

The idea that our employees (talent) are the driving force for our growth is fundamental to our business. We promote diversity among our employees and are committed to creating environments where they find meaning in what they do and feel rewarded for their work.

Promoting Diversity Among Employees

The Tohoku Electric Power Group's Guidelines for Action emphasizes "respect for individuality," "no discrimination based on gender and any other grounds," and "organizational commitment to creating and enhancing open and vibrant corporate culture." We organize group training sessions and social events designed to raise our employees' awareness so that they will follow these principles at all times.

Promoting female equality

In March 2016, we developed the Action Plan as a General Business Operator, which specifies the goal of doubling the number of female managers by March 2020 compared to the beginning of FY2015. The Plan symbolizes our determination to improve female equality in the workplace.

Our power distribution department (engineering department) organizes regular brainstorming sessions for networking and information sharing among female employees. These sessions provide advice on how to deal with issues they face daily at work or how to take advantage of internal systems when life events occur as part of our efforts to create a workplace environment that works well for women.

We also run a project intended to improve work processes from women's perspective. We have been working to develop tools (e.g. lightweight ladders) and construction methods that are easier for women to physically handle.

The government of Miyagi, where we are based, acknowledged that our efforts toward female equality and our various systems designed to help female employees balance work and family meet the standards set by the prefecture. On May 1, 2017, the prefectural government recognized us as a "company that leverages women's power."

Employing people with disabilities

The percentage of employees with disabilities at our company is higher than the statutory rate. We also allocate more vocational life consultants for persons with disabilities than required by law, adopt barrier-free design for our offices, and take other courses of action to improve our working environments.

On July 2, 2018, we established a new company, Tohoku Electric Power Friendly Partners in order to further promote the employment of persons with disabilities.

We aim to offer more opportunities for our diverse talent through this new company. We will also develop and maintain working environments that allow employees with disabilities to focus on their work with a sense of reassurance, find meaning in their tasks and feel rewarded for their effort. This way, we will actively support persons with disabilities to become independent and socially engaged.

Gist of the Action Plan as a General Business Operator

1. Target period: April 1, 2016 – March 31, 2020

2. Actions and Schedules

(1) Efforts geared toward female employees

- From April 2016
Plan and hold training designed to raise awareness of women's career development
Actively send young and mid-career female employees to external training
Provide information to support career development via the internal website or other appropriate media
Assist networking among female employees
- From April 2018
Plan and hold training for female employees raising children

(2) Efforts geared toward managers

- From April 2016
Create a brochure about the importance of female talent development and distribute copies to all managers
Raise awareness of the importance of female talent development through management training
- From April 2017
Plan and hold training sessions for female employees' immediate supervisors
Plan and hold management training designed to help manage diverse talent

(3) Efforts to create workplace environments that encourage employees to use the Work-Life Balance Assistance System

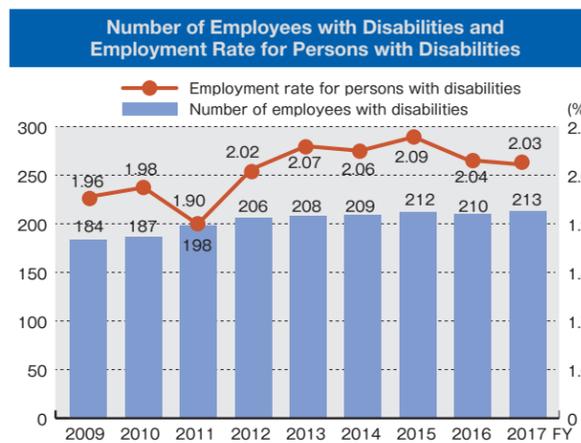
- From April 2016
Issue a revised brochure about our childcare support system; publicize the system internally
- From April 2018
Organize lectures etc. to raise male employees' awareness of the importance of their participation in childcare and housework

3. Numerical target

Double the number of female managers* by the end of March 2020 compared to the beginning of FY2015



Our female employee at work on a power distribution pole



Work-Life Balance

To help our employees achieve and maintain a healthy work-life balance, we have systems in place such as childcare leave (available until the child turns three years old), nursing care leave (up to two years), and working hours for childcare/nursing care support that allow the employee to work up to three fewer hours a day.

We are also keen to help our employees achieve self-fulfillment in different fields. For example, they are entitled to leave to volunteer for social welfare, social service or community service activities.

We are committed to creating workplace environments that encourage our employees to balance work and family. We achieved the goals specified in the Action Plan as a General Business Operator, which we had developed in accordance with the Act for Measures to Support the Development of the

Next Generation, and were recognized as a company that supports the development of the next generation by the Miyagi Labor Department in 2008 and 2015.

We plan to adopt telecommuting and make flextime available for more employees in 2018 and introduce working hours for employees under medical treatment in 2019. We will continue to work on our internal systems to offer our employees options for various ways of working.



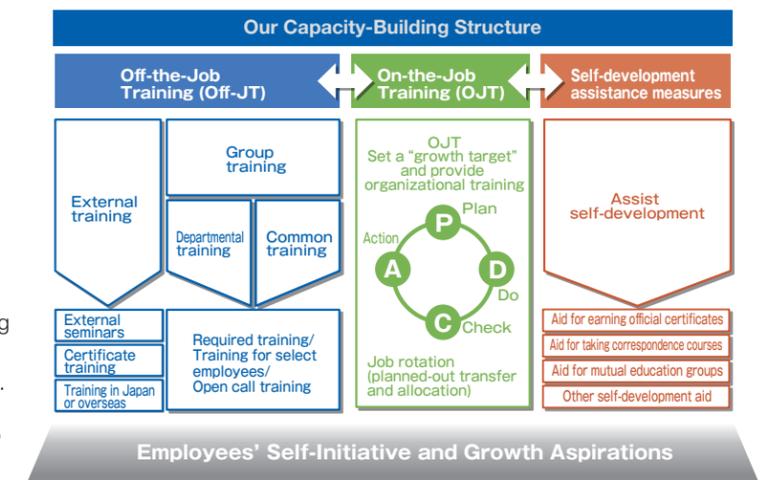
Kurumin

Registered logo (Certification under the Act on Advancement of Measures to Support Raising Next-Generation Children)

Talent Development

Tohoku Electric Company's Management Vision for 2020 specifies that we will work toward "the development of talent capable of supporting the company's future growth." More precisely, we will develop talent capable of thinking flexibly and taking a viewpoint of overall optimization to tackle innovative change, along with highly responsible talent equipped with solid skills and knowledge that support a stable electricity supply.

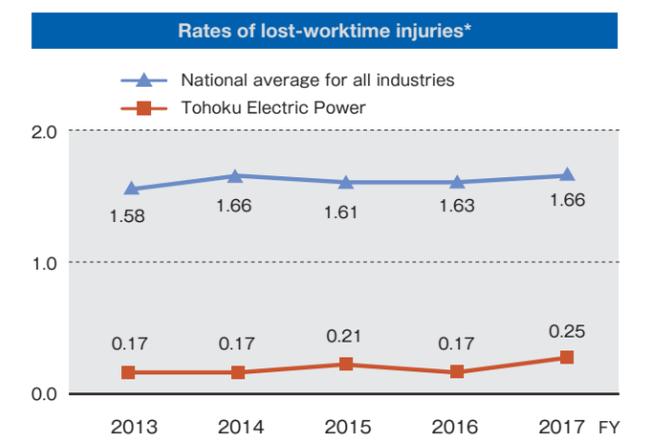
To develop such talent systematically, we determine actions to focus on each year, with the following serving as three coherently interconnected pillars: (1) On-the-job training (2) Off-the-job training (3) Self-development. We will continue providing a wide range of capacity-building programs designed to develop our employees' diverse skills and meet their different needs.



Occupational Safety and Health

We have adopted the Occupational Safety and Health Management System recognized as the international standard of safety and health management to decrease work accidents. We are committed to autonomous and continuous improvements on safety management, with our business offices independently managing their own safety. We proactively remove or reduce any hazards to prevent work accidents.

Furthermore, we use management system support (for system audits) to check the status of our business offices' safety management, thereby taking the company's overall safety management to higher levels. If a work accident occurs, we look into factors behind the accident to identify the cause and develop workable preventive measures to share across the company so that similar accidents will never occur again.



* Number of accidents accompanied by lost worktime per 1 million working hours