the Tohoku Electric Power Group Sustainability Policy, we implement procurement activities based on the Basic Policy of Procurement. We have established the Request to Material Suppliers through which we work together with suppliers in various areas, including respect for human rights and consideration for the environment.

1. Openness

In addition to maintaining relationships with suppliers with proven track records, the Company is always working to procure from new suppliers. The Company keeps an open door to companies within and beyond Japan and provides business opportunities open to all.

2. Fairness

The Company will select suppliers for procurement by considering overall quality, pricing, delivery time, supply stability, after-sales service, technical compatibility with existing equipment, transaction records, corporate stance, and other aspects, as determined based on a fair and impartial evaluation.

3. Compliance with laws, regulations, and social norms

The Company will do business in compliance with all applicable laws and regulations and respect for the spirit behind them in the regions in which we do business, both in Japan and worldwide. We will act resolutely to exclude antisocial forces that threaten social order and safety, and ask that our business partners do the same.

4. Respect for human rights, occupational health and safety

The Company respects human rights based on the Tohoku Electric Power Group Human Rights Policy. We will strive to avoid indirectly fostering or participating in human rights violations, through means including encouraging appropriate measures to respect human rights, and avoid violating them if a business partner has a negative effect on human rights. In addition, we will strive to prevent occupational injuries and secure safe working environments by complying with applicable occupational health and safety laws and regulations under the Tohoku Electric Power Group Safety and Security Policy.

5. Consideration for the environment

In line with the Tohoku Electric Power Group Environmental Policy and Green Procurement Guidelines, the Company will contribute to carbon neutrality by prioritizing the procurement of eco-friendly products and materials, and contribute to a circular society by controlling waste generation and putting resources to effective use.

6. Appropriate procurement procedures

The Company has established the Procurement Procedure that call for ordering based on agreement on prices and other conditions, through competitive bidding by multiple business partners. We will also respect the principles of the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors and conduct appropriate procurement procedures based on negotiations with business partners. In addition, we will respond appropriately through negotiations and other means in the event of a need for review of contractual prices and other conditions due to sudden volatility in economic conditions.

7. Appropriate information management

The Company will properly manage and protect trade secrets, personal information, and other information learned in the process of procurement, based on the Tohoku Electric Power Group Information Security Fundamental Policies.

8. Development of risk management structurers

The Company will identify risks related to procurement, review risk assessment periodically, and develop risk responses. We will also strive to ensure stable procurement by developing structures ready for emergencies such as natural disasters.

Contents

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management**
- Safety
 - Nuclear Power That Puts Safety First
 - Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management
- Compliance
- Information Security
- Performance Data

9. Mutual Trust

The Company will seek to build favorable relationships of mutual trust with suppliers through fair procurement procedures.

10. Contributing to local communities

Through its procurement activities, the Company will contribute to local communities together with business partners.

Request to Material Suppliers

We seek to fulfill our corporate social responsibilities and to contribute to the community by building positive relations of trust with our suppliers, including materials suppliers and construction and business subcontractors.

We ask suppliers to learn about our Basic Policy of Procurement and to address the matters listed below. In these initiatives, we ask them to consider enlisting the cooperation of all of their own transaction counterparties.

In addition, we ask suppliers to consult with us as necessary if they need to revise contractual prices or other terms and conditions due to sudden changes in economic conditions.

1. Adherence to Laws and Societal Norms

- Adherence to all applicable laws and regulations, including civil laws, commercial laws, antitrust laws, subcontracting laws, and the equivalent, as well as adherence to the societal norms that apply in the regions in which suppliers conduct business activities, whether in Japan or overseas
- Exclusion of antisocial forces, which threaten social order and safety
- Prevention of all forms of corruption, including bribery, extortion, and embezzlement

2. Respect for human rights, occupational health and safety

- Prohibition of child labor and forced labor
- Appropriate management of working hours
- Prohibition of various forms of discrimination
- Prohibition of harassment
- Respect for privacy
- Respect for other internationally recognized human rights
- Adherence to laws and regulations pertaining to occupational health and safety
- Maintaining occupational health and safety and preventing accidents through proper management

3. Environmental Consciousness

- Proactive actions to reduce CO₂ emissions and realize carbon neutrality
- Building an environmental management system that complies with ISO 14001 and other standards
- Actions to achieve green procurement
- Actions to promote eco-friendly manufacturing and procurement, including appropriate control of chemical substances
- Actions to build a circular society through the three Rs (reduce, reuse, recycle) and other efforts

4. Fair Pricing and Quality Assurance

- Providing materials and services at fair prices
- Ongoing provision of materials and services that meet quality and other standards demanded by the Company
- Sustained improvements in quality and technical capabilities

5. After-sales Service

- Cooperation in maintenance
- Appropriate measures and warranties against contractual nonconformities

6. Delivery System

- Unfailing adherence to delivery dates and work deadlines
- Development of a stable supply system

7. Proper Information Management

- Proper management of confidential, personal, and other information

8. Promoting development of risk management systems

- Identifying risks related to the above items and formulating responses
- Periodically reviewing identified risks and risk responses
- Building structures for responding to disasters, accidents, and other emergencies, and formulating business continuity plans (BCPs)

Governance and promotion structure

As a materiality topic, pollution prevention is reported to the Board of Directors via the Sustainability Promotion Council.

See > Sustainability Management > Governance and promotion structure > p. 2

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Survey implementation rate	TD/TN	100%	100% of major suppliers surveyed	Annual	Materiality topics No suppliers required improvements in FY2023

Initiatives

Disclosure of procurement procedures and setting up contact points

We treat business partners fairly and equitably, in accordance with the Basic Policy of Procurement and other provisions. We disclose details of our procurement procedures on our website and remain receptive at all times to product proposals from those who wish to trade with us.

Training for procurement personnel

To improve the quality of business operations and assure their proper implementation, we provide training for employees involved in procurement operations. In addition to implementation of procurement procedures, this training covers topics such as corporate ethics and compliance and provides information on applicable laws and regulations, including the Antimonopoly Act. In FY2023, we provided procurement training five times for a total of 62 trainees.

Sustainability surveys

We view our suppliers as partners and ask all suppliers to comply with our Request to Material Suppliers. We also undertake sustainability surveys of businesses with which we do business on a continual basis to ascertain the state of their sustainability initiatives, and quantify the survey results and engage in dialogue as needed. Survey questions concern matters such as corporate ethics, compliance, governance, human rights, safety, the environment, quality control, and information management, in line with the Tohoku Electric Power Group Sustainability Policy.

In FY2023, we undertook sustainability surveys of 215 suppliers. There were no suppliers for which improvements were required.

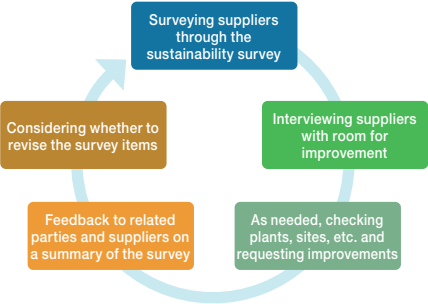


Illustration of the sustainability survey flow

Presenting letters of thanks for exemplary practices

Along with the request for cooperation in our proper procurement activities, we are also striving to enhance communication with our suppliers. We seek proposals through various programs announced on our website to incorporate their ideas and requests.

We express forthright gratitude for contributions to the Company by presenting letters of thanks for exemplary practice proposals.



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Policies and rationale

Based on the goal of establishing a robust corporate culture that ensures safety and improves business quality, Tohoku Electric Power and Tohoku Electric Power Network strive constantly to strengthen safety companywide and improve quality management systems in nuclear power. These efforts are handled primarily by the Promotion Council of Safety and Maintenance and Nuclear Safety Promotion Council. We run through the plan-do-check-act (PDCA) cycle in various activities, including periodic assessments of related activities, as we seek to establish these as an integral part of our corporate culture.

Tohoku Electric Power Group Code of Conduct

The Tohoku Electric Power Group Code of Conduct includes the following provisions:

- 1. Providing services contributing to the realization of a smart society
- (3) Safety



Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Tohoku Electric Power Group Safety and Security Policy

In November 2008, we established the Safety and Security Policy as a set of guidelines to ensure all employees take appropriate action based on a shared understanding of safety and security. (The policy was partially revised in April 2017.) Since then, we’ve further enhanced initiatives related to occupational safety and facility security.

With the spinoff of the power transmission segment into a separate company in April 2020 in accordance with the amended Electricity Business Act, the business environment in which the Tohoku Electric Power Group operates reached a major turning point. Based on our recognition that safety is the highest priority in all our business activities, we believe it is even more important now to establish a corporate culture under which the entire Group works together while putting safety first. For this reason, we’ve established the Tohoku Electric Power Group Safety and Security Policy to expand the Safety and Security Policy on a groupwide basis.

Tohoku Electric Power Group Safety and Security Policy

- 1. Acting with safety as the highest priority at all times
- 2. The courage and initiative to say: “Stop”
- 3. Making it a practice to ask and re-ask questions at all times
- 4. Acting based on an awareness of our own roles and responsibilities
- 5. Sharing information to ensure effective communication at all times

Safety Promotion Policy

The Promotion Council of Safety and Maintenance has established a Safety Promotion Policy that specifies our approach to and philosophy on safety and guidelines for initiatives addressing related priorities. We implement our safety activities through the PDCA cycle.

Under the capable leadership of business site management, we will promote safety activities to eliminate fatalities, serious injuries, and accidents involving electric shock or falling accidents while promoting sound and effective communication among managers and employees and teamwork companywide.

FY2024 Safety Promotion Policy (excerpted)

In FY2024, recognizing our responsibility to protect human life, in addition to taking steps to address risks that may lead to serious accidents but have been overlooked because no such accidents have occurred to date, we will implement the following measures across the organization based on the Tohoku Electric Power Group Safety and Security Policy. Beyond the core target of eliminating fatal accidents, these measures will eliminate serious injuries and incidents that lead directly to serious accidents such as electric shock or falls.

I. Implementing safety activities based on the Tohoku Electric Power Group Safety and Security Policy

At each site, each level will diligently work to promote safety in recognition of its own roles and responsibilities.

II. Promoting safety activities in which all related parties, including subcontractor construction companies, work together to eliminate fatal and other serious accidents

We will work to foster an organizational culture that considers and encourages the colleagues who support our businesses (a safety culture based on mutual safety awareness). In particular, we will work with those involved in construction to prevent serious accidents through the following measures:

- Taking action to prevent accidents based on highly effective physical safety measures starting at the planning and other stages and reviewing past serious accidents to ensure that their lessons are not forgotten
- Support for the safety initiatives of business partners, centered on those involved in construction work, based on regular dialogue and other activities, and checking to ensure that our instructions and warnings are communicated reliably to workers
- Ascertaining and sharing viewpoints, requests, and positive safety case studies from those involved in construction work, and continuing to recognize appropriate efforts
- Deploying activities to prevent heatstroke or other seasonal occupational injuries through Groupwide efforts in cooperation with labor unions during periods of intense heat or cold, which are expected to become more severe due to the effects of climate change and other factors

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

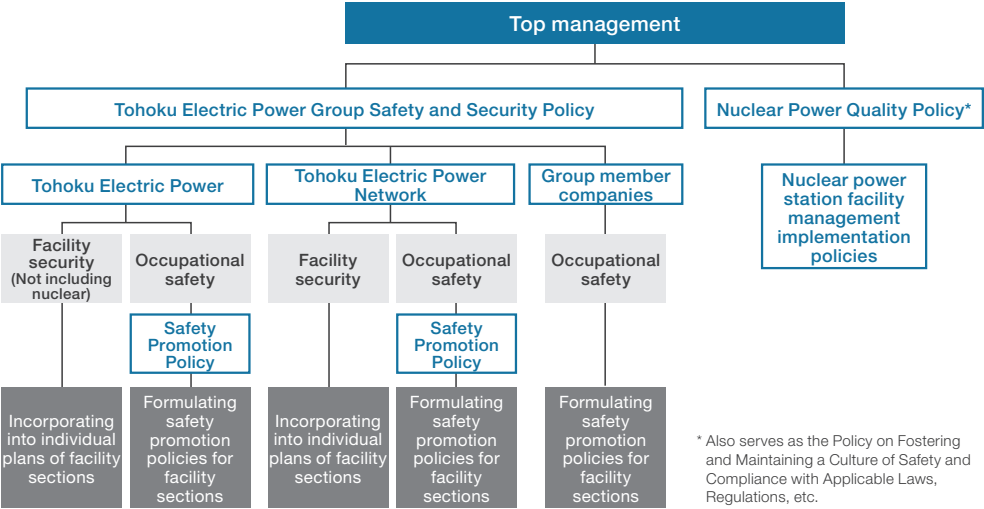
Risk Management

Compliance

Information Security

Performance Data

Positioning of safety and security policies



Governance and promotion structure

Structure for promoting safety-first initiatives

Promotion Council of Safety and Maintenance led by top management

We have established a Promotion Council of Safety and Maintenance, led by a director and vice president, to hold meetings intended to raise the levels of safety and security. In this way, we are promoting efforts to build a corporate culture that puts safety first.

We held 12 such meetings in FY2023. These meetings seek to strengthen safety management Groupwide through the study and review of and deliberations on important matters and incidents from a management perspective across the organization and by sharing information on the status of and issues in safety efforts by individual Group companies, among other activities.

Summaries of these meetings are provided as a materiality topic to the Board of Directors through the Sustainability Promotion Council.

See > Sustainability Management > Governance and promotion structure > p. 2

Information-sharing and consultations between labor and management to improve health and safety

The health and safety committees at each site, in which labor representatives take part, work to improve health and safety through information-sharing and consultations on topics like the status of on-the-job accidents and the results of health and safety activities.

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Fatalities	G	3	Zero on-the-job fatalities (including subcontractors, outsourcees, etc.)	Annual	Materiality topics
Employee fatalities and serious accidents	TD/TN	0 fatalities 1 serious accident	0 fatalities 0 serious accidents	Annual	Including commuting accidents
Legal training completed	TD/TN	43 safety managers 29 health and safety promotion personnel	—	—	
Frequency of employee occupational injuries ^{*1}	TD/TN	0.04	—	—	
Severity of employee occupational injuries ^{*2}	TD/TN	0.0001	—	—	

^{*1} Frequency: Accidents involving time off work per 1 million hours worked

^{*2} Severity: Lost work days per 1,000 hours worked

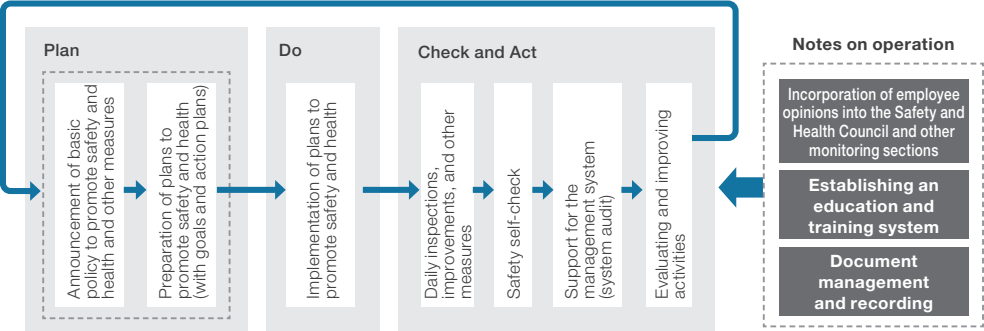
Initiatives

Actions on safety management to achieve zero accidents

To reduce industrial accidents, we introduced a safety and health management system that independently and continuously improves safety management. Under this international standard method of safety and health management, each office performs management independently and works to address and reduce latent risks and harmful factors to prevent industrial accidents.

In addition, we provide support for safety activities intended to strengthen companywide safety management and monitor the status of this safety management system at each office. In the event of an industrial accident, we investigate to determine the fundamental causes and background factors and to develop effective countermeasures. We then share this information within the Company to prevent similar future accidents.

Implementation of safety and health management system



Safety training and education

We strive to ensure legal and regulatory compliance by implementing the training and education specified by applicable laws and regulations, including the Occupational Safety and Health Act, when appointing managers with safety responsibilities. We hold Tohoku Electric Power Group Top Management Safety Seminars led by outside experts for members of core management, general managers at head office divisions and offices, site general managers, and Group company officers. We provide training on safety management and on efforts to ensure safety for new employees and newly appointed managers through the T-next platform. In June 2021, to strengthen our safety culture, we established the Safety Culture Promotion Room at the General Education and Training Center. We use this in various Groupwide educational activities.



Safety Culture Promotion Room



Top Management Safety Seminar

See > Securing and developing human capital > The T-next educational platform > p. 57

Safety support for construction subcontractors and others

To promote a safety culture in which all parties involved in construction work, including subcontractors, work together to eliminate fatalities and serious accidents, we implement safety communication activities and other efforts that allow management to check directly with those on the front lines, communicate its outlook on safety to those involved in construction, and identify conditions and issues in the field through dialogue. The results are incorporated into improvement activities.

We distribute Safety Support Books to subcontractor construction firms and partner companies to make use of in safety patrols and other activities, thereby ensuring safety for all parties involved in construction work. These books address various matters, including our safety measures for preventing serious on-the-job accidents.



Dialogue between Company management and people involved in construction



Safety Support Book

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Nuclear Power That Puts Safety First

Policies and rationale

Our quality policies on nuclear safety place top priority on nuclear safety and provide for the unflinching implementation and continuous improvement of the nuclear power quality management system. We will steadily implement actions to achieve sustained safety enhancement. Our quality policies on nuclear safety place top priority on nuclear safety and provide for the unflinching implementation and continuous improvement of the nuclear power quality management system. We will steadily implement actions to achieve sustained safety enhancement.

Quality policies for nuclear safety

We have a duty to enhance nuclear safety and reduce risks based on the keen safety awareness inherited from our predecessors and the many lessons gained from the Great East Japan Earthquake and other disasters.

For this objective, each employee has resolved to gain the understanding and trust of society by demonstrating a strong sense of responsibility, contributing to the safety culture, and continually conducting PDCA activities, based on the formulated policies set forth below.

1. Put safety first at all times.
 2. Comply with laws, regulations, and rules.
 3. Establish a habit of constant review.
 4. Enhance information sharing
 5. Take a proactive approach to improvements.

Policy on Fostering and Maintaining a Culture of Safety and Compliance with Applicable Laws, Regulations, etc.

The Nuclear Power Quality Policy also serves as the Policy on Fostering and Maintaining a Culture of Safety and Compliance with Applicable Laws, Regulations, etc.

Policy on Maintaining and Managing Nuclear Power Stations

Maintenance and management are key factors in ensuring safety at nuclear power stations. To ensure maintenance and management pursuant to the Quality Policies for Nuclear Safety, we established the following policy on maintaining and managing nuclear power stations based on their current suspended status.

1. Check on the soundness of facilities after an earthquake and unflinchingly implement the restoration.
 2. Never forget to implement facility maintenance and inspections during the suspension period.
 3. Implement safety measures that aggressively incorporate new findings.
 4. Renewed awareness of the importance of inspection records and checks without omission.
 5. Improving capacity through skills transfers

Based on these actions, we will develop a sense of personal responsibility for the power stations and implement persistent PDCA activities as part of efforts to continuously improve maintenance and management.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Nuclear Power That Puts Safety First

Governance and promotion structure

Safety management system (QMS structure)

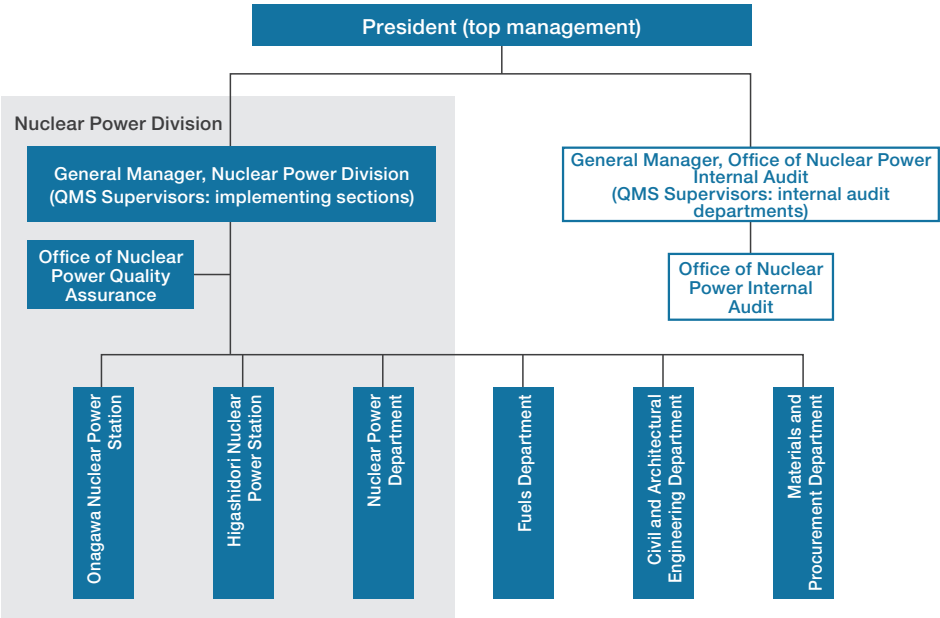
Quality assurance activities

To achieve, maintain, and improve safety at nuclear power stations, Tohoku Electric Power has established a quality management system (QMS) for nuclear power safety under the leadership of the President. We strive to improve safety activities by ceaselessly implementing the plan-do-check-act (PDCA) cycle.

Development and maintenance of a safety structure, compliance with applicable laws, regulations, and related issues

Based on the recognition that efforts to improve the safety of nuclear power involve ongoing vigilance and consideration, we strive to earn the trust of members of our communities by developing and maintaining an organizational culture in which all members think and act on their own while putting nuclear safety first and complying thoroughly with applicable laws, regulations, and rules.

Quality assurance structure (as of May 2024)



Initiatives

Nuclear power station status

Onagawa Nuclear Power Station

The Onagawa Nuclear Power Station is located on a site that straddles the boundary between the town of Onagawa, Oshika-gun, and the city of Ishinomaki in Miyagi Prefecture.

Each of Unit Nos. 2 and 3 have a rated power output of 825 MW.

Operation of Unit No. 1 was discontinued in December 2018. Decommissioning work on this unit has been underway since July 2020.

	Unit No. 1*	Unit No. 2	Unit No. 3
Land area	Approx. 1,730,000 square meters		
Rated power output	524 MW	825 MW	825 MW
Commercial operation began	June 1984	July 1995	January 2002
Reactor type	Boiling water reactor (BWR)		
Reactor vessel	Mark I	Modified Mark I	
Fuel	Low-density uranium dioxide		
Fuel assemblies	368	560	560

* Operation of Unit No. 1 was discontinued on December 21, 2018.



Higashidori Nuclear Power Station

The Higashidori Nuclear Power Station is located in the village of Higashidori, Shimokita-gun, Aomori Prefecture.

Unit No. 1 has a rated power output of 1,100 MW.

Land area	Approx. 3,580,000 square meters
Rated power output	1,100 MW
Commercial operation began	December 2005
Reactor type	Boiling water reactor (BWR)
Reactor vessel	Modified Mark I
Fuel	Low-density uranium dioxide
Fuel assemblies	764



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Nuclear Power That Puts Safety First

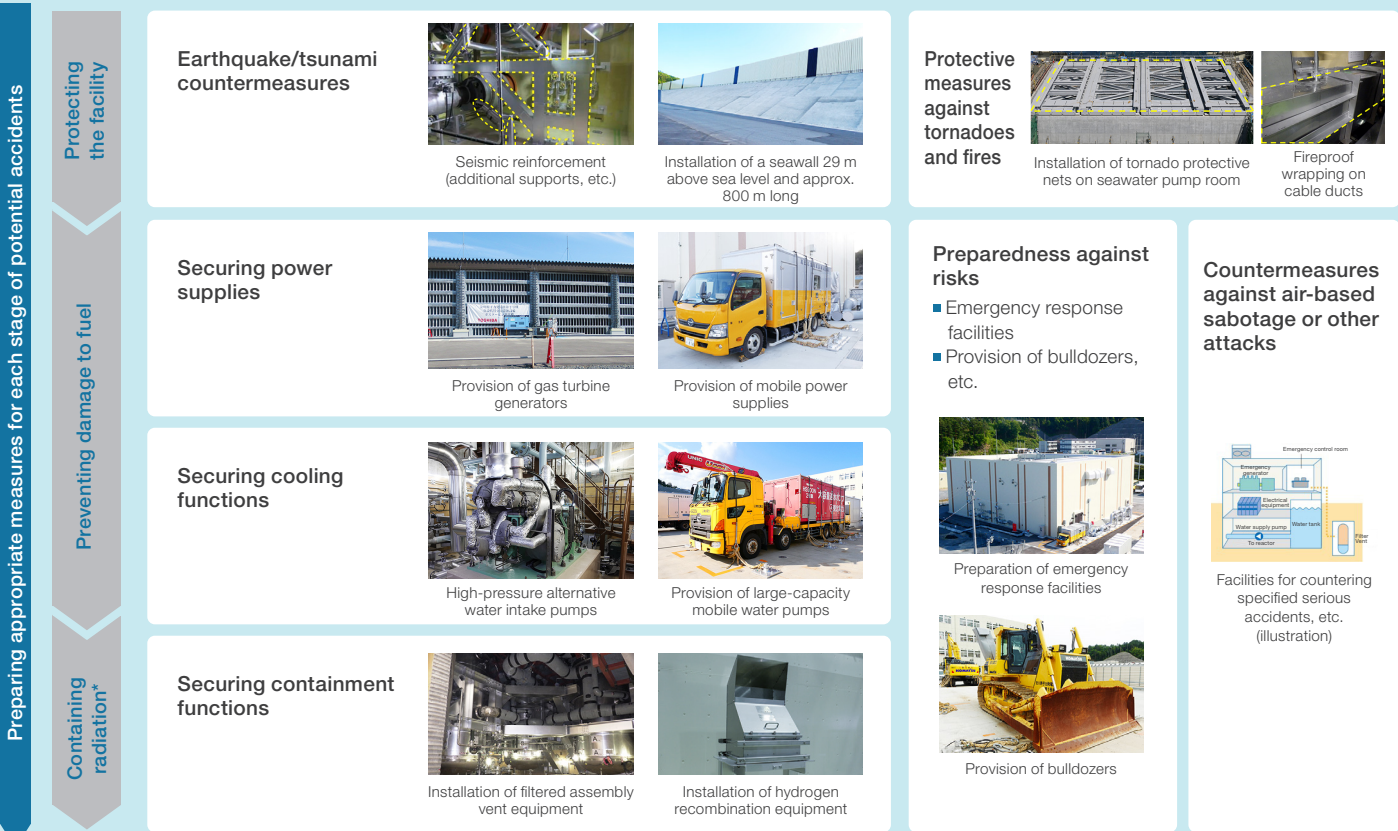
Nuclear power station safety measures

We are making steady progress on efforts to improve safety at our nuclear power stations above and beyond compliance with new regulatory standards.

Tangibles

In addition to making our nuclear power plants more resistant to earthquakes and tsunami, we are implementing measures to ensure double and triple redundancy in our response to potential accidents.

Preparing double and triple redundant measures for each stage of a potential accident



* Measures to prevent damage to nuclear reactor vessels and buildings that contain radioactive materials * Photos depicting equipment at Onagawa Nuclear Power Station

Operations

In addition to facility-based measures, to improve the capacity of station personnel to respond to emergencies and as part of ongoing efforts to improve operational readiness, we hold drills in anticipation of various contingencies.



Simulated operational drills for an accident in which all AC power is unusable



Large-scale damage drills intended to confirm the suitability of large-capacity mobile water pumps and other portable equipment in the event of a major disaster, such as air-based sabotage or other attacks



Sequence drills to check whether responses using safety equipment, etc. can be completed within the anticipated timeframe

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Nuclear Power That Puts Safety First

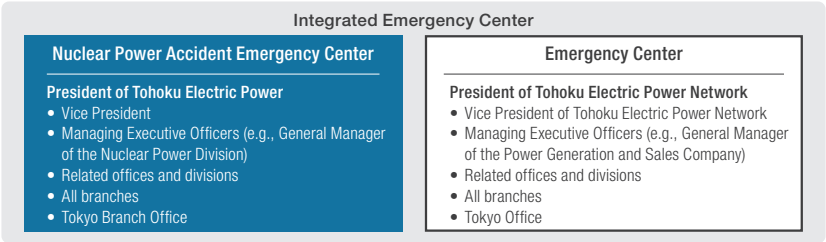
Nuclear power disaster prevention structure

We are striving to enhance and strengthen nuclear power disaster prevention efforts by taking carefully considered countermeasures that draw on our experience of earthquakes, the lessons learned from the Fukushima Dai-ichi Nuclear Power Station incident, and the requirements of Japan's Act on Special Measures Concerning Nuclear Emergency Preparedness and Guide for Emergency Preparedness and Response and incorporating these into our Nuclear Licensee Emergency Preparedness and Response Plan.

Structure for accident containment activities

In the event of a simultaneous nuclear power accident and large-scale power failure (i.e., a so-called complex disaster), the President of Tohoku Electric Power will assume responsibility for responding to the nuclear power accident, while the President of Tohoku Electric Power Network will oversee our response to the large-scale power failure. In addition, an Integrated Emergency Center will be established to coordinate the Tohoku Electric Power Group's integrated responses.

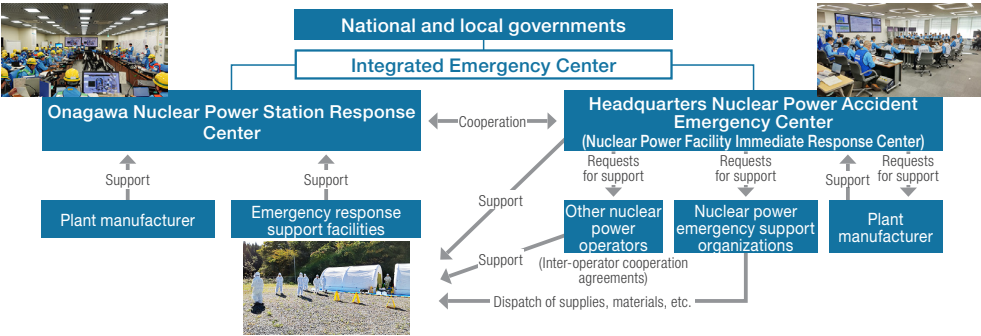
Structure of headquarters emergency centers



See > Public Safety and a Reliable Supply of Power > The division and delegation of responsibilities in the event of a complex disaster > p. 48

In the event of a nuclear power accident, the President will establish a Nuclear Power Accident Emergency Center (Nuclear Power Facility Immediate Response Center) and respond through a companywide structure in partnership with headquarters, the power station, and related external parties.

Response structure for a nuclear power accident



Support for evacuating local residents

Wide-area evacuation plans are vital to ensuring the smooth evacuation of residents in the event of a nuclear power disaster. To make such evacuation plans more effective, we work with national and local governments and other parties to provide the most effective support. These efforts include maintaining support vehicles, emergency monitoring, dispatching personnel to inspect evacuation areas, and providing supplies and materials.

Primary activities of the operator under the structure established for Onagawa regional emergency response measures (revised December 26, 2023)

Item	Specific details
Support for transportation	Providing 14 support vehicles and helicopters
Support for inspecting evacuation areas	Support from approximately 600 personnel
Power supply to offsite centers	Providing mobile power supplies to supply power to offsite centers
Supply of materials for protection from radiation	Providing materials for protection from radiation through cooperative support by nuclear power operators (survey meters, Tyvek suits, etc.)
Supply of living supplies	Food: 30,000 meals; drinking water: 20,000 l; blankets: 1,000)

* Specific details for the Higashiodori region now are being arranged with related agencies.

In addition, to facilitate smooth support and cooperation, we are enhancing collaboration with local governments and other parties by participating in nuclear power accident prevention drills organized by national and local governments, assessing the efficacy of nuclear power accident prevention organizations, and working to ensure a thorough understanding of disaster prevention measures.



Evacuation inspection drill (Onagawa)



General nuclear power accident prevention drill (Higashiodori)



Evacuation inspection drill (Onagawa)



Emergency transport drill (Higashiodori)

Contents

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First**
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management
- Compliance
- Information Security
- Performance Data

Nuclear Power That Puts Safety First

Radiation control

Radiation control for employees working with radiation

To minimize radiation exposure of employees working with radiation, our nuclear power stations implement safety measures such as installing radiation barriers while working with radiation, maintaining adequate safe distances from radiation sources, and carefully monitoring working hours.

Controlling environmental radiation near nuclear power stations

We measure radiation to check for any impact of radioactive substances on the environment in areas close to power stations. We monitor radiation via monitoring posts on-site, exhaust tube monitors, and water release monitors and disclose the measurements on our website.

Control and treatment of radioactive waste

In addition to ensuring effective control of radioactive waste generated by nuclear power stations, we treat it safely using dedicated treatment facilities according to each type of waste: gas, liquid, or solid.

Low-level radioactive waste (LLRW)

Solid waste from nuclear power stations that qualifies as low-level radioactive waste is stored at the power station site after reducing its volume through means such as incineration and compression.

It is then sealed in drums and buried for safe management at the low-level radioactive waste treatment center in the village of Rokkasho, Aomori Prefecture.

Cumulative stores of radioactive solid waste

	Stored on-site at power station	Removed*2
Onagawa Nuclear Power Station	41,364 (39,300)	8,392 (8,392)
Higashiodori Nuclear Power Station	15,364 (15,044)	0 (0)
Total	56,728 (54,344)	8,392 (8,392)

*1 Figures in parentheses are for end of FY2022.
*2 Transported to low-level radioactive waste treatment center (cumulative total)

Treatment methods for low-level radioactive waste

State	Treatment method
Gas	Radioactive substances are removed to the extent possible using specialized processing equipment, and once their radiation has been confirmed to have been reduced to a fully safe level they are released into the atmosphere.
Liquid	Radioactive substances are removed to the extent possible using specialized processing equipment, and once their radiation has been confirmed to have been reduced to a fully safe level they are released into the sea. Condensed waste fluid and other materials generated by the liquid treatment equipment is immobilized in cement and other materials and sealed in drums.
Solid	Stored in storage facilities at the power station site after reducing volume through incineration, compression, and/or other measures


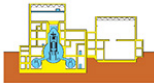

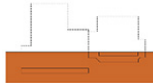
Decommissioning of Unit No. 1 at Onagawa Nuclear Power Station

Decommissioning plans for Unit No. 1 at Onagawa Nuclear Power Station were approved by the Nuclear Regulatory Commission in March 2020. In May 2020, Miyagi Prefecture, the town of Onagawa, and the city of Ishinomaki granted preliminary approval for these plans in accordance with our safety agreements.

The complete 34-year decommissioning plan is divided into four stages. Work on Stage 1 began in July 2020 and is currently underway.

**Decommissioning Unit No. 1 at Onagawa Nuclear Power Station**
<https://www.tohoku-epco.co.jp/electr/genshi/safety/haishi/info.html>

The entire decommissioning process

	Stage 1	Stage 2	Stage 3	Stage 4
Measures taken in each stage	Dismantling preparations period	Nuclear reactor zone peripheral equipment dismantling and removal period	Nuclear reactor zone equipment dismantling and removal period	Dismantling and removal period for buildings, etc.
	8 years (FY2020-2027)	7 years (through FY2034)	9 years (through FY2043)	10 years (through FY2053)
	Nuclear reactor building Turbine building 			
Main tasks	Fuel removal			
	Pollution inspection			
	Safe storage	Dismantling and removing facilities inside radiation control zone (outside the nuclear reactor zone)		
		Dismantling and removal inside nuclear reactor zone		Dismantling and removing buildings, etc.
		Removal of pollution		
		Dismantling and removing facilities outside the radiation control zone		
	Treatment and disposal of radioactive waste			
	Now			

The tasks currently underway include investigations of contamination, dismantling and removing facilities outside the radiation control zone, and transport of fuel from the spent fuel pool for Unit No. 1 to the spent fuel pool for Unit No. 3.

Removal of main transformers (July 2023-March 2024)



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Nuclear Power That Puts Safety First

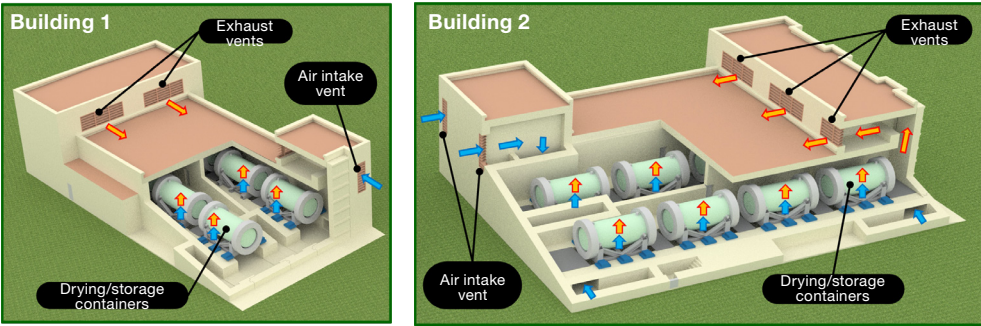
Installation of a spent fuel drying/storage facility

We will install a spent fuel drying/storage facility to store spent fuel from Unit No. 2 at Onagawa Nuclear Power Station temporarily on site until its removal from the site.

This spent fuel drying/storage facility will consist of a spent fuel drying/storage building and spent fuel drying/storage containers. The facility will be used to store, inside sturdy metal spent fuel drying/storage containers, spent fuel fully cooled in the spent fuel pool of Unit No. 2 at Onagawa Nuclear Power Station. These will be cooled through natural air circulation inside the spent fuel drying/storage building, built of steel-reinforced concrete.

In addition to responding appropriately to future inspections by the Nuclear Regulatory Commission, we strive to communicate thorough, understandable information to earn the understanding of community residents.

Spent fuel drying/storage building (illustration)



Air flows ➡ Cool air
 ➡ Warm air

Drying/storage building specifications

	Building 1	Building 2
Structure	Steel-reinforced concrete (approx. 40 m × 20 m × 10 m high)	Steel-reinforced concrete (approx. 40 m × 30 m × 10 m high)
Location	38 m above sea level	36 m above sea level
Spent fuel storage containers held	Max. 552	Max. 828
Construction to begin	May 2026	August 2030
Operation to begin	March 2028	June 2032

Installation of a spent fuel drying/storage facility
https://www.tohoku-epco.co.jp/electr/genshi/safety/kanshikichozou/pdf/dry_storage.pdf

Providing information on nuclear power

In addition to continuing our efforts to communicate information through means such as power station tours, advertising, and the website, we use Web videos on safety measures, virtual reality (VR) site tours, and other digital technologies to communicate information.

In-person site tours

We recognize the importance of seeing the power station in person in order to understand matters such as the status of nuclear power station safety measures. We provide tours at public relations facilities, power stations, and elsewhere to enable the public to learn more about our nuclear power stations.



A tour of a public relations facility

VR site tours

In addition to in-person site tours, we offer virtual reality (VR) site tours to communicate effectively in ways that do not require site visits.



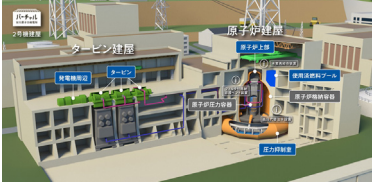
A power station tour

Use of social media and the website

We use social media to communicate to the broadest possible audience information on our nuclear power stations and efforts to improve plant safety. Our website provides virtual power station tours, which use video, photos, computer graphics, and other media to communicate information on the status of various safety measures.




A YouTube video on filtered storage container vent equipment



A screenshot of a virtual tour of the Onagawa Nuclear Power Station on our website



Communicating information on nuclear power via X

Virtual tour of the Onagawa Nuclear Power Station
<https://www.tohoku-epco.co.jp/electr/genshi/safety/virtual/onagawa/index.html>

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data


Public Safety and a Reliable Supply of Power

Policies and rationale

Tohoku Electric Power Group Code of Conduct

The Tohoku Electric Power Group Code of Conduct includes the following provisions:

- 1. Providing services contributing to the realization of a smart society
 - (2) Stable supply of low-cost energy that supports customers' daily lives and business activities
- (3) Ensuring safety

 **Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website**
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Disaster management plans

Pursuant to Article 39 of the Basic Act on Disaster Management and Article 5 of the Act on Special Measures concerning Advancement of Countermeasures against Earthquake Disaster in Relation to Subduction Zone Earthquake Around Japan Trench and Chishima Trench, Tohoku Electric Power and Tohoku Electric Power Network seek to prevent disasters related to power facilities, to establish emergency responses and disaster recovery plans, and to carry out smooth and appropriate disaster response measures.

 **Tohoku Electric Power website**
https://www.tohoku-epco.co.jp/information/1241339_2521.html

 **Tohoku Electric Power Network website**
https://nw.tohoku-epco.co.jp/information/1241589_2390.html

Public safety plans

Pursuant to Article 36 and Article 182 of the Act concerning the Measures for Protection of the People in Armed Attack Situations, etc., Tohoku Electric Power and Tohoku Electric Power Network seek to implement public safety and emergency measures swiftly and appropriately by establishing the details, implementation methods, and implementation structures of public safety measures related to their businesses, plans for cooperation with related agencies, and measures to protect the safety of their facilities related to societal infrastructure.

 **Tohoku Electric Power website**
https://www.tohoku-epco.co.jp/information/1241339_2521.html

 **Tohoku Electric Power Network website**
https://nw.tohoku-epco.co.jp/information/1241589_2390.html

Plans for measures against Novel Influenza, etc.

Pursuant to Article 9 of the Act on Special Measures against Novel Influenza, etc., Tohoku Electric Power and Tohoku Electric Power Network have established their basic thinking on matters such as emergency management structures, measures related to business continuity, and measures to prevent infection in the event of an outbreak of a novel infectious disease, to ensure reliability in electricity supply, while putting safety first.

 **Tohoku Electric Power website**
https://www.tohoku-epco.co.jp/information/1214946_2521.html

 **Tohoku Electric Power Network website**
https://nw.tohoku-epco.co.jp/information/1214943_2390.html

Governance and promotion structure

Tohoku Electric Power and Tohoku Electric Power Network have established governance structures for various purposes, including enhancing their capacity to respond to large-scale disasters such as earthquakes and typhoons, to deliver a reliable supply of electricity to customers.

While Tohoku Electric Power Network has succeeded to the power transmission and distribution business with the legal breakup of the company in April 2020, the two companies will work together in the event of an emergency, based on a consideration of the actual damage and implications for societal functions.

Conference on large-scale disaster response and prevention

Joint meetings are held twice a year between Tohoku Electric Power and Tohoku Electric Power Network, chaired by the President of Tohoku Electric Power, to deliberate on and study various Companywide measures anticipated to be taken in response to incidents such as simultaneous occurrence of an accident impeding supply of electricity on a large scale across the six Tohoku Prefectures and Niigata Prefecture and a severe accident at a nuclear power station in the Company's franchise area.

These meetings seek to improve resilience by reviewing matters such as disaster-prevention activities, including emergency response drills, and responses to recent disasters, as well as discussing matters such as responses to issues identified across multiple sections and across Group companies as a whole.

Emergency Center

In the event of the need to prepare for recovery from an expected emergency or to respond to an emergency that has occurred, we will establish an emergency structure reflecting the conditions of the individual emergency and strive toward swift recovery.

Safety and Security Promotion Conference

Stable supply

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Emergency drills conducted at all offices	TD/TN	Drills conducted based on Anticipated Damage Caused by a Major Earthquake Along the Japan Trench and Chishima Trench (published by the Cabinet Office)	To enhance major disaster response capability (emergency drills conducted at least once a year)	Annual	Materiality topics
Average number and length of power failures per household	TN	0.12 times, 12 min.	Maintenance of electricity quality	Annual	Materiality topics
Pylons	TN	79	Maintenance of stable supply through systematic repair of aging facilities	FY2027	Materiality topics
Poles	TN	19,588		FY2027	Materiality topics
Total length of overhead power lines	TN	2,802 km	Pylons: 591/5 years Poles: 95,660/5 years Overhead power lines: 11,197 km/5 years	FY2027	Materiality topics
Total length of underground cables	TN	101 km	Underground cables: 428 km/5 years	FY2027	Materiality topics

Initiatives

Enhancing response capabilities based on experience and lessons from responding to disasters

Tohoku Electric Power and Tohoku Electric Power Network have amassed a wealth of knowhow and technological capabilities from experiencing multiple natural disasters such as the Great East Japan Earthquake. We will continue to enhance our capacity to respond to increasingly frequent and severe natural disasters based on the lessons learned from these disasters.

We will also continue working to build efficient facilities and maintain and manage them appropriately, as well as reflecting the lessons of past natural disasters in both tangible and intangible measures to maintain stable power supplies.

Everyday inspections/repairs and drills to maintain and improve response capabilities

We maintain and manage the facilities we use to deliver electricity to customers through means such as everyday inspections and repairs as well as systematic updates of aging facilities.

We also strive to pass along technologies and improve our technological and disaster response capabilities through various drills.

Efficient maintenance and operations using digital and other new technologies

We use digital and other emerging technologies, including drones and IoT devices, to make facility maintenance and management even more effective and efficient. In particular, we're testing a navigation app for locating power poles and an autonomous flight app that will allow drones to fly unguided and safely, even over harsh mountain terrain. These technologies will make it possible to perform efficient facility inspections by drone in difficult to access locations.



Enhancing the capacity to respond to disasters in partnership with outside organizations

Tohoku Electric Power and Tohoku Electric Power Network have concluded agreements on cooperation with outside organizations, including local governments, the Japan Self-Defense Forces, and the designated public utility East Nippon Expressway Co., Ltd. to facilitate mutual cooperation in the event of a disaster.

Under these agreements, practical drills are carried out to enhance cooperation. The drills carried out to date include drills on recovery work in the event of blocked roadways, drills on air and sea transport with the Japan Self-Defense Forces and Regional Coast Guard Headquarters, and drills on transporting emergency teams via expressways, undertaken with East Nippon Expressway Co., Ltd.

By continuing to establish and maintain personal contact with related parties through drills and other activities, we will enhance readiness for increasingly severe natural disasters.



Recovery work drills assuming blocked roadways
(Ground Self-Defense Force)



Materials loading drills assuming sea transport
(Regional Coast Guard Headquarters)



Drills on transporting emergency teams via expressways
(East Nippon Expressway Co., Ltd.)

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

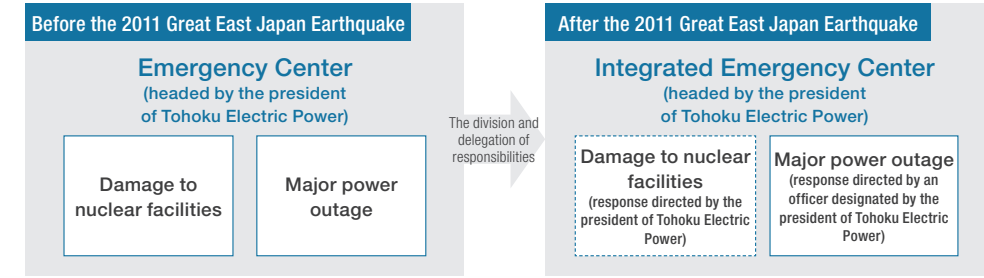
Information Security

Performance Data

The division and delegation of responsibilities in the event of a complex disaster

Learning from the accident at the Fukushima Daiichi Nuclear Power Station following the Great East Japan Earthquake, Tohoku Electric Power and Tohoku Electric Power Network divide emergency responsibilities to ensure effective responses at their head offices in the event of a complex disaster such as a nuclear disaster combined with a major power outage.

Accordingly, the President of Tohoku Electric Power would be assigned priority in responding to the nuclear disaster, while officers assigned by the President would oversee measures to tackle other damage. This system is intended to ensure the preparedness needed to respond effectively to multiple concurrent disasters.



Responding to new strains of influenza and other diseases

In their roles as designated public utilities under the Act on Special Measures for Pandemic Influenza and New Infectious Diseases Preparedness and Response, Tohoku Electric Power and Tohoku Electric Power Network are required to prepare business plans to respond to potential outbreaks of infectious disease, including outbreaks of new flu strains. These plans specify the measures to be taken to ensure a stable supply of electricity in the event of an outbreak of infectious disease, including new flu strains. We strive to maintain internal systems and to rigorously implement the requisite measures. We identify as priority operations those operations essential to business continuity, in addition to the countermeasures to potential outbreaks of infectious disease. In this way, we seek to fulfill our responsibility to ensure a stable supply of electricity, a task critical for the fabric of society.

Public safety

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Electric shock accidents affecting the public (due to facility defects)	TD/TN	0	Zero electric shock accidents affecting the public (due to facility defects)	Annual	Materiality topics

Initiatives

Implementing work with an emphasis on community safety

Many electric power facilities, including utility poles and electric wires that supply electricity, are located close to the residential environments.

When engaging in any work involving electrical facilities, we make every effort to ensure safety in the areas around worksites. For example, we install safety barriers and deploy personnel to guide and direct traffic.



Placing safety barriers around the work area



Positioning traffic guide personnel

Patrols and calls for attention to protect community members from electric shock

Approaching or touching transmission or distribution lines may result in serious and life-threatening electric shock, power outages, and incidents with serious repercussions for society.

To prevent such accidents, Tohoku Electric Power Network implements timely patrols at popular fishing sites and locations where use of streamers, kites, or other objects may result in hazards. We also visit customers engaged in ground work, construction, logging, and agriculture and associations and organizations for these businesses, as well as fishing tackle stores to provide safety advice and distribute attention-grabbing posters and flyers.

Our website also presents information on preventing electric shock to raise general public awareness.



Preventing electric shock
<https://nw.tohoku-epco.co.jp/accident/>

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Communicating With Customers and Communities

Policies and rationale

Based on our management philosophy and Group slogan below, all Tohoku Electric Power Group employees contribute to achieving a society of comfort, safety, and peace of mind by deepening ties to our customers and communities through communication.

Management philosophy, Group slogan

Based on our management philosophy of prospering with local communities and Yori, Sou, Chikara (The Strength to Work Alongside), our Group slogan expressing the commitment among all employees to embody the management philosophy in their everyday actions, the Tohoku Electric Power Group strives to deliver solutions to the challenges facing our communities and society by providing services based on energy. In this way, we hope to contribute to the progress and sustained growth of society.

The Tohoku Electric Power Group's Management Philosophy

The Tohoku Electric Power Group Slogan

Prosper with Local Communities

Yori, Sou, Chikara
(The Strength to Work Alongside)

Tohoku Electric Power Group Code of Conduct

- The Tohoku Electric Power Group Code of Conduct includes the following provisions:
- 2. With local community
 - 5. Promoting transparent business activities

Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Communicating with customers

Initiatives

Utilizing customer feedback

The Tohoku Electric Power Customer Center handles applications for starting and discontinuing electricity services when customers relocate, as well as inquiries concerning changing billing plans and other topics. Our goal is to provide a fast and responsive telephone service.

Tohoku Electric Power Network's Network Call Center accepts urgent phone inquiries, including those concerning power outages and electrical equipment, and strives to take actions that reassure customers.

The Customer Center and the Network Call Center perform daily analyses of services provided over the phone to assess telephone etiquette, effective response to phone inquiries, and appropriate processing of applications and to confirm that actions comply with operational rules for telephone reception and identify any issues that need to be addressed. We incorporate customer comments and feedback to improve our operations.

We will maintain our efforts to provide services that meet the needs of our customers and communities.



Telephone reception at the Customer Center

Actions to boost customer energy efficiency

We propose and provide information on energy systems that provide superior environmental, energy-saving, and safety features to help customers conserve energy and live comfortable lives.

- Supporting management to achieve the SDGs based on green energy and services to support eco-friendly living > Integrated Report > p. 42
- Solution services to support business operations > Integrated Report > p. 43
- Services to support lives of comfort, safety, and peace of mind > Integrated Report > p. 44
- Comfortable, reliable fully electrified living > Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/dprivate/sl-denka/relief/>
- How to conserve and save energy > Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/dprivate/sl-denka/saving/>
- Dedicated site for corporate customers > Tohoku Electric Power website
<https://solution-next.tohoku-epco.co.jp/>

Communicating with our communities

Governance and promotion structure

As a materiality topic, pollution prevention is reported to the Board of Directors via the Sustainability Promotion Council.

See > Sustainability Management > Governance and promotion structure > p. 2

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Social contribution activities*	G	319	Active stakeholder communication activities	Annual	Materiality topics
Participants in social contribution activities	G	・27,925 from communities ・4,531 employees	—	—	—
Community vitalization support (cumulative)	TD	・Organizations supported by Machizukuri Genki Juku®: 43 (FY2006-2023) ・Organizations supported by the Tohoku and Niigata Revitalization Support Program: 47 (FY2017-2023)	—	—	—

* Results for activities organized by Tohoku Electric Power and Tohoku Electric Power Network, individually or jointly

Initiatives

Supporting solutions to community challenges and community revitalization

Machizukuri Genki Juku®

Machizukuri Genki Juku® training courses dispatch appropriate expert Machizukuri Partners to organizations working to solve issues faced by individual communities, thereby contributing to community revitalization and autonomy in the six Tohoku prefectures and Niigata Prefecture. This program supports highly individual community development in the region.





Machizukuri Genki Juku®
<https://www.tohoku-epco.co.jp/genki/>

Tohoku and Niigata Revitalization Support Program

The subsidies granted under this program support organizations engaged in voluntary activities to resolve issues in local communities across the six Tohoku prefectures and Niigata Prefecture, including local industrial promotion, local community restoration and revitalization, and expanding the numbers of visiting non-residents.





Tohoku and Niigata Revitalization Support Program
<https://www.tohoku-epco.co.jp/sprogram/>

Promoting International Cooperation and Exchange Activities

We promote various international joint efforts and exchange activities. These activities include online seminars for technical trainees from various ASEAN countries, helping to operate the Tohoku Canada-Japan Society, and working with various other organizations to promote international exchange in the Tohoku region.

Social contribution activities

Under the Houkago Hiroba next-generation support project, Tohoku Electric Power holds an essay contest for middle school students and school concerts and supports various athletic tournaments. We believe these activities support the healthy growth of children, who are key to the region's future.

In addition, as a member of the local community, we seek to strengthen communication with the community in various ways, including participation in community activities in each prefecture, cleanup and tree-planting activities, and welfare activities.



Participation in the Yamagata Hanagasa Festival



School concert



Interaction with a nursery school



Essay contest for middle school students

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management
- Compliance
- Information Security
- Performance Data

Communicating With Customers and Communities

Communications on energy and the environment

Power station tours

We offer tours to help people learn about how the electricity they use every day is produced at power stations—essentially, factories that make electricity. They also help create opportunities to reflect on energy issues based on the advantages and disadvantages of each power generation method.



Visiting energy classes

Tohoku Electric Power Group personnel visit elementary schools, middle schools, educational facilities in the community, and other facilities to lead hands-on classes using supplies such as hand-powered generators and models of power stations. These classes explain the electricity system in enjoyable ways, focusing on subjects including the roles of electricity in our daily lives, the routes that electricity takes to get to our homes, power-generation systems, and the relationship between energy and the environment.



Environmental activities

We engage in environmental activities in partnership with local communities, including community cleanup activities and afforestation and revegetation efforts.



Participation in the Minami-Soma Memorial/ Recovery Citizens' Afforestation Festival



Cleanup on the north shore of Shimokita Geopark



Participation in activities to extirpate invasive species



Releasing landlocked cherry salmon fry in the Helgawa River

Initiatives by Group member companies

As members of their communities, companies in the Tohoku Electric Power Group implement numerous efforts of their own to contribute to solutions to social challenges.

Tohoku Sustainable & Renewable Energy Co., Inc.

Activities to extirpate cutleaf coneflower

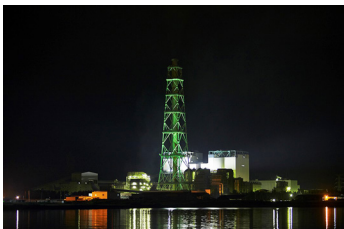
Activities to extirpate cutleaf coneflower, a designated invasive species, are held around July each year in the vicinity of the Matsukawa Thermal Power Station and the Kakkonda Geothermal Power Station. This requires sustained effort, given the highly aggressive nature of the cutleaf coneflower. These activities began in 2018; in 2019, they were recognized by the Ministry of the Environment as authorized efforts to extirpate a designated invasive species. While these long-term activities have resulted in a decreasing trend in numbers of cutleaf coneflower plants, the species has not yet been extirpated from the area. These activities to protect the natural environment will continue.



Sakata Kyodo Power Co., Ltd.

Illumination campaign to support World No Tobacco Day

From May 31 to June 6, the company illuminated its smokestack in support of the prefecture's Yellow-Green Campaign to mark World No Tobacco Day. Organized by a group of doctors from the Yamagata Prefecture Federation of Medical Associations (medical, dental, pharmacists' and nurses' associations), this campaign strives to promote smoking cessation and to raise awareness of related issues to protect residents of the prefecture from the harm caused by tobacco. In 2023, the federation won an award from the Japan Society for Tobacco Control for grassroots activities.



Tohoku EPCO Frontier Co., Ltd.

Search drills using child protection services

Child search drills using the Komamoru service intended to protect children on their way to and from school, provided jointly with the city of Niigata, were held in July 2023. In these drills, based on the assumption of an elementary school student having gone missing, related parties checked procedures and systems, starting from the receipt by the Niigata West Police Station of a report of a missing child to the deployment of the search system, as well as the efficacy of the service in the event of an emergency. Alongside the community, the company will continue to build an environment in which children can go to and from school safely and securely.



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Communicating With Customers and Communities

Joban Joint Power Co., Ltd.

Nakoso Dream illumination activities

In partnership with local government and related organizations, Joban Joint Power helps make the Nakoso Dream illumination activities possible. Since FY2018, these activities have illuminated a group of smokestacks. In FY2023, a wide range of illumination designs, changed monthly, were created by local nursery school students. Special illumination themes in FY2023 included fun activities to express the “aloha” spirit from the city of Iwaki, as the illumination depicted the Hula City Iwaki logo and Hawaiian shirts to mark the city’s Aloha Day on January 31.



Yurtec Corporation

Using elevated work platforms to clean streetlights and traffic signals

Yurtec Corporation carries out a wide range of ongoing activities to contribute to society, with the goal of achieving a society in which residents can live in comfort, safety, and peace of mind. As part of these efforts, it helps prevent traffic accidents and beautify the community by using elevated work platforms to clean public streetlights and traffic signals around the time of a local festival.



Tohoku Electric Power Engineering & Construction Co., Inc.

Supporting art by people with disabilities

Tohoku Electric Power Engineering & Construction supports Tohoku Organization for Artists with Disabilities, a local nonprofit that seeks to empower those with disabilities by publicizing and promoting their artistic endeavors. The ninth Art to You! National Disability Arts Exhibition in Tohoku was held in October 2023 at Sendai Mediatheque in the city of Sendai (welcoming 3,811 attendees).



Tohoku Ryokka Kankyohozen

Aleutian Canada goose recovery project

Amid the global movement toward nature-positive efforts to preserve and restore biodiversity, this industry-academia-government cooperative project seeks to inform the community about the history of ups and downs in the population of Aleutian Canada geese, migratory birds that used to be common in the rice fields around the cities of Sendai and Tagajo. Efforts to date have included a study meeting and observation tour to learn about Aleutian Canada geese (attended by 216 persons), a public symposium to recommend policies for recovery of Aleutian Canada goose flocks (80 persons), an exchange meeting with local high school students and members of the public involved in the project (90 persons), and publicizing the project through participation in an environmental event (visited by 1,100 persons).



Tohoku Development Consultant Co., Ltd.

Donating calendars to the Sendai Social Welfare Council

Tohoku Development Consultant receives numerous new calendars from customers at the end of each year. While these are used inside the company and in employee homes, there are so many that some must be disposed of. With the company seeking ways to find uses for the extra calendars, the Sendai Social Welfare Council proposed donating them for use by its volunteers and distribution to people with disabilities, seniors, and others. On January 5, 2024, the company donated about 70 wall calendars that now are being used by recipients. This activity will continue into the future.



Kitanihon Electric Cable Co., Ltd.

Subcontracting operations to social welfare facilities

Kitanihon Electric Cable subcontracts recycling operations for wire and cable scraps generated in the production process and other materials to multiple social welfare facilities in Miyagi Prefecture, a program undertaken for more than 40 years since 1981. The goal is to help people with disabilities experience the joys and rewards of work and to strengthen their sense of independence and motivation to participate in society. The copper wire conductors recovered through this process are recycled for various uses, including use as materials for producing new wires and cables.



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Communicating With Customers and Communities

Toinx Co., Ltd.

Participating in the Tohoku Programming Contest 2023

To contribute to community vitality by providing education on information and communication technologies, Toinx participated as a supporting sponsor in the Tohoku Programming Contest 2023 for students from elementary and middle schools in the Tohoku region. In the final judging event in March 2024, the supporting sponsor's award was presented to a child who produced a tool for making personal time available to working mothers, chosen from among numerous entries.



Nihonkai LNG Co., Ltd.

Waste recycling efforts (contributing to social welfare activities)

Nihonkai LNG has pursued these waste recycling activities since April 2012, using the revenues from recycling to contribute to society. To date, it has made three donations (totaling 300,000 yen) to the Seiro Social Welfare Council. This activity consists of in-house collection and sorting of recyclable resources such as newspapers and magazines, cardboard boxes, shredded paper, PET bottles, glass bottles, and cans, selling them to vendors, and donating the proceeds generated.



The company will continue to raise employee environmental awareness and contribute to the community through segregation of recyclable waste.

Tohoku Natural Gas Co., Inc.

Landscape beautification activities along gas pipeline routes

From spring through summer every year, Tohoku Natural Gas engages in cleanup initiatives during walking patrols along 50 km of the gas pipelines that supply natural gas to city gas utilities and major customers in the three prefectures of Miyagi, Yamagata, and Fukushima, as part of its landscape beautification activities.



HNK Co., Inc.

EcoCap Activities

With the cooperation of Group member companies and other tenants in the Denryoku Building in Sendai, HNK Co. helps deliver vaccines to children in developing countries using the proceeds generated by collecting and selling plastic bottle caps. This initiative, which began in 2018, has collected about 740 kg of bottle caps to date (providing about 185 vaccines).



It also promotes cap recycling and environmental protection and supports the employment of people with disabilities through subcontracting of cap washing and other activities. HNK plans to continue this activity.

Eltas Tohoku Inc.

Donating land and buildings of disused company housing to local government

Eltas Tohoku donated Company Dormitory Nos. 3 and 4 at the Oma Service Center to the town of Oma, Aomori Prefecture for use as residences for students of Oma Prefectural High School. The high school recruits students from across Japan. In its search for residences for students, the school approached the company about the disused company housing, and the company agreed to donate the facilities. The company received a letter of appreciation from the town of Oma for this donation. It plans to continue activities to contribute to the community in the future as well.



Tohoku Air Service, Inc.

Using helicopters to help improve disaster prevention and healthcare

Leveraging the expertise and assets amassed in safe helicopter operations through its power facility maintenance, construction, and other work, Tohoku Air Service operates medical emergency helicopters in Miyagi and Yamagata prefectures that transport doctors and emergency patients and fire helicopters for search and rescue operations and to fight wildfires from the air. Medical helicopters have become an important presence in the healthcare infrastructure. They are dispatched around 300 times a year in the two prefectures. Tohoku Air Service will continue to contribute to solutions to social issues by improving disaster prevention and healthcare across a wide area, including meeting requests for support from neighboring prefectures.



Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Securing and Training Human Resources

Policies and rationale

Tohoku Electric Power and Tohoku Electric Power Network consider human resources capable of reforming our business structure and creating new value and human resources who demonstrate their skills and capabilities to contribute to the progress and efficiency of our businesses as the driving force behind maintaining and increasing our corporate value.

We strive to develop human resources through diverse educational structures, so that each and every employee can grow through individual strengths even when faced with a changing business environment. In addition to making the most of employee abilities and improving performance Groupwide, we seek to increase individual job satisfaction and motivation through personal growth, by continuing to secure and provide opportunities to improve employee skills.

We will continue to maintain a virtuous cycle of employee individual growth and growth of the organization, through proactive employee education.

Our vision of ideal human resources

- Human resources capable of learning, thinking, and acting on their own
- Human resources who reform business structures, create new value, and contribute to stronger earnings
- Human resources who demonstrate skills and capabilities to contribute to the progress and efficiency of our businesses

Governance and promotion structure

We have established a Human Capital Strategy Committee, chaired by the President of Tohoku Electric Power. The Committee's deputy chair is the President of Tohoku Electric Power Network. The membership is drawn from both companies.

The Committee seeks to make the HR management cycle more effective by discussing various topics, such as the hiring, training, assignment, evaluation, and treatment of human resources.

The status of efforts to address materiality topics is reported to the Board of Directors via the Sustainability Promotion Council.

See > Sustainability Management > Governance and promotion structure > p. 2

Hiring

Initiatives

Hiring of new graduates

Joint hiring of new graduates by Tohoku Electric Power and Tohoku Electric Power Network in FY2025 involves plans to hire a total of about 250 new employees for both companies.

Recognizing the need for active efforts to establish a smart society, promoting the renewable energy business and digital transformation (DX), and further enhancing our competitive strengths, while also passing along technologies and skills to deliver a reliable supply of electivity, we seek students who possess the requisite knowledge and motivation from a wide range of potential applicants.

We have also been focusing recently on areas such as workstyle reforms and work-life balance, and we're enhancing employee benefits programs as well. We have also introduced a program under which employees can choose to be employed only in certain regions when they join the company.

Midcareer hiring

Tohoku Electric Power and Tohoku Electric Power Network pursue midcareer hires of human resources with specialized, advanced business knowledge and experience and human resources with high levels of skills and experience in the core power supply business. We plan to hire about 70 such personnel from FY2025 through FY2026.

In FY2023, midcareer hires accounted for about 6% of all permanent full-time workers.

Alumni network

On May 7, 2024, we began building an alumni network through a dedicated alumni service from Hackazouk Inc., with the goal of maintaining and strengthening ties to former employees (alumni) of Tohoku Electric Power and Tohoku Electric Power Network.

We consider alumni to be promising human capital capable of creating new value: Not only do they understand Group management philosophies and businesses, they have often gained new knowledge and experience from various fields since leaving their previous employment with the Group. We seek to create opportunities for alumni to work with us as business partners and to rejoin the organization as employees capable of contributing immediately, by maintaining and enhancing strong ties to the alumni network.

Stimulating interest through workplace tours, etc.

We consider company briefings, workplace tours, and work experiences to be important in stimulating interest in and deepening understanding of our organization and businesses among the next generation of students. While most of these activities had taken place online since COVID-19,

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Securing and Training Human Resources

we held activities in FY2023 with greatly modified content for students who wished to meet in person and to reflect changes in the internship program. These were held mainly for university students. As part of these efforts, the engineering internship program featured in-person work experience in multiple workplaces (including those related to thermal, hydroelectric, and nuclear power) over five days. In this way, these activities have been updated to serve as events that communicate the appeal of each section and help prospective employees to see what practical work involves.

We hold company briefings and work experience events for high school students.
We will communicate information on our efforts in various ways, including ways that take advantage of the latest technologies, to increase interest in the Group.



Work experience in an engineering workplace

Providing opportunities to learn about energy

With the workforce shrinking due to low birth rates, it is vital to broaden the base of human capital by creating opportunities to inspire an interest in electric power and energy among children, thereby passing along the technologies and skills required to ensure a stable supply of electricity.

We continue to provide opportunities for children, our leaders of the future, to learn about energy through environmental and energy classes, power station tours, and other means.



An environmental and energy class and a power station tour for elementary-school children

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Annual learning hours per employee	TD/TN	26.1 hours	Annual learning hours per employee of 40 hours or more	FY2030	・Materiality topics ・Includes learning hours through autonomous e-learning for self-improvement in addition to hours of training.
DX-literate human resources	TD/TN	612	Training 2,000 DX-literate human resources	FY2025	・Materiality topics

Initiatives

On-the-job training (OJT)

Employees develop career plans and set skills development targets based on discussions with their supervisors in accordance with skills maps and roadmaps for growth—intranet tools that specify the required levels of knowledge, techniques, skills, and experience. The degree of achieving these targets is checked regularly and support is provided for employee personal growth. Supervisors also provide guidance and advice suited to each individual, taking responsibility for the growth of their subordinates.

Off-the-job training

We offer training designed to enable employees to improve skills steadily, identifying the skills needed in each section. We optimize these programs by choosing the best training style—group training or e-learning—given the content and nature of each program.

While using the T-next educational platform to monitor the learning progress of each individual, we promote self-improvement along with training to achieve the target annual learning hours per employee of 40 hours or more.

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities

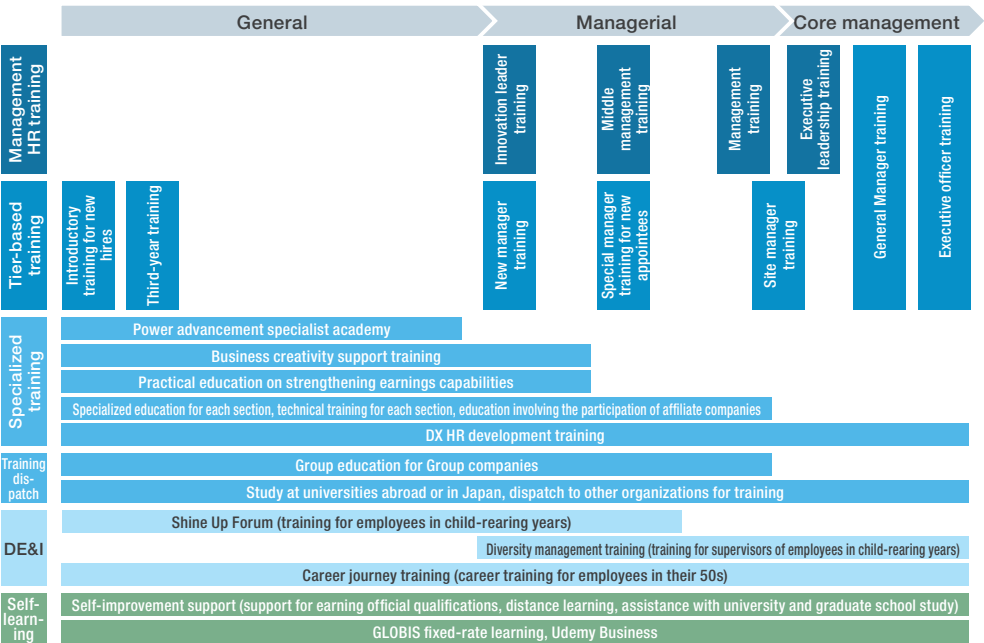
Securing and Training Human Resources

- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management
- Compliance
- Information Security
- Performance Data

Securing and Training Human Resources



* We strive for effective training using both on- and off-the-job training.

Developing management human resources

We believe that the sustained growth of the Tohoku Electric Power Group requires long-term development of next-generation management human resources capable of demonstrating leadership on reforms.

We offer a range of management training programs for Group management candidates, in individual tiers from management through core employees. We use assessment by outside experts to ascertain the state of development of management human resources. We also believe it is vital to link management training programs (off-the-job training) with job assignments (on-the-job training for managers), and we strive to enhance HR development through the HR management cycle.

Skills training

Job-specific departmental education seeks to enhance technical knowledge and skills with the goals of ensuring reliable supply and improving work quality in individual departments. We have established specialized training facilities, including a specialized academy on advanced electric power subjects and a thermal power technology training center, to train next-generation engineers while improving specialized knowledge and technical capabilities.

For the three sections of power supply, substation engineering, and transmission engineering in the Power System Engineering Department, a general skills competition promotes improvements in engineering abilities and transfer of skills. By incorporating competition items using drones, we are also working to acquire new skills. The Distribution Engineering Department carries out a program

called The Skills (formerly the joint skills competition), intended to improve disaster recovery and site response capabilities and enhance communication of information to the community, aiming to promote technological progress and pass along skills.

All engineering sections strive to build on the specialized knowledge and skills passed down since our founding through practical training and disaster drills.

Strengthening earnings capabilities

We train human resources to be capable of demonstrating earning capabilities in all businesses, ranging from power transmission and distribution through power generation and wholesaling, green businesses, energy solutions services, and related fields. Seeing carbon neutrality and digital transformation (DX) as growth opportunities, we will enhance training on business creation abilities and actively dispatch personnel to external organizations for training, to develop human resources to boldly take on the challenges of innovation and growing new business domains.

Training digital transformation (DX) human resources

To foster a mindset among all Group employees of actively promoting DX and continually taking on challenges, we will identify the ideal human resources currently in demand and provide training tailored to individual roles. We will also develop management skills to allow managers to play active roles in DX development through DX training, while promoting thorough measures toward our FY2025 goals and demonstrating leadership on solutions to management challenges through use of DX human resources.

Additionally, we will promote agile cocreation by providing opportunities for value creation and problem-solving by team members, including external partners. In addition to enhancing practical capabilities, we will promote programs to improve the career potential of human resources who take a positive approach.

External study programs

To address various management topics and accelerate growth, it is vital to develop management human resources capable of taking on the challenge of reforming the Group based on high levels of specialized knowledge and abilities, international perspectives, and other qualities. We have established a program to support study at universities abroad and in Japan toward this end. After earning MBAs, the students then return to the organization to put to use what they’ve learned in their careers in individual workplaces.

Self-study

Learning on their own initiative is extremely important for employees in demonstrating their individuality and personal growth. We have established the T-next educational platform, which offers more than 20,000 items of video learning content from inside and outside the Group. We offer programs to subsidize the costs of earning degrees while working and monetary rewards for earning official qualifications, as efforts to encourage autonomous reskilling.

Amid the growing diversity of views on work and workstyles, we are preparing a wealth of educational programs to support employees in achieving their career aims.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

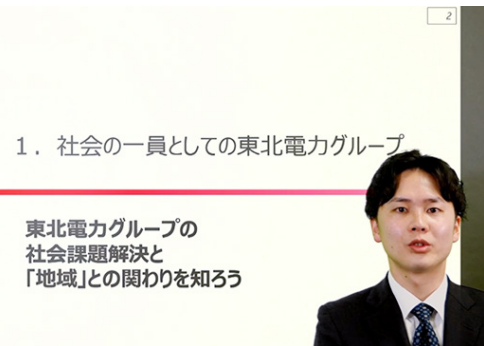
The T-next educational platform

Tohoku Electric Power and Tohoku Electric Power Network employ the T-next educational platform as they seek to develop human resources capable of learning, thinking, and acting on their own.

T-next combines AI and centralized management of training status under various programs, including group learning and e-learning, to propose learning optimized for each individual. In these ways, it is a learning management system that encourages autonomous learning. It also collects data on learning status for use in supporting employee growth.

Through the internal and external video training content available from T-next, employees can not only master knowledge and skills in new areas such as digital technologies but also acquire the latest insights.

By revising existing group training programs to form a vastly increased number of online training options on the platform, T-next allows employees to learn free of the constraints imposed by time and location. It serves as a basis for supporting growth-oriented employees through autonomous skills improvement while achieving a healthy work-life balance.



Assignment, evaluation, and treatment

Initiatives

Revising personnel and payroll systems

Tohoku Electric Power and Tohoku Electric Power Network have revised their personnel and payroll systems since FY2024, with the goal of enabling diverse human resources to continue to succeed while performing rewarding work and demonstrating their individual abilities to the fullest, regardless of attributes such as age or gender.

Specifically, the following three revisions are intended to improve employee motivation and initiative by further reflecting roles and abilities demonstrated in personnel evaluations and wages, while also offering systems and options that value diverse career paths, workstyles, and values.

Main revisions to personnel and payroll systems

- 1. Building personnel systems to encourage growth while leveraging diversity**
 - Swiftly developing younger personnel and accelerating promotion opportunities based on ability
 - Establishing new programs to limit working regions, whereby individual employees can limit the areas where they can be assigned
 - Establishing the regular program, whereby employees can limit the regions where they will work by prefecture (the six Tohoku prefectures, Niigata Prefecture, and the Sado region, plus the ability to add one more area by prefecture or municipality) and the life events program whereby employees can designate sites to which they can commute in light of life events such as raising children or family care
 - Adopting a new professional course for non-management employees to improve their specializations
 - Adopting additional skills allowances for employees who have advanced specializations, skills, or experience
- 2. Adoption of evaluation and treatment systems to encourage demonstration of roles and achievements and taking on challenges**
 - Adoption of role-based pay according to employee roles and revising the payroll system to reflect abilities demonstrated
 - Expanding the percentage of bonus amounts based on evaluation and revising evaluation systems to focus more on initiative and innovation
- 3. Revising employment of seniors**
 - Increasing the maximum age of the reemployment period to 70 years in stages
 - Currently, employees can be reemployed to age 65. This will be raised in stages beginning in FY2025 to reach age 70 in FY2033.
 - Establishment of the new EX Staff category of personnel who also may work as managers
 - Establishment of the new E Staff category of personnel who can choose their own numbers of days and hours worked

Securing and Training Human Resources

To ensure that individual employees understand the purpose of these revisions and are able to utilize them proactively, we have created archives of explanatory videos available for viewing and held direct meetings to allow the exchange of opinions between system designers and employees.



A site briefing

System for greater interaction between employees and supervisors (one-on-one meetings between superiors and subordinates)

Tohoku Electric Power and Tohoku Electric Power Network have established systems whereby employees engage in discussions with their superiors once every half-year on various topics, including daily duties, personal life, and health. The goal here is to encourage greater individual growth among employees. In these discussions, employees and subordinates review past job performance, ascertain personal growth by recording individual skills and assessing aptitude, and think together about targets for developing these skills and for self-improvement as well as in what kinds of positions their skills can be utilized and what kinds of jobs they would like to tackle. These meetings also serve as opportunities for semiannual confirmation of the degree of achievement of job goals based on management policies and organizational targets, to promote achievement of organizational targets and growth in personal skills.

Content of dialogue in the system for greater interaction between employees and supervisors



In-house recruitment programs

Tohoku Electric Power and Tohoku Electric Power Network have established in-house recruitment programs to enable employees to demonstrate their abilities and to support autonomous career development while putting the right people in the right jobs, through sections that have specific recruitment needs recruiting motivated human resources widely from within the organization.

These in-house recruitment programs are grouped into three categories based on the objectives and subjects of recruitment. The details are outlined below.

1. Career design challenge program
Held regularly twice a year, for sections that have specific internal recruitment needs.

2. Special-duties internal recruitment program
Held as needed for duties intended to resolve or study specific and critically urgent management issues—for example, such as considering new businesses

3. Internal side-job challenge program
Employees are recruited on an extraordinary basis for duties such as those intended to consider new businesses or resolve specific issues. The employees recruited in this way work part-time and as needed in the sections to which they are recruited while retaining their posts in their current sections.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Securing and Training Human Resources

President’s Awards programs

Tohoku Electric Power and Tohoku Electric Power Network have established annual President’s Awards programs to reward ideas related to business improvements or enhancements, outstanding contributions to their businesses, and efforts that contribute to their communities. These awards are intended to recognize outstanding efforts and diligence and to inspire business progress by stimulating creativity across the organization. In this way, they are expected to lead to business reforms and coprosperity with the community.

Tohoku Electric Power and Tohoku Electric Power Network each seek entries for these awards. Winners are announced in a joint awards and announcement ceremony by both companies. In addition, employees vote to select each company’s annual grand prize from the President’s Awards winners.



Employee welfare

Tohoku Electric Power and Tohoku Electric Power Network offer a wide range of support programs to build environments in which employees can continue to work with peace of mind and live stable lives, while also encouraging vitality and raising job motivation among the employees who support the safe, stable supply of electricity. Examples include the cafeteria plan, rental housing, rent subsidies, various savings plans, the employee stock-ownership plan, mutual-aid benefits and loans, life planning seminars, and subsidies for cultural and athletic activities.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Diversity, Equity, and Inclusion (DE&I)

Policies and rationale

Tohoku Electric Power Group Code of Conduct

The Tohoku Electric Power Group Code of Conduct includes the following provisions:
6. Respect for individuals and the creation of an open and energetic corporate culture



Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

President’s Message on Diversity

Representative Director & President
Tohoku Electric Power Co., Inc.
Hojiro Higuchi

Yori, Sou, Chikara
(The Strength to Work Alongside)
based on our individual diversity



Drawing on our Management Philosophy of Prospering with Local Communities, we seek to contribute to comfortable, safe, secure living and sustainable communities by realizing a smart society for each and every one of our customers and community members, while growing and progressing together with our communities as their chosen partner.

Respect for human rights and promotion of diversity, equity, and inclusion (DE&I) are essential to doing so. To meet the varied lifestyles and diverse needs of our customers, employees must be able to draw on their diverse backgrounds, individuality, ideas and experiences to the maximum while working in good health and with vitality. We believe that DE&I drives innovation.

We will continue striving to develop and enhance programs to enable diverse human resources to thrive while raising awareness and improving our organizational culture in the future as well, aiming to be a company where all workers can succeed with vitality, regardless of gender, age, disability status, form of employment, nationality, race, religion, creed, culture, sexual orientation, sexual identity, or other factors.

Through these efforts, we aim to contribute even more to realizing comfortable, safe, secure lives for our customers and communities.

Governance and promotion structure

We have established a Human Capital Strategy Committee, chaired by the President of Tohoku Electric Power. The Committee’s deputy chair is the President of Tohoku Electric Power Network. The membership is drawn from both companies.

The Committee seeks to build an environment in which diverse human resources can work with vitality, by discussing various topics, such as the promotion of women, the employment of those with disabilities, and measures to promote diversity to generate innovation.

The status of efforts to address materiality topics is reported to the Board of Directors via the Sustainability Promotion Council.



See > Sustainability Management > Governance and promotion structure > p. 2

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Number of women managers vs. start of FY2019	TD/TN	TD: 1.61 times TN: 1.56 times	At least doubling the number of women managers (vs. the start of FY2019)	FY2024	· Materiality topics · Number of women in positions of department manager or higher under the Act on the Promotion of Women's Active Engagement in Professional Life · Numbers of women managers at the start of FY2019 were 31 at TD and nine at TN
Percentage of managers who are women	TD/TN	2.87%	Achieving a rate of at least 5.0% of managers being women	FY2035	· Materiality topics · Percentage of managers in positions of department manager or higher who are women, under the Act on the Promotion of Women's Active Engagement in Professional Life
Percentage of employees with disabilities	TD/TN/TFP	2.52%	Complying with statutory percentage of employees with disabilities	Annual	Materiality topics

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Initiatives

Diversity management

In training for those in managerial positions, participants learn about the need to promote DE&I while gaining an understanding of appropriate support and communication of expectations based on an awareness of subordinates’ diverse values.

Training for managers of subordinates in their child-rearing years is provided through dialogue with eligible employees, e-learning, and other means, with the goal of building workplaces where everybody can work with vitality. Managers think about how to use insights gained through these activities in future actions. Action plans are prepared through dialogue with their section heads and used to promote active efforts in each workplace.



Rectifying male-female wage disparities and promoting women’s careers

Among Tohoku Electric Power permanent full-time employees, male-female wage disparities are rooted in gender differences in percentages of managers, ages, and rates of receiving allowances such as dependent allowances.

All workers	Permanent full-time employees	Part-time, temporary employees
65.5%	65.1%	57.5%

We are implementing measures such as the following to rectify these disparities.

Support for employees balancing work and family life

We provide training for employees returning from childcare leave to foster a career-planning orientation and strengthen motivation while accounting for life events. This training creates opportunities to share information on concerns and issues employees face in their child-rearing years and for the active exchange of opinions on solutions. Following this training, employees engage in dialogue with their managers to help achieve a good balance between work and family life and to help build their careers in their workplace.

Other efforts to help employees balance work and family life involve the distribution of the Manual for Managers on Support for Balancing a Career and Childcare, a pamphlet on supporting women employees in their child-rearing years.

Networking across sections

In FY2023, we began holding exchange meetings of engineering employees in the Power System Engineering Department and the Distribution Engineering Department, to support networking among female engineering employees, increase motivation and support career building. These included messages for participants from each section and group discussions. The group discussions featured diverse opinions and questions based on individual workplaces and experiences, through free discussion of the concerns and wishes of female engineering employees as well as their future goals.



Exchange meeting of engineering employees in the Power System Engineering Department and the Distribution Engineering Department

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Diversity, Equity, and Inclusion (DE&I)

Groupwide efforts to promote the role of women in the workplace

We hold Tohoku Electric Power Group Women Employee Information Exchange Meetings for women employees in the Group, to assist with networking inside the Group and increase future career motivation.

In FY2023, this event featured a panel discussion between outside Audit and Supervisory Committee Member Akiko Ide and women managers from the Group, along with group work on them of “the kind of manager I want to be.” Participants listened intently to the panelists and took part in active exchange of opinions on their own ideals as managers.



A panel discussion in the Tohoku Electric Power Group Women Employee Information Exchange Meeting



Group work in the Tohoku Electric Power Group Women Employee Information Exchange Meeting

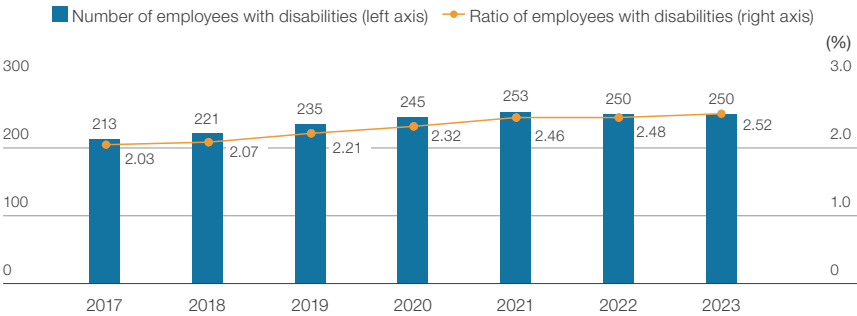
Actions for disability employment

To provide more options for employees with disabilities to experience rewarding work and to help them participate in society, we’re active in recruitment efforts undertaken in partnership with educational and other institutions.

We assign more vocational and lifestyle counselors for those with disabilities to our offices than required by law, respond to individual working life inquiries, and seek to improve working environments, including renovations to make them barrier-free for workers with disabilities based on the concept of reasonable consideration for people with disabilities.

Established in July 2018 to recruit more workers with disabilities and recognized in May 2019 as a special subsidiary company, Tohoku Electric Power Friendly Partners provides support for clerical operations at Tohoku Electric Power and Tohoku Electric Power Network. Our current disability employment rate surpasses the legal requirement. We plan to continue working with Tohoku Electric Power Friendly Partners to actively promote employment of people with disabilities and raise the disability employment rate even higher, while also creating working environments in which workers with disabilities can work in safety and peace of mind.

Numerical trends and ratio of employees with disabilities



* Base figures used for estimation include employees in Tohoku-Electric Power Friendly Partners Co., Inc. beginning with FY2019 and employees in Tohoku Electric Power Network Co., Inc. beginning with FY2020.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Diversity, Equity, and Inclusion (DE&I)

Revising employment of seniors

Tohoku Electric Power and Tohoku Electric Power Network have enhanced their programs for employment of seniors, seeking to provide greater opportunities based on the wealth of practical experience that senior employees possess and to respond to diverse work values.

Specifically, we are increasing the maximum age of the reemployment period to 70 years, in stages beginning in FY2025, establishing a new category of personnel who also may work as managers, and establishing a new category who can choose their own working days and hours, to broaden career possibilities for seniors.

In addition, to maintain employee motivation and to allow employees to demonstrate outstanding performance even after the mandatory retirement age of 60, we have established career journey training on career autonomy for employees in their 50s. This helps them to reconsider their roles and redesign their careers while looking back on their careers to date and acquiring the mindsets required for their future.

LGBTQ+

In addition to promoting an understanding of LGBTQ+ issues through Groupwide lecture videos and e-learning materials, we are striving to deepen understanding through activities such as manager training and training sessions in the workplace.

We will continue striving to promote LGBTQ+ understanding while building workplaces where all can do their jobs with vitality.

External evaluations

To build workplaces in which diverse human resources can thrive and demonstrate their capabilities to the fullest, we implement training and other activities to foster a career-planning orientation and seek to help employees balance their work with family life. In 2020, these efforts earned us Eruboshi (level two) certification from the Miyagi Prefecture Labour Bureau in recognition of our efforts to promote the roles and advancement of women in the workplace under the Act on Promotion of Women's Participation and Advancement in the Workplace.



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security


Performance Data

Work-life Balance

Policies and rationale

Tohoku Electric Power Group Code of Conduct

The Tohoku Electric Power Group Code of Conduct includes the following provisions:
6. Respect for individuals and the creation of an open and energetic corporate culture

 Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Tohoku Electric Power and Tohoku Electric Power Network strive to create workplace environments that support a healthy balance between work and private life, so that each and every employee can generate results by working with motivation and in a state of good mental and physical health. A leading example is workstyle reforms. We are introducing various programs and striving to manage working hours properly to realize a healthy work-life balance.

Governance and promotion structure

We have established a Human Capital Strategy Committee, chaired by the President of Tohoku Electric Power. The Committee’s deputy chair is the President of Tohoku Electric Power Network. The membership is drawn from both companies.

This committee promotes measures to contribute to a healthy work-life balance by discussing various topics, such as business efficiency improvements that improve productivity, making work more comfortable, and other issues related to workstyles.

The status of efforts to address materiality topics is reported to the Board of Directors via the Sustainability Promotion Council.

 See > Sustainability Management > Governance and promotion structure > p. 2

Metrics and targets

Metrics	Scope	FY2023 results		Targets	Target fiscal year	Note
Percentage of days of standard leave used	TD/TN	TD: 74.7% TN: 83.8%		Target: At least 80% of days of standard leave (including hourly leave) to be used	FY2024	Materiality topics
Total working hours (not including night duty, etc.)	TD/TN	1,940 hours		—	—	
Overtime hours (not including night duty, etc.)	TD/TN	286 hours		—	—	
Number of employees using childcare leave programs	TD/TN	Female:	34	—	—	
		Male:	101			
Percentage of employees using childcare leave programs	TD/TN	Female: 100.0%		—	—	
		Male: 33.7%				
Number of employees using system of restricted working hours for childcare	TD/TN	106		—	—	
Number of employees using leave programs for spousal childbirth or childcare	TD/TN	274		—	—	
Percentage of employees using leave programs for spousal childbirth or childcare	TD/TN	88.3%		—	—	
Number of employees using leave programs for child nursing care	TD/TN	787		—	—	
Number of employees using long-term-care leave programs	TD/TN	2		—	—	
Number of employees using system of restricted working hours for long-term care	TD/TN	2		—	—	
Number of employees using family long-term-care leave programs	TD/TN	490		—	—	
Number of employees using volunteer leave programs	TD/TN	27		—	—	

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Initiatives

Building environments that make it easier to take leave

Tohoku Electric Power and Tohoku Electric Power Network have formulated general business operator’s action plans under the Act on Advancement of Measures to Support Raising Next-Generation Children, and they are accelerating efforts to reach the goal under those plans of at least 80% of standard leave used by the end of March 2025. To encourage employees to take leave, both companies seek to build environments that make it easier to take leave through means such as having each employee prepare an annual leave plan at the start of the year, active communication between managers and employees in the workplace to encourage employees to take planned leave, and checking and adjusting work schedules.

Proper management and reduction of working hours

Tohoku Electric Power and Tohoku Electric Power Network are working to optimize management of working hours to improve operational quality as well as employee morale and vitality.

In response to the amendment of the Labor Standards Act in April 2019, we’ve enhanced measures to reduce working hours, including setting limits on overtime and management to ensure that employees take paid vacation.

Examples of specific actions:

- Clarifying daily work schedules and goals to be met at start of meetings
- Designating one no-overtime day per week
- Making meetings more efficient by clarifying in advance the purpose of the meeting, points to be discussed, and the duration
- Training for managers to enhance labor management and communication skills
- Matching staff assignments to workloads
- Encouraging employees to take time off through systematic scheduling management

For childcare leave, in FY2022 we established a new system of childcare leave on childbirth and made it possible for employees to split childcare leave. We are also seeking to establish workplaces where taking childcare leave is a matter of course—part of efforts to create an environment in which both men and women find it easy to take childcare leave. The number of male employees taking childcare leave has jumped sharply in recent years to exceed the number of female employees taking childcare leave since FY2022. We see this as a sign that understanding of the childcare leave program is penetrating steadily throughout our workplaces.

We’ve also established a volunteer leave system to help employees achieve self fulfilment. The system allows employees to take leave of work to participate in social welfare, social contribution, or community-based activities.

External evaluations

We have been certified by the Miyagi Prefecture Bureau of Labor as a company that supports raising the next generation under the Act on Advancement of Measures to Support Raising Next-Generation Children, by reaching the targets of its general business operator’s action plan in 2008, 2015, and 2020.



Introducing different systems to ensure a worklife balance

Tohoku Electric Power and Tohoku Electric Power Network have introduced several programs to contribute to the work-life balance of their employees. These include flextime and work from home as well as systems for hourly leave and intervals during working hours. In these ways, we are striving to build workplaces where diverse human resources can thrive while demonstrating their abilities to the fullest through harmony between work and personal lives.

Furthermore, to build workplaces that support balancing work with childcare and long-term care, we have introduced programs such as childcare leave (until the child reaches age three), long-term care leave (up to two years), restricted working hours for childcare under which employees can shorten their working hours by up to three hours, restricted working hours for long-term care, and systems for working in specific areas. In FY2024, we extended the range of children eligible for special leave for nursing care to include those through the end of the sixth year of elementary school.

Contents

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management
- Compliance
- Information Security
- Performance Data

Health Management

Policies and rationale

At Tohoku Electric Power and Tohoku Electric Power Network, we promote the health management needed to ensure we remain a company in which all employees can work energetically and in good health through both physical and mental health-management initiatives based on close cooperation with the health insurance society (collaborative health)—all under an approach that puts health and safety above all other considerations.

Promotion of health management is the foundation for human capital management and wellbeing. It is connected to employee vitality and productivity improvements, as well as organizational vitalization, and by extension, it helps raise the Group’s corporate value and contributes to the continuous progress of our region.

The health of each and every employee is an important driver behind embodying the Group’s management philosophy of prospering with local communities. Under our Group slogan, Yori, Sou, Chikara (The Strength to Work Alongside), we seek to realize an enriched, sustainable society together with our own growth by properly meeting the needs of all stakeholders, including our customers, communities, shareholders, and business partners.

Based on the above concepts, the Group has established the following Health Management Statement.

Tohoku Electric Power Group Health Management Statement

Tohoku Electric Power Group considers the physical and mental health of each and every employee to be vital to its efforts to create unique value and realize its own growth along with enrichment of society, by taking on challenges and reforms alongside its customers and communities.

We encourage employees to take steps to improve their wellbeing by living in good physical and mental health, seeing their own health as a valuable asset, by reflecting on health examination results and paying attention to diet, exercise, sleep, smoking, drinking, and other daily habits.

Toward this end, the Group considers employee health maintenance and promotion to be a subject of management, and it will enhance cooperative efforts with the health insurance society, with the support of industrial health professionals,* to improve health literacy.

Let’s all work together to create an active organization where every employee can work in good health and with vitality.

July 1, 2023
Kojiro Higuchi
Representative Director & President
Tohoku Electric Power Co., Inc.

* Health promotion staff such as nurses and qualified public health nurses, industrial physicians, psychologists, and others involved in Company industrial health efforts

Governance and promotion structure

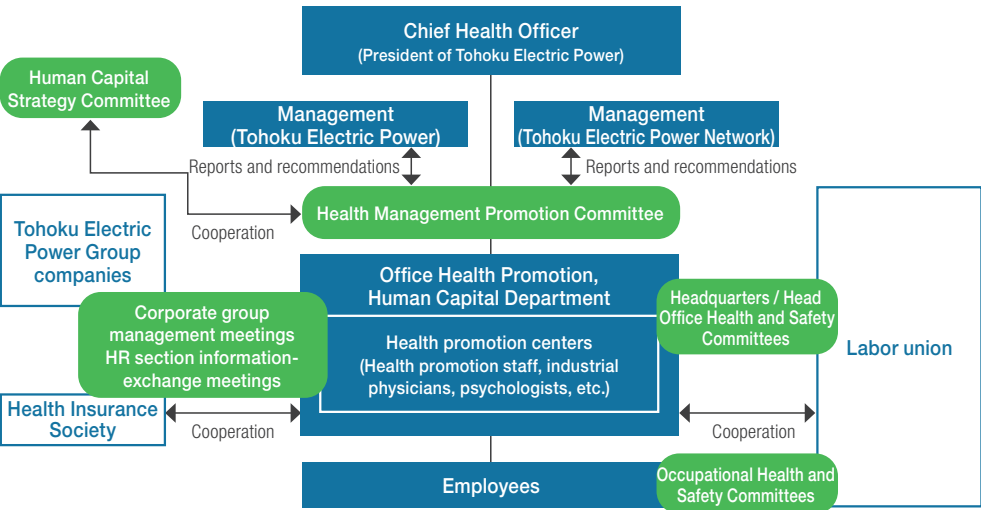
We have established a health management promotion structure in which the President of Tohoku Electric Power serves as the Chief Health Officer. To promote health management even more strongly, in July 2024 we established the new Office of Health Promotion in the Human Capital Department, by merging health staff in the headquarters Human Capital Department with the health promotion centers at individual branches and other facilities, to enhance planning and implementation of health management initiatives through all related parties in the organization working together.

We have also established a Health Management Promotion Committee with membership from both Tohoku Electric Power and Tohoku Electric Power Network, to deliberate and check on policies, plans, and results related to health management. The Vice President of Tohoku Electric Power chairs the Health Management Promotion Committee.

We also cooperate with the health insurance society and labor unions to promote measures to improve employee health.

The status of efforts to address materiality topics is reported to the Board of Directors via the Sustainability Promotion Council.

See > Sustainability Management > Governance and promotion structure > p. 2



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Presenteeism ^{*1}	TD/TN	17.8%	15.1%	FY2026	Materiality topics ^{*3}
Absenteeism ^{*2}	TD/TN	1.73%	1.20%	FY2026	Materiality topics ^{*3}
Smoking	TD/TN	20.9%	20% or lower	FY2024	Materiality topics ^{*3}
			18.0%	FY2026	
Work engagement	TD/TN	2.72	2.95	FY2026	
Job satisfaction	TD/TN	2.94	2.95	FY2026	
Obesity (BMI of 25.0 or higher)	TD/TN	30.7%	29.1%	FY2026	
Blood pressure issues (140/90 or higher)	TD/TN	15.5%	15.2%	FY2026	
Liver function issues (AST 36 or higher, ALT 41 or higher, or γGT 81 or higher)	TD/TN	22.6%	20.0%	FY2026	
Cholesterol issues (neutral fat 300 or higher, HDL less than 40 or LDL 140 or higher)	TD/TN	31.0%	29.5%	FY2026	
Blood glucose (metabolism) issues	TD/TN	16.1%	14.4%	FY2026	
Total health risk	TD/TN	74	74	FY2026	

^{*1} Presenteeism refers to a state in which an employee is present but demonstrates lower levels of job ability or labor productivity due to certain conditions or symptoms. The goal is to obtain a lower score on this item.
^{*2} Absenteeism refers to continuous time off due to physical or mental conditions. The goal is to obtain a lower score on this item.
^{*3} Since FY2024, presenteeism and absenteeism percentages have been monitored as health management metrics in place of the percentage of smokers.

Initiatives

Considering employee health maintenance and promotion to be important management topics, Tohoku Electric Power and Tohoku Electric Power Network seek to be organizations in which all employees can work in good health and with vitality, under a policy of putting health and safety above all other considerations based on the Group's Health Management Statement.

To do so, it is vital to reduce health risks by promoting efforts to improve both physical and mental health along with disease prevention and to help employees manage their health by supporting health literacy improvements.

Based on this thinking, in FY2023 we formulated a strategic health management map to maintain and improve employee health in light of rising numbers of people with health risks due to daily habits such as smoking, excessive drinking, and lack of exercise and increasing cases of mental health issues. Based on this strategy, we have set targets (at left) on 11 health management

indicators and are deploying the following efforts in partnership with the Tohoku Electric Power Health Insurance Society (collaborative health initiatives).

1. Physical health	Our initiatives intended to reduce health issues and medium- to long-term health risks include multifaceted support for lifestyle improvements. Collaborative health initiatives with the health insurance society include encouraging all employees to install a health improvement app, efforts to improve lifestyle with a focus on exercise and diet, and helping employees to quit smoking by encouraging smokers to join a new online smoking cessation program.
2. Mental health	To maintain and improve the mental health of our employees, we're working to identify and prevent mental health issues and to improve organizational health. With a focus on self-care and line care, we are holding seminars and individual meetings with industrial health professionals,* as well as subsidizing the costs of studying to earn official qualifications related to mental health.
3. Health literacy	Activities include encouraging employees to receive health guidance and examinations by industrial health professionals,* health improvement support for new hires and younger employees to establish health literacy quickly, women's health seminars to build working environments in which diverse employees can work with comfort, and participating in TRY40 activities (standing on one leg while holding the other foot 40 cm above the floor) to check on the motor functions of seniors and those in middle age.
<small>* Health promotion staff such as nurses and qualified public health nurses, industrial physicians, psychologists, and others involved in Company industrial health efforts</small>	

External evaluations

Starting in 2020, Tohoku Electric Power and Tohoku Electric Power Network have been selected to the Certified Health & Productivity Management Outstanding Organizations Recognition Program for five years in a row in recognition of efforts to support employee health.

Both companies have also been certified under the Sports Yell Company program as enterprises that actively support and promote sports activities to improve employee health.

We will continue to promote health management through joint efforts with individual workplaces, the health insurance society, and other related parties, backed primarily by efforts by the Office of Health Promotion in the Human Capital Department, under the leadership of the Chief Health Officer.




Contents
Sustainability Management
Environment
Environmental Management
Disclosure Under the TCFD Recommendations
Disclosure Under the TNFD Recommendations
Conserving Biodiversity
Pollution Prevention
Establishing a Recycling-based Society
Consideration for Water Resources
Society
Respect for Human Rights
Supply Chain Management
Safety
Nuclear Power That Puts Safety First
Public Safety and a Reliable Supply of Power
Communicating With Customers and Communities
Securing and Training Human Resources
Diversity, Equity, and Inclusion (DE&I)
Work-life Balance
Health Management
Employee Engagement
Sound Labor-management Relationship
Governance
Risk Management
Compliance
Information Security
Performance Data

Employee Engagement

Policies and rationale

Tohoku Electric Power Group Code of Conduct

The Tohoku Electric Power Group Code of Conduct includes the following provision:
6. Respect for individuals and the creation of an open and energetic corporate culture

 **Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website**
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

We identify as elements of employee engagement the three items of rewarding work (among them ties to the community, a sense of mission, and so forth), comfortable work (improvements in working environments and other such factors), and skills improvement (HR development). Improving these elements leads to higher employee engagement and promotes true growth among individual employees.

Governance and promotion structure

We have established a Human Capital Strategy Committee, chaired by the President of Tohoku Electric Power. The Committee's deputy chair is the President of Tohoku Electric Power Network. The membership is drawn from both companies.

The Committee seeks to contribute to organizational and individual growth by discussing efforts to improve employee engagement.

The status of efforts to address materiality topics is reported to the Board of Directors via the Sustainability Promotion Council.

 See > Sustainability Management > Governance and promotion structure > p. 2

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Engagement score*	TD/TN	3.54	3.8 or higher	FY2030	Materiality topics

* Our engagement score is the average of answers to the question "Would you recommend the Company to an acquaintance as a wonderful company?" scored as follows: five points for an answer of "yes," four points for "more yes than no," two points for "more no than yes," and one point for "no."

Initiatives

Tohoku Electric Power and Tohoku Electric Power Network have conducted regular engagement surveys since FY2023 as a guide to improving employee engagement. The engagement score in the FY2023 employee engagement survey was 3.54 points (out of a possible total of five points). We will strive to improve engagement through various ways, including reporting the results of analyzing the survey findings to management and other related parties and considering various measures under our HR strategies, targeting an engagement score of more than 3.8 points in FY2030.

Seeking to improve the engagement element of rewarding work (among them ties to the community, a sense of mission, and so forth), we have set up a portal site with content that includes records of damage to facilities caused by the Great East Japan Earthquake. We have also established the Power Distribution Culture History Room at the General Education and Training Center in partnership with Tohoku Electric Power Network. Through these and other efforts, including the incorporation of e-learning materials on recovery from the Great East Japan Earthquake into the curriculum for training new employees, we are striving to foster a sense or mission, aiming to increase the percentage of employees who answer that they feel their current work is "rewarding" to approximately 70% or higher.



Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Sound Labor-management Relationship

Policies and rationale

Excluding those representing corporate interests, all employees of Tohoku Electric Power and Tohoku Electric Power Network are members of Tohoku Electric Power’s labor union. In 1956, long before other companies, management and the labor union concluded a Productivity Collective Contract incorporating provisions on joint labor-management efforts to improve productivity.

Initiatives

The contract includes provisions whereby both management and workers work jointly to boost productivity. In accordance with this contract, individual offices have established Productivity Councils to deliberate on business implementation plans and operations to develop the Company’s business activities and to improve its operations. These bodies work to deepen understanding and trust between the management and the union, thereby contributing to the pursuit of business operations.

Labor representatives also attend meetings of the health and safety committees at each business site. These committees share information on and discuss various matters, such as the status of workplace accidents and results of health and safety activities, striving to improve both health and safety.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Risk Management

Policies and rationale

Basic concept underlying integrated risk management

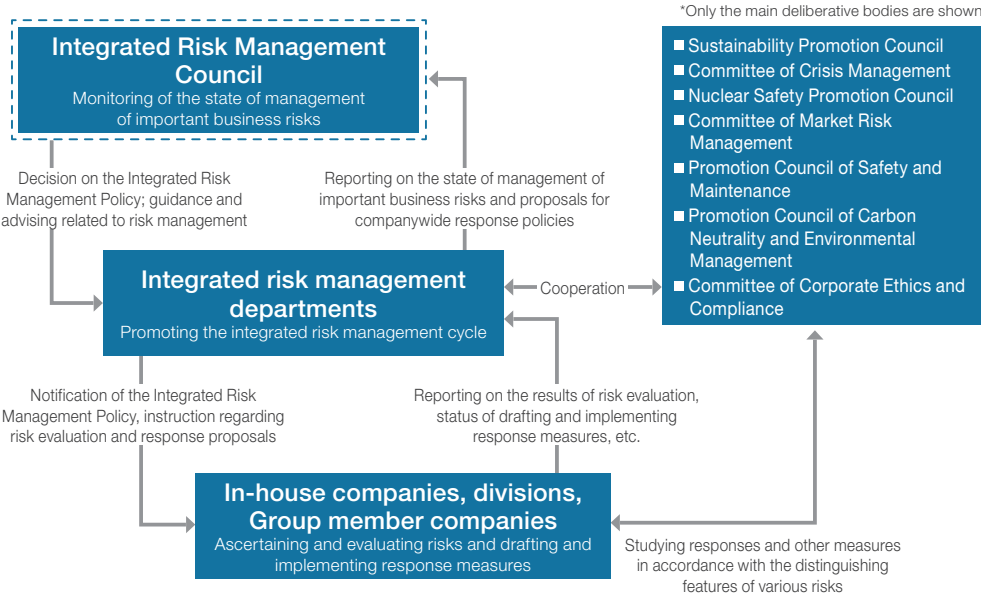
- We advance risk management activities in which the Integrated Risk Management Council serves as the leading organization based on the Integrated Risk Management Policy.
- While the sections closest to where risks occur conduct autonomous risk management as our basic policy, we carry out management to keep measured value at risk within a range that the Company finds tolerable. Based on a recognition that securing stable revenues requires appropriate risk-taking, we also strive to keep value at risk within the amount of consolidated equity capital, thereby achieving management that strikes a healthy balance between soundness and profitability.
- For risks and other matters for which it is difficult to measure value at risk, we qualitatively analyze their nature and maintaining systems capable of withstanding them to minimize the impact of the actual emergence of risks.

Governance and promotion structure

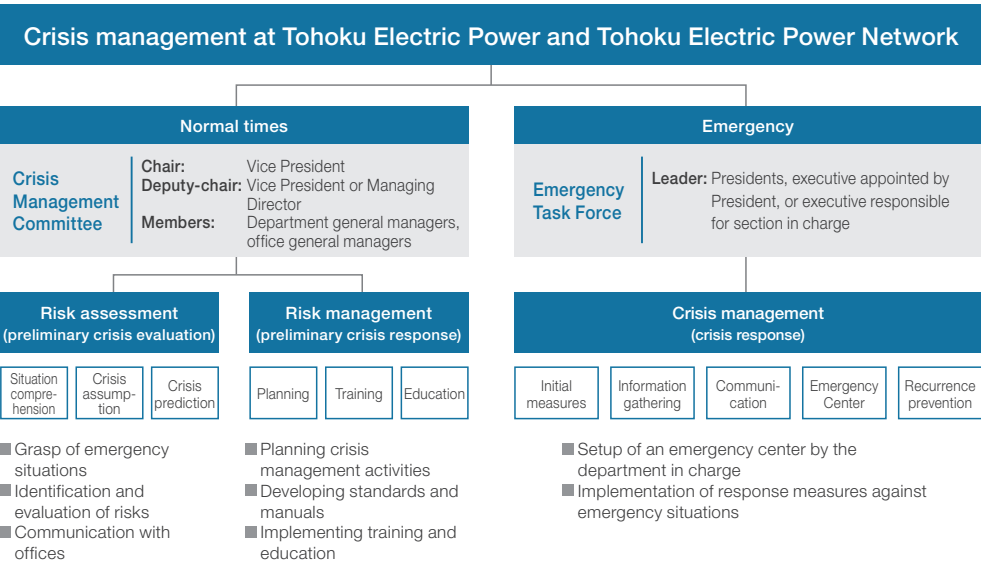
Integrated Risk Management Council

The Integrated Risk Management Council is a joint council with Tohoku Electric Power Network chaired by the President of Tohoku Electric Power. Its membership consists of all directors of both companies. Its purpose is to promote the Company's integrated risk management activities and to deliberate on and explore our response to key business risks in the Group from a management perspective while taking care to handle information in compliance with applicable laws and regulations.

Specifically, it meets twice annually to evaluate the state of management of important business risks and to provide guidance and advice on deployment of risk management activities while striving to enhance risk management activities through feedback to individual business execution sections and related deliberative bodies. It also reports periodically to the Board of Directors and other parties on the state of risk management.



Crisis management structure



Contents

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

Risk Management

- Compliance
- Information Security
- Performance Data

Response system and duties of offices and eaprtments

Crisis managers (Division managers, and General Managers of offices and departments) Overall control of crisis management operations, including crisis prediction and prevention
Crisis management promoters (deputy general managers of offices, departments, and others) Overall control of reporting operations in the event of an emergency and implementation of activities to promote awareness of crisis management

Crisis Management Committees

Tohoku Electric Power and Tohoku Electric Power Network also have established individual Crisis Management Committees (chaired by their respective Vice Presidents) to promote crisis management activities and to run through the corresponding plan-do-check-act (PDCA) cycles. Meeting twice annually, these Crisis Management Committees carry out activities such as assessing activities during the fiscal year and sharing risk information, as well as deliberating on action plans for the next fiscal year. The results are reported to the Management Committee.

In light of the need for a crisis management structure under which both Tohoku Electric Power and Tohoku Electric Power Network can work together even after the statutory division into separate entities, the Crisis Management Committees will meet jointly for both companies.

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Keeping value at risk to no more than consolidated equity capital (value at risk/ consolidated equity capital)	G	Under control (less than one)	Appropriate control and response to important risks identified based on the Integrated Risk Management Policy	Annual	Materiality topics

Initiatives

Preparedness during normal times (risk assessment, risk management)

During normal times, each section and site strives autonomously to increase sensitivity to risks through awareness raising activities, drills, and other activities, including preventive measures such as equipment-related measures to prevent crises from occurring.

In addition, the Crisis Management Committee Secretariat follows up on the autonomous activities of each section and site through e-learning on crisis management and drills on

communication of information in an emergency for all employees. Crisis risks are forecast through identification and assessment based on multifaceted perspectives on the key risks inherent to the Company's business.

To promote awareness of risk management groupwide, activities seek to intensify cooperation through dialogue with individual Group member companies and drills on communicating information in the event of an emergency.

Responding to emergencies (crisis management)

In the event of an emergency, in addition to performing the necessary initial actions, various actions based on swift and appropriate response are taken in cooperation with related parties to minimize damage.

In the event of an emergency requiring immediate judgement and decision-making by top management, an emergency task force is set up under the leadership of the president of the relevant company or director or other person appointed by the president.

As necessary, related executives or sections of the other company will also join the emergency task force, enabling the two companies to respond to the matter as a united team (except where doing so would violate restrictions on their behavior).

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

Risk Management


- Compliance
- Information Security
- Performance Data

Compliance

Policies and rationale

Tohoku Electric Power Group Code of Conduct

The Tohoku Electric Power Group Code of Conduct includes the following provision:
3. Ensuring compliance with corporate ethics and laws and regulations



Tohoku Electric Power Group Code of Conduct on the Tohoku Electric Power website
<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Tohoku Electric Power Group Compliance Activity Policy

1. Intensive efforts to prevent misconduct
- We regard the Tohoku Electric Power Group Code of Conduct as the basis of all employee actions within the Tohoku Electric Power Group. As part of intensive efforts to prevent misconduct, we're committed to activities targeting ever-growing awareness of risks related to compliance with corporate ethics and applicable laws and regulations.
2. Socially acceptable actions
- By engaging in the basic processes of noticing, engaging in dialogue, and correcting courses of action, we will proceed in accordance with appropriate values and criteria for judgment and engage in sincere and sound business implementation in society to maintain and boost the trust of local communities.
3. Encouraging the culture of volunteering at workplaces
- Together with their autonomous compliance activities, individual companies within the Tohoku Electric Power Group will engage in activities to insure and raise the level of compliance activities Groupwide through means such as actively distributing information on their positive efforts.

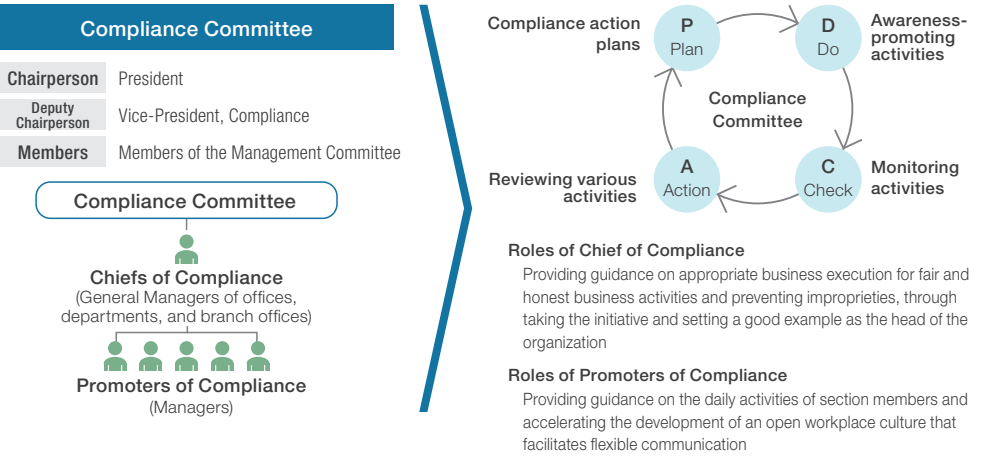
Governance and promotion structure

We believe compliance is essential to all business activities. To promote, maintain, and enhance compliance activities, we've established the Compliance Committee, chaired by the President, and appointed Chiefs of Compliance and Promoters of Compliance at the head and other offices.

The Compliance Committee formulates compliance action plans in accordance with the Tohoku Electric Power Group Compliance Activity Policy. It also implements awareness-promoting activities under the coordination of the Office of Compliance Promotion and the supervision of the officer responsible for compliance, in which the persons responsible at individual sites play central roles. Examples of these activities include training sessions and Compliance Month. The committee also examines various activities to review specific aspects.

The committee periodically reports to the Board of Directors on compliance initiatives and other matters.

Compliance promotion structure (Tohoku Electric Power Co., Inc.)*



* Tohoku Electric Power Network has established a similar structure, under which both companies engage in joint activities.

Compliance promotion

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Number of serious compliance violations	G	0	Thorough compliance	Annual	Materiality topics

Initiatives

Awareness promotion and monitoring activities

To enhance knowledge and awareness as the foundations for ethical behavior and to encourage self-discipline, we regularly carry out awareness promotion activities to establish compliance firmly.

We also carry out monitoring and other activities to assess ethical behavior is put into practice. Through these activities, we're working to improve our organizational self-discipline.

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Providing appropriate education for different ranks

Our induction education for new employees focuses on the need for compliance as well as the basics, whereas training for newly appointed managers focuses on points to note in management. In top seminars for management team members, lectures are given by invited outside experts, in addition to opinion exchange sessions. In this way, we provide appropriate target-focused education for trainees to reinforce knowledge and awareness as the foundations for ethical behavior.

Implementing Tohoku Electric Power Group Compliance Month

We define October as Tohoku Electric Power Group Compliance Month. During this month, the president delivers a message to all Group employees, a top seminar is organized and held, and workplace discussions take place based on case methods. The discussions seek to strengthen awareness of compliance and to promote it as part of the corporate culture.

Groupwide employee surveys on compliance

We have undertaken surveys of employees on compliance since FY2017. These surveys monitor current conditions and changes over time in employee perceptions regarding compliance and the organizational culture and help us to check, assess, and improve related actions. Since FY2020, the scope of these surveys has been expanded into a groupwide survey program.

Efforts to prevent reoccurrence of improper handling of information on subjects including PPS customers

The discovery of improper handling by Tohoku Electric Power employees and others of information on various matters, including power producer and supplier (PPS) customers managed by Tohoku Electric Power Network, resulted in orders for business improvements issued to Tohoku Electric Power and Tohoku Electric Power Network in April 2023 by the Electricity and Gas Market Surveillance Commission and other consequences.

We submitted a business improvement plan and other documents and began steady progress on tangible and intangible preventive measures in May 2023, and in October 2023 we established the Office of Compliance Promotion as a specialized organization. Through these and other means, we are carrying out thorough measures to prevent reoccurrence of such an incident, while strengthening our internal monitoring structure and obtaining external evaluations.

Actions to ensure fair competition

Ensuring fair competition, a cornerstone of the free market, is key to creating new value and maintaining our position as the first choice of our customers. To deepen understanding of applicable laws and regulations, we have prepared manuals on antitrust law and other resources and made them available to all employees.

The Tohoku Electric Power Group Code of Conduct specifies the need for thoroughgoing

compliance with conduct regulations and ensuring fair and competitive practices, and we are taking steps to ensure that the importance of compliance with business-related laws, regulations, etc. is understood thoroughly throughout the organization.

Initiatives to prevent bribery and corruption

Tohoku Electric Power Group Code of Conduct (revised February 2024)

The following provisions related to anticorruption are included in the Tohoku Electric Power Group Code of Conduct to further compliance throughout the Group.

Sound relationships to politics and administration: As a company engaged in a public interest business, the Group shall maintain sound and appropriate ties to political and administrative figures, keeping in mind the spirit of the law and corporate ethics.

Gifts and entertainment: Executives and employees must refrain from accepting gifts or entertainment from or providing them to transaction counterparties beyond the socially acceptable extent.

Establishing a consultation center for exchange of money, goods, etc.

We established a consultation center in November 2019 based on the recognition that individuals may not know how to react or may have concerns about how others react regarding the exchange of money, goods, or favors that may amount to bribery. The center is intended to enable a systematic response to related incidents. We’re striving to ensure a consistent understanding of the need to prevent corruption throughout the organization by sharing information about the system and reference case studies at various educational events, including training for young employees and managers. The contents of such notifications are reported to the Committee of Corporate Ethics and Compliance. Particularly serious cases are reported as appropriate to the Board of Directors and the Audit and Supervisory Board.

Initiatives to ensure thorough awareness of compliance

A Compliance Guidebook has been established and distributed groupwide containing reference case studies, explanations, and other content to ensure fair transactions, appropriate handling of gifts and entertainment, and related matters.

Through autonomous activities in each workplace, including use of this Guidebook in dialogues during Tohoku Electric Power Group Compliance Month, we are striving to ensure thorough awareness of the need to maintain appropriate relationships and engage in fair practices with transaction counterparties. In addition, Promotors of Compliance, leaders responsible for promoting compliance in each workplace, receive training to deepen awareness of various policies and guidelines, including the Tohoku Electric Power Group Compliance Activity Policy and the Tohoku Electric Power Group Code of Conduct. By putting what they learn in this training into practice at individual workplaces, they contribute to a thorough understanding of anticorruption efforts and compliance.

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
 - Nuclear Power That Puts Safety First
 - Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management

Compliance

- Information Security
- Performance Data

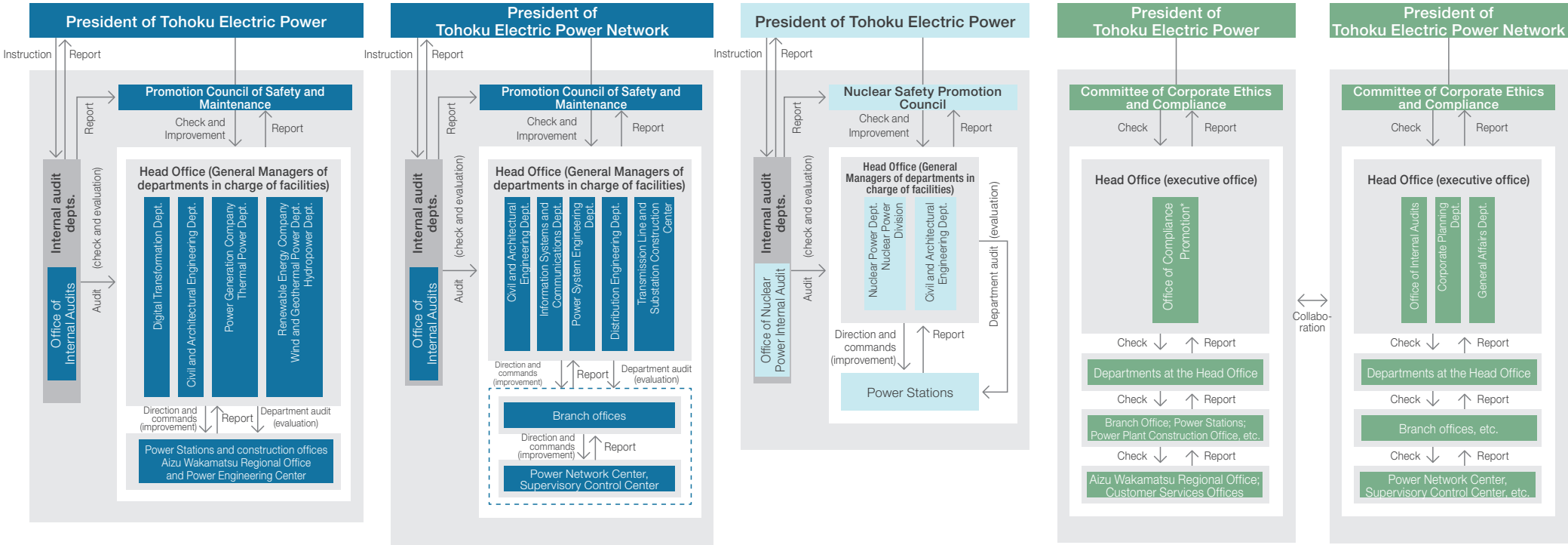
Actions for entrenching voluntary security activities

To avoid repeating any unfortunate past incident, we report the status of voluntary security activities of individual departments to the Promotion Council of Safety and Maintenance, the Nuclear Safety Promotion Council, and the Compliance Committee. We check whether the activities are implemented as planned, whether autonomous measures to notice and correct and flaws are carried out, and whether active communication, such as dialogue activities, is employed.

We will continue to comply with all laws, regulations, and rules through awareness of, discussing, and applying corrections in day-to-day security activities, and ensure that PDCA activities are implemented. We will continue to keep past actions in mind and strive to further entrench voluntary security activities.

We also are working to ensure the safety of our customers and our communities through voluntary facility security activities.

Structure for reviewing and improving voluntary security activities



* The Office of Compliance Promotion manages Committee operations as its secretariat, in cooperation with related sections (the Office of Internal Audits, the Risk Management Office, Corporate Strategy Division, the Human Capital Department, and the General Affairs Department).

Contents

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Whistleblowing hotline

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Number of hotline consultations	G	189	Thorough compliance	Annual	Materiality topics

Initiatives

Whistleblowing system and hotline

We have established the Yori, Sou Hotline with both internal and external contact points, to respond appropriately to issues concerning matters such as compliance and harassment.

This hotline welcomes consultations (including anonymous consultations) from people working in the Group (officers, employees, contractors, temporary personnel, and personnel from placement agencies) as well as Group business partners.

Hotline staff are trained in the necessary skills. In addition, pursuant to the Whistleblower Protection Act the privacy of whistleblowers is strictly maintained and they are protected from disadvantageous treatment due to having contacted the hotline. This ensures that people can use the hotline with peace of mind.

Contents

Sustainability Management

Environment

- Environmental Management
- Disclosure Under the TCFD Recommendations
- Disclosure Under the TNFD Recommendations
- Conserving Biodiversity
- Pollution Prevention
- Establishing a Recycling-based Society
- Consideration for Water Resources

Society

- Respect for Human Rights
- Supply Chain Management
- Safety
- Nuclear Power That Puts Safety First
- Public Safety and a Reliable Supply of Power
- Communicating With Customers and Communities
- Securing and Training Human Resources
- Diversity, Equity, and Inclusion (DE&I)
- Work-life Balance
- Health Management
- Employee Engagement
- Sound Labor-management Relationship

Governance

- Risk Management

Compliance


- Information Security
- Performance Data

Information Security

Policies and rationale

Tohoku Electric Power Group Code of Conduct


The Tohoku Electric Power Group Code of Conduct includes the following provision:
3. Ensuring compliance with corporate ethics and laws and regulations




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<https://www.tohoku-epco.co.jp/sustainability/rinri/>

Information security policies


In addition to efforts to maintain and improve security in the Tohoku Electric Power Group, we manage customer personal information appropriately pursuant to laws and regulations on privacy. We also maintain technical responses and response structures for countering the latest cyberattacks.



Tohoku Electric Power Group Information Security Policy
<https://www.tohoku-epco.co.jp/privacy/security.html>



Tohoku Electric Power Personal Information Protection Policy
<https://www.tohoku-epco.co.jp/privacy/index.html>



Tohoku Electric Power Network Personal Information Protection Policy
<https://nw.tohoku-epco.co.jp/privacy/index.html>

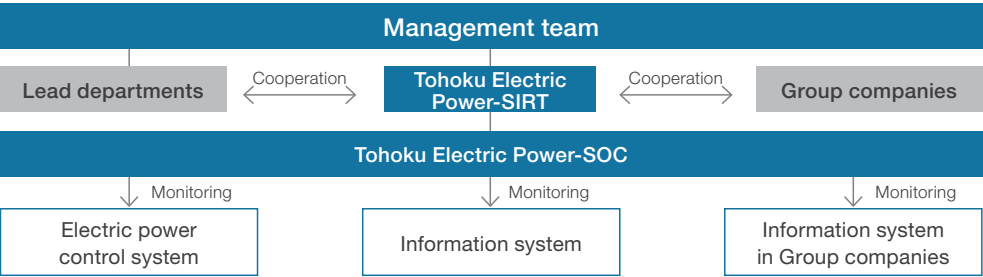
Governance and promotion structure

Technical measures and building a system to safeguard against the latest cyberattacks

We implement the latest technical measures to address increasingly sophisticated cyberattacks, including those that block computer viruses and authorized access.
We've established the Tohoku Electric Power Security Incident Response Team (SIRT)^{*1} as a security crisis management system and the Tohoku Electric Power Security Operation Center (SOC)^{*2} for 24-hour security monitoring operations. In this way, we're working to prevent security incidents and to minimize damage in the event of an occurrence in cooperation with our Group companies.

^{*1}. SIRT: Security Incident Response Team. Tohoku Electric Power Network has implemented a similar structure.
^{*2}. SOC: Security Operations Center

Security Implementation System



Sustainability Promotion Council

As a materiality topic, pollution prevention is reported to the Board of Directors via the Sustainability Promotion Council.



See > Sustainability Management > Governance and promotion structure > p. 2

Metrics and targets

Metrics	Scope	FY2023 results	Targets	Target fiscal year	Note
Number of subjects for which information security has been confirmed (of which, number confirmed through in-person dialogue)	G	Number of subjects for which information security has been confirmed: 205 (of which, number confirmed through in-person dialogue: 41)	Maintenance and promotion of information security management	Annual	Materiality topics

Initiatives

Tohoku Electric Power Group's actions for maintaining and improving security

We implement technical and organizational measures to maintain and improve security in accordance with the Tohoku Electric Power Group Information Security Fundamental Policies.
Technical measures include establishing basic concepts to counter identified information security risks, whether external (cyberattacks) or internal (improprieties), and steps to prevent unauthorized access, data leaks, and falsification. Organizational measures include the development of internal standards for information security, establishment of a control system under the direct oversight of management, activities to promote security awareness among employees, and broader information management to cover contractors.

Appropriate management of personal information in accordance with laws and regulations concerning the protection of personal information

In compliance with the Act on the Protection of Personal Information and the Act on the Use of Numbers to Identify a Specific Individual in Administrative Procedures, we have formulated the Standards for Personal Information Protection to ensure the appropriate management of personal information concerning customers, shareholders, and business partners. Through training and awareness promotion activities, we strive to ensure understanding of compliance matters among all our employees. In particular, we are taking comprehensive preventive measures in response to a recent case involving inappropriate access to customer information.

See > Compliance > Efforts to prevent reoccurrence of improper handling of information on subjects including PPS customers > p. 73

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Performance Data

(FY)

Category		Item	Boundary of data collected	2021	2022	2023
Facilities	Facility overview	Number of hydroelectric power stations	G	227	226	225
		Hydroelectric power generation output (MW)	G	2,560	2,570	2,570
		Number of thermal power stations	G	13	14	14
		Thermal power generation output (MW)	G	12,070	11,940	11,940
		Number of geothermal power stations	G	5	5	5
		Geothermal power generation output (MW)	G	212	162	162
		Number of nuclear power stations	G	2	2	2
		Nuclear power generation output (MW)	G	2,750	2,750	2,750
		Number of solar power stations	G	13	13	14
		Solar power generation output (MW)	G	17	17	18
		Number of wind power stations	G	1	1	1
		Wind power generation output (MW)	G	14	14	14
		Storage cell facilities	G	3	3	4
		Storage cell facility capacity (MW)	G	80	80	85
		Route distance of transmission facilities (km)	TN	15,460	15,506	15,520
		Circuit length of transmission facilities (km)	TN	25,196	25,246	25,265
		Number of supports for transmission facilities	TN	58,504	58,604	58,647
		Number of substations	TN	635	636	636
		Substation output (MVA)	TN	79,970	80,100	80,200
		Route distance of power distribution facilities (km)	TN	149,120	149,517	149,818
		Extended wire distance of power distribution facilities (km)	TN	591,824	592,950	593,978
		Number of supports for power distribution facilities	TN	3,159,229	3,168,564	3,177,522
	Power outage frequency and duration	Average power outage frequency per customer house (number of instances)	TN	0.11	0.11	0.12
		Average power outage duration per customer house (minutes)	TN	15	24	12
	Electric-shock accidents affecting the public (due to facility defects)	Number of accidents	TD/TN	0	0	0
	Systematic repair of aged facilities	Pylons	TN	–	–	79
		Poles	TN	–	–	19,588
		Overhead power lines (km)	TN	–	–	2,802
		Underground cables (km)	TN	–	–	101
	Facility construction costs	Power generation and sale (billion yen)	G	169.7	174.3	209.4
		Power transmission and distribution (billion yen)	G	117.9	124.9	157.4
		Construction (billion yen)	G	4.0	5.2	4.1
		Other (billion yen)	G	19.6	20.4	26.0
		Total (billion yen)	G	311.4	325.0	397.0
	Regional characteristics and load density in Tohoku	Population density (per km²)	–	134	133	131
		Electricity sales per unit area (MWh per km²)	–	850	830	810

(FY)

Category		Item	Boundary of data collected	2021	2022	2023
Nuclear energy	Nuclear power station facilities use	Nuclear power station facilities rate of use (%)	TD	0.0	0.0	0.0
	Unplanned automatic stoppages per 7,000 critical hours	Unplanned automatic stoppages	TD	0	0	0
	Average radiation dose per worker	at the Onagawa Nuclear Power Station (mSv)	TD	0.1	0.1	0.1
		at the Higashidori Nuclear Power Station (mSv)	TD	0.0	0.0	0.0
	Radiation exposure for personnel working with radiation	at the Onagawa Nuclear Power Station (man Sv)	TD	0.22	0.47	0.76
		at the Higashidori Nuclear Power Station (man Sv)	TD	0.01	0.00	0.01
	Solid waste at the Onagawa Nuclear Power Station	Generation (drums equivalent)	TD	2,772	3,168	4,292
		Volume reduction (drums equivalent)	TD	732	1,780	2,228
		Total cumulative storage (drums equivalent)	TD	37,912	39,300	41,364
		Storage capacity (drums equivalent)	TD	55,488	55,488	55,488
	Solid waste at the Higashidori Nuclear	Generation (drums equivalent)	TD	404	340	320
		Volume reduction (drums equivalent)	TD	0	8	0
		Total cumulative storage (drums equivalent)	TD	14,712	15,044	15,364
		Storage capacity (drums equivalent)	TD	18,360	18,360	18,360
	Radioactive waste generated by decommissioning	at the Onagawa Nuclear Power Station (t)	TD	0	0	0

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Performance Data

(FY)					
Category	Item	Boundary of data collected	2021	2022	2023
Company power generated ¹	Nuclear (TWh)	TD	-	-	-
	Thermal (TWh)	TD	51.9	49.3	49.5
	Hydroelectric (TWh)	TD	8.0	8.0	7.6
	New energy and other sources (TWh)	TD	0.6	0.6	0.6
Transmitted and Purchased electricity ²	Power received from other companies (TWh)	TD	32.8	34.3	31.9
	Power transmitted to other companies (TWh)	TD	-5.1	-6.7	-6.4
Electric power consumption	Power consumed for water pumping (TWh)	TD	0.13	0.13	0.17
	Power consumed at internal offices (TWh)	G	0.1	0.1	0.1
	Production processes (TWh)	G	0.12	0.12	0.1
Electric power sales	Electric power sales (GWh)	TD	67,346	65,940	64,135
Fuel consumption for power generation	Coal (thousand tons)*	TD/TN	9,200	8,600	7,980
	Heavy oil (thousand kl)*	TD/TN	380	520	330
	Crude oil (thousand kl)*	TD/TN	40	0	0
	Natural gas (billion Nm ³)*	TD/TN	0	0	0
	LNG (thousand tons)*	TD/TN	3,700	3,560	3,880
	Biomass (tons)	TD	57,350	23,994	44,900
	Nuclear fuel (tons)	TD	0	0	0
Total water intake by water source*	River water (Ml)	TD	108,390,161	102,657,598	96,849,958
	Sea water ³ (Ml)	TD	6,372,688	5,906,778	5,710,270
	Fresh water (production processes: industrial water, tap water, groundwater) (thousand m ³)	G	19,631	19,781	18,900
	Fresh water (office: tap water) (thousand m ³)	G	457	422	405
Vehicle fuel consumption	Gasoline (kl)	G	1,830	1,730	1,763
	Diesel oil (kl)	G	668	481	467
Consumption of other materials	Limestone (thousand tons)	TD	130	110	120
	Ammonia (thousand tons)	TD	10	9	9
CO ₂ emissions (power generation basis)	CO ₂ emissions ⁴ (kt-CO ₂)	G	-	39,890	40,360
CO ₂ emissions	CO ₂ emissions ⁵ (kt-CO ₂)	TD	32,550 (33,410)	30,330 (31,470)	24,680 (30,420)
	CO ₂ emissions ⁵ (kg-CO ₂ /kWh)	TD	0.483 (0.496)	0.460 (0.477)	0.385 (0.474)
	Scope 1 (direct GHG emissions by the business itself) (kt-CO ₂)*	G ⁶	32,815	31,069	33,760
	Scope 2 ⁷ (indirect GHG emissions from use of electricity, heat, or steam supplied by other businesses) (kt-CO ₂)*	G ⁶	1	1	1
	Scope 3 (Category 1-7, 11 indirect GHG emissions outside Scopes 1 and 2) (kt-CO ₂)*	G ⁶	13,592	14,525	16,705

* Core global metric under TNFD recommendations. *1 Volume of electricity generated at the transmission end *2 Including grid operations
*3 Converted based on seawater pump rated flow and power station utilization (calendar days). *4 Tohoku Electric Power Grid GX-ETS CO₂ emissions. *5 Figures in parentheses represent basic CO₂ emissions and CO₂ emission factors that do not reflect adjustments under the feed-in tariff (FIT) scheme for renewable energy. FY2023 figures are preliminary figures as of July 2024 and subject to change before announcement by the government. *6 Figures for some categories include some Group companies. *7 Market basis (upper), location basis (lower) under the GHG Protocol. *8 Calendar year results *9 Results for FY2022 and later include Tohoku Electric Power Network internal combustion thermal power on remote islands *10 Figures shown are for the Tohoku Electric Power Network service area.

(FY)					
Category	Item	Boundary of data collected	2021	2022	2023
Emissions of greenhouse gases other than CO ₂ included in Scope 1	SF6 emissions ⁸ (t-CO ₂)	TD/TN	33,520	29,897	26,677
	HFC emissions ⁸ (t-CO ₂)	TD/TN	1,188	1,292	1,831
	N ₂ O emissions (t-CO ₂)	TD/TN	46,329	43,079	78,799
Waste	Volume of industrial wastes generated (kt)	G	2,250	2,050	2,060
	Volume of industrial wastes subjected to final treatment (kt)	G	170	170	190
	Volume of industrial wastes recycled (kt)	G	2,070	1,450	1,860
	Percentage of industrial wastes recycled (%)	G	92	92	90
	Percentage of industrial wastes recycled other than coal ash (%)	TD/TN	98	97	96
	Line transformers treated for PCB contamination (cumulative)	TN	710,210	710,255	710,266
	Insulation oil treated with trace PCB contamination (kg)	TD/TN	213,072	28,560	179,915
	Plastic wastes generated (t)	TD/TN	1,029	1,006	1,094
		TN reposted	(950)	(917)	(917)
	Plastic recycling rate (%)	TD/TN	76.9	84.2	80.2
		TN reposted	(78.9)	(88.1)	(91.1)
Other emissions	SOx emissions ⁹ (kt)*	TD/TN	8	7	6
	SOx emission intensity ⁹ (g/kWh)	TD/TN	0.15	0.14	0.12
		TD reposted	(0.15)	(0.13)	(0.10)
	NOx emissions ⁹ (kt)*	TD/TN	11	14	14
	NOx emission intensity ⁹ (g/kWh)	TD/TN	0.20	0.27	0.27
		TD reposted	(0.20)	(0.21)	(0.18)
	Wastewater (river) (Ml)*	TD	108,379,666	102,647,018	96,840,016
	Wastewater (sea) (Ml)*	TD	Coolant +2,880	Coolant +2,959	Coolant +2,992
	CO ₂ emitted by vehicles (kt-CO ₂)*	TD/TN	6	5	5
	Volatile organic compounds (VOCs) emissions (t)*	TD/TN	13.8	22.9	22.9
	Total thermal power integrated efficiency (low calorific value standard) (%)	TD	46.0	46.2	46.7
	Renewable energy connection ¹⁰ (connected as of end of each fiscal year) (MW)	TN	19,020	20,160	20,650
Prevention of global warming	Transmission/distribution loss rate ¹⁰ (%)	TN	5.58	5.00	5.45
	Number of vegetable-oil transformers	TD/TN	123	153	169
	Heat-pump electric water heaters installed in the Tohoku Electric Power franchise area (cumulative)	TD	620,940	675,622	722,101
	CO ₂ reductions through onsite/offsite PPAs (t-CO ₂)	G	-	4,979	11,941
	Number of EVs	TD/TN	219	256	263
Compliance with environmental laws and regulations	Serious violations of environmental laws and regulations (number of incidents)	TD/TN	0	0	0
	Violations of permits, standards, and regulations on water quality and quantity	TD/TN	0	0	0
Green procurement	Green procurement rate (office supplies) (%)	G	86.1%	76.2%	78.5%
Environmental education	Number of companies undergoing T-EMS internal auditor training programs	G	15	10	10

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD Recommendations

Disclosure Under the TNFD Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety First

Public Safety and a Reliable Supply of Power

Communicating With Customers and Communities

Securing and Training Human Resources

Diversity, Equity, and Inclusion (DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data

Performance Data

						(FY)
Category		Item	Boundary of data collected	2021	2022	2023
Employees	Number of employees	Male	TD/TN	10,888	10,726	10,455
		Female	TD/TN	1,049	961	947
		Total	TD/TN	11,937	11,687	11,402
	Consolidated employees	Total	G	24,833	24,528	24,234
	Average age	Male	TD/TN	43.7	44.0	44.2
		Female	TD/TN	40.5	39.7	39.4
	Average years continuous service	Male	TD/TN	21.3	21.5	21.4
		Female	TD/TN	14.7	15.7	15.5
	Voluntary separation rate	Total (%)	TD/TN	0.61	0.85	1.01
	Part-time, temporary employees	Total (%)	TD/TN	7.0	6.7	7.1
	Key management positions	Percentage of women in key management positions (%)	TD/TN	1.52	1.77	1.97
	Number of management staff (executives)	Male	TD/TN	5,157	5,164	5,150
		Female	TD/TN	118	130	152
	Percentage of women managers	Percentage of women in executive positions, including women at the rank of department manager or above, under the Act on Promotion of Women's Participation and Advancement in the Workplace (%)	TD/TN	–	2.46	2.87
		Percentage of women in executive positions, including women at the rank of department manager or above, under the Act on Promotion of Women's Participation and Advancement in the Workplace (%)	TD	–	2.6	2.8
		Percentage of women in executive positions, including women at the rank of department manager or above, under the Act on Promotion of Women's Participation and Advancement in the Workplace (%)	TN	–	0.7	1.0
	Disability employment	Number of employees with disabilities	TD/TN/TFP	253	250	250
		Disabled person employment rate (%)	TD/TN/TFP	2.46	2.48	2.52
	Number of new employees recruited	Male	TD/TN	234	202	214
		Female	TD/TN	56	46	38
		New graduates hired: male	TD/TN	–	–	201
		New graduates hired: female	TD/TN	–	–	37
		Midcareer hired: male	TD/TN	–	–	13
		Midcareer hired: female	TD/TN	–	–	1
	Personnel re-employed under the re-employment system for the elderly	Number of personnel re-employed	TD/TN	189	138	209
		Ratio of personnel re-employed to those eligible for the system for the fiscal year (%)	TD/TN	70.3	71.9	78.9
	HR development	Training costs per employee (thousand yen)	TD/TN	94	103	123
		Training hours per employee	TD/TN	–	–	26.1
		Total number of trainees (hundreds)	TD/TN	132	131	176
		Training participation rate (%)	TD/TN	110.2	111.4	158.1
		DX literate human resources	TD/TN	-	-	612
	Working hours	Total number of working hours (excluding night duty, etc.)	TD/TN	1,945	1,942	1,940
		Number of overtime labor hours (excluding night duty, etc.)	TD/TN	288	286	286

* Number of consultation cases involving Yori, Sou Hotline (through June 2023, numbers of consultations to contact points on harassment and corporate ethics) judged to require remediation due to human-rights violations

(F)						
Category	Item	Boundary of data collected	2021	2022	2023	
Employees	Male-female wage disparities	All workers (%)	TD	–	65.9	65.5
		Permanent, full-time workers included under "all" (%)	TD	–	66.2	65.1
		Part-time and temporary workers included under "all" (%)	TD	–	47.7	57.5
		All workers (%)	TN	–	51.6	49.2
		Permanent, full-time workers included under "all" (%)	TN	–	63.5	59.8
		Part-time and temporary workers included under "all" (%)	TN	–	24.5	31.8
	Paid leave	Percentage of standard leave used (%)	TD	74.4	77.1	74.7
		Percentage of standard leave used (%)	TN	79.2	83.0	83.8
	Childcare leave programs	Number of users (female)	TD/TN	42	30	34
		Number of users (male)	TD/TN	37	59	101
		Number of users (total)	TD/TN	79	89	135
		Rate of use (female) (%)	TD/TN	100	100	100
		Rate of use (male) (%)	TD/TN	10.6	21.1	33.7
		Rate of use (male, by company) (%)	TD	13.9	27.8	43.3
		Rate of use (male, by company) (%)	TN	7.9	16.4	26.6
		Rate of returning from childcare leave (%)	TD/TN	100	100	100
	Childcare support	Number of employees using system of restricted working hours for childcare	TD/TN	133	121	106
		Number of employees using leave programs for spousal childbirth or childcare	TD/TN	283	247	274
		Number of employees using leave programs (special leave) for child nursing care	TD/TN	551	622	787
	Long-term-care support	Number of employees using long-term-care leave programs	TD/TN	3	2	2
		Number of employees using system of restricted working hours for long-term care	TD/TN	4	1	2
		Number of employees using family long-term-care leave programs	TD/TN	141	369	490
	Volunteerism	Number of employees using volunteer leave programs	TD/TN	7	16	27
		Number of employees using "My Self-leave" programs	TD/TN	0	0	2
	Labor safety and health	Fatal accidents (including contractors, subcontractors)	G	1	2	3
		Of which, employee fatalities	TD/TN	0	0	0
		Of which, contractor fatalities	TD/TN	1	2	3
		Accidents involving employee time off work	TD/TN	14	14	7
		Accidents not involving employee time off work	TD/TN	45	45	56
		Frequency rate	TD/TN	0.13	0.30	0.04
		Severity rate	TD/TN	0.0012	0.0020	0.0001
		Number of employees undergoing mandatory training (safety managers)	TD/TN	42	50	43
		Number of employees undergoing mandatory training (health and safety promotion staff)	TD/TN	13	33	29
		Number of occupational health and safety compliance violations	TD/TN	0	0	0
	Health management	Smoking rate (%)	TD/TN	21.6	20.9	20.9
		Presenteeism	TD/TN	–	–	17.8
		Absenteeism	TD/TN	–	–	1.73
	Engagement	Engagement score	TD/TN	–	–	3.54
Human rights	Participants in human rights training	TD/TN	2,448	2,222	19,794	
	Human rights violations*	TD/TN	0	0	0	

Contents
Sustainability Management
Environment
Environmental Management
Disclosure Under the TCFD Recommendations
Disclosure Under the TNFD Recommendations
Conserving Biodiversity
Pollution Prevention
Establishing a Recycling-based Society
Consideration for Water Resources
Society
Respect for Human Rights
Supply Chain Management
Safety
Nuclear Power That Puts Safety First
Public Safety and a Reliable Supply of Power
Communicating With Customers and Communities
Securing and Training Human Resources
Diversity, Equity, and Inclusion (DE&I)
Work-life Balance
Health Management
Employee Engagement
Sound Labor-management Relationship
Governance
Risk Management
Compliance
Information Security

Performance Data

Performance Data

(FY)					
Category		Boundary of data collected	2021	2022	2023
Local communities	Support for social contributions	Total support for social contributions (million yen)	270	232	244
		Of which, donations (million yen)	40	40	51
		Of which, payments to other activities intended for social contributions (million yen)	230	192	193
	Results of social contribution activities	Social contribution activities*	799	922	319
		Of which, environmental protection activities	–	–	183
		Of which, community events	–	–	71
		Of which, welfare activities	–	–	24
		Of which, other activities	–	–	41
		Employee participants	6,621	6,075	4,531
		Community participants	20,936	20,541	27,925
	Energy communication activities	Frequency of events such as facilities tours, lectures, and briefings on energy and the environment (number of instances)	588	1,108	1,478
	Support for community vitalization	Organizations supported or assisted (cumulative)	77	85	90
Governance	Number of directors	Male	14	13	12
		Female	2	3	3
	Number of outside directors	Male	5	4	4
		Female	2	3	3
	Percentage of outside directors	Percentage of outside directors (%)	44	44	47
	Number of Board of Directors meetings	Number of Board of Directors meetings	11	11	11
	Number of Nomination and Compensation Advisory Committee meetings	Number of Nomination and Compensation Advisory Committee meetings	8	7	5
Shareholders and investors	Number of Audit and Supervisory Committee meetings	Number of Audit and Supervisory Committee meetings	13	13	13
	Percentage of ownership	National and local governments (%)	4.0	4.0	4.0
		Financial institutions (%)	32.3	30.3	29.2
		Other corporations (%)	8.4	5.7	7.0
		Foreigners (%)	13.3	16.8	20.1
		Individuals and other parties (%)	42.0	43.1	39.7
		Total number of issued shares	502,882,585	502,882,585	502,882,585
		Number of shareholders	170,655	185,988	173,941
	Major achievements of investor relationships activities	Number of participants in financial results briefings	114	149	176
		Shareholder and investor dialogues (including ESG)	139	191	160

* Subjects of totals changed in FY2023.

(FY)					
Category		Boundary of data collected	2021	2022	2023
Compliance	Compliance	Major compliance violations	0	2	0
		Number of whistleblowing hotline consultations	130	148	189
Anticorruption	Anticorruption	Political donations (total amount)	0	0	0
		Costs of penalties, fines, or settlements related to corruption	0	0	0
Risk management	Information security	Number of subjects for which information security has been confirmed	214	206	205
		Of which, number confirmed through in-person dialogue	38	38	41
	Supply-chain management	Suppliers surveyed	347	234	215
		Of which, suppliers requiring improvement	0	0	0
IP	Patents etc. held	Patents	286	293	288
		Utility models	4	4	3
		Designs	13	12	13
		Trademarks	95	102	111

Contents

Sustainability Management

Environment

Environmental Management

Disclosure Under the TCFD

Recommendations

Disclosure Under the TNFD

Recommendations

Conserving Biodiversity

Pollution Prevention

Establishing a Recycling-based

Society

Consideration for Water Resources

Society

Respect for Human Rights

Supply Chain Management

Safety

Nuclear Power That Puts Safety

First

Public Safety and a Reliable Supply

of Power

Communicating With Customers

and Communities

Securing and Training Human

Resources

Diversity, Equity, and Inclusion

(DE&I)

Work-life Balance

Health Management

Employee Engagement

Sound Labor-management

Relationship

Governance

Risk Management

Compliance

Information Security

Performance Data



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