GRI Standards table

Statement on use	The information in this GRI index concerns Tohoku Electric Power Co., Ltd. for the period from April 1, 2024 through March 31, 2025, based on reference to the GRI standards.
GRI 1 used	GRI 1: Foundation 2021

■Universal Standards

GRI Standards			Disclosure item	Page(s) in report
General Disclosures				
GRI 2: General Disclosures 2021	2-1		Organizational details	Corporate Information (Integrated Report p. 98) Members of the Tohoku Electric Power Group (Integrated Report p. 99) FY2024 Financial Report (pp. 6-8)
	2-2		Entities included in the organization's sustainability reporting	Editorial Policy (Integrated Report p. 1) Corporate Information (Integrated Report p. 98) Members of the Tohoku Electric Power Group (Integrated Report p. 99) FY2024 Financial Report (p. 5)
	2-3		Reporting period, frequency and contact point	Editorial Policy (Integrated Report p. 1) Contents (Sustainability Data Book p. 1)
	2-4		Restatements of information	Not applicable
	2-5		External assurance	Third-Party Assurance Report (Integrated Report p. 97)
	2-6		Activities, value chain and other business relationships	The Tohoku Electric Power Group's Value Chain and Business Domains (Integrated Report p. 5) The Tohoku Electric Power Group's Facilities (Integrated Report p. 6) Thermal Power Business (Integrated Report pp. 31-34) Nuclear Power Business (Integrated Report pp. 35-37) Renewable Energy Business (Integrated Report pp. 38-39) Next-Generation Energy Services Business (Integrated Report pp. 40-41) Green Energy Services Business (Integrated Report pp. 42-43) Retail Electricity Business (Integrated Report p. 42, p. 44) Solution Service Business (Integrated Report p. 42, p. 45) Power Transmission and Distribution Business (Integrated Report pp. 46-48) Related Areas (Integrated Report pp. 49-50) Taking on the Challenge of the New Domains (Integrated Report p. 50) Corporate Information (Integrated Report p. 98) Members of the Tohoku Electric Power Group (Integrated Report p. 99) Disclosure Under the TNFD Recommendations (Sustainability Data Book pp. 11-16) FY2024 Financial Report (p. 5)
	2-7		Employees	Value Creation Process (Integrated Report p. 20) Corporate Information (Integrated Report p. 98) Performance Data (Sustainability Data Book p. 77) FY2024 Financial Report (p. 3, p. 9, p. 16, pp. 40-42)
	2-8		Workers who are not employees	Performance Data (Sustainability Data Book p. 77)
	2-9		Governance structure and composition	Corporate Governance (Integrated Report pp. 71-88) Enhancement of Group governance (Integrated Report p. 88) Structure for Promoting Sustainability (Sustainability Data Book p. 3) Corporate Governance Report (July 14, 2025, pp. 9-14, 20) FY2024 Financial Report (p. 16)
	2-10		Nomination and selection of the highest governance body	Corporate Governance (Integrated Report pp. 72-75, 77-79, 81-83) Corporate Governance Report (July 14, 2025, pp. 2-4, 10-12)
	2-11		Chair of the highest governance body	Corporate Governance (Integrated Report pp. 71, 81, 83) Corporate Governance Report (July 14, 2025, p. 9)

GRI 2: General Disclosures 2021			
	2-12	Role of the highest governance body in overseeing the management of impacts	Value Creation Process (Integrated Report p. 20) Sustainability (Integrated Report pp. 21-25) Chapter 2. Financial Base: Business Development (Integrated Report pp. 26-50) Chapter 3. Management Base: Strengthening Capital Resources (Integrated Report pp. 51-69) Chapter 4. Corporate Governance (Integrated Report pp. 70-88) Sustainability Management (Sustainability Data Book pp. 2-6) Environmental Management (Sustainability Data Book pp. 9-10) Climate Change Disclosure (TCFD) (Integrated Report pp. 55-59) Disclosure Under the TNFD Recommendations (Sustainability Data Book pp. 11-16) Pollution Prevention (Sustainability Data Book pp. 19-21) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-24) Consideration for Water Resources (Sustainability Data Book pp. 25-26) Respect for Human Rights (Sustainability Data Book pp. 27-30) Supply Chain Management (Sustainability Data Book pp. 31-34) Safety (Sustainability Data Book pp. 35-38) Nuclear Power that Puts Safety First (Sustainability Data Book pp. 39-44) Public Safety and a Reliable Supply of Power (Sustainability Data Book pp. 45-47) Communication with Customers and Communities (Sustainability Data Book pp. 48-51) Human Resource Management Cycle (Sustainability Data Book pp. 52-56) Diversity, Equity, and Inclusion (Sustainability Data Book pp. 57-60) Work-life Balance (Sustainability Data Book pp. 61-62) Health Management (Sustainability Data Book pp. 63-64) Employee Engagement (Sustainability Data Book p. 65) Risk Management (Sustainability Data Book pp. 67-68) Compliance (Sustainability Data Book pp. 69-72) Information Security (Sustainability Data Book pp. 73-74) Corporate Governance Report (July 14, 2025, p. 14, p. 16) FY2024 Financial Report (pp. 16-30)
	2-13	Delegation of responsibility for managing impacts	Corporate Governance (Integrated Report pp. 74-75, 81-83) Risk Management (Integrated Report pp. 86-87) Sustainability Management (Sustainability Data Book pp. 2-8) Environmental Management (Sustainability Data Book pp. 9-10) Climate Change Disclosure (TCFD) (Integrated Report pp. 55-59) Disclosure Under the TNFD Recommendations (Sustainability Data Book pp. 11-16) Pollution Prevention (Sustainability Data Book pp. 19-21) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-24) Consideration for Water Resources (Sustainability Data Book pp. 25-26) Respect for Human Rights (Sustainability Data Book pp. 27-30) Supply Chain Management (Sustainability Data Book pp. 31-34) Safety (Sustainability Data Book pp. 35-38) Nuclear Power that Puts Safety First (Sustainability Data Book pp. 39-44) Public Safety and a Reliable Supply of Power (Sustainability Data Book pp. 45-47) Communication with Customers and Communities (Sustainability Data Book pp. 48-51) Human Resource Management Cycle (Sustainability Data Book pp. 52-56) Diversity, Equity, and Inclusion (Sustainability Data Book pp. 57-60) Work-life Balance (Sustainability Data Book pp. 61-62) Health Management (Sustainability Data Book pp. 63-64) Employee Engagement (Sustainability Data Book p. 65) Risk Management (Sustainability Data Book pp. 67-68) Compliance (Sustainability Data Book pp. 69-72) Information Security (Sustainability Data Book pp. 73-74) Corporate Governance Report (July 14, 2025, p. 4)
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance (Integrated Report p. 74) Sustainability Management (Sustainability Data Book pp. 2-6) FY2024 Financial Report (p. 16)
	2-15	Conflicts of interest	Corporate Governance (Integrated Report p. 74) Corporate Governance Report (July 14, 2025, p. 2, p. 4, pp. 7-8, pp. 10-11, p. 14) FY2024 Financial Report (p. 52, pp. 68-69)
	2-16	Communication of critical concerns	Corporate Governance (Integrated Report p. 74) Risk Management (Integrated Report pp. 86-87) Respect for Human Rights (Sustainability Data Book pp. 27-30) Risk Management (Sustainability Data Book pp. 67-68) Compliance (Sustainability Data Book pp. 69-72) Corporate Governance Report (July 14, 2025, p. 17, p. 20) FY2024 Financial Report (pp. 52-56)
	2-17	Collective knowledge of the highest governance body	Corporate Governance (Integrated Report pp. 75-83) Sustainability Management (Sustainability Data Book pp. 2-6) Corporate Governance Report (July 14, 2025, p. 4, p. 5, pp. 10-11) FY2024 Financial Report (pp. 59-67)
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance (Integrated Report p. 76) Corporate Governance Report (July 14, 2025, pp. 4-5)

GRI 2: General Disclosures 2021			
	2-19	Remuneration policies	Climate Change Disclosure (TCFD) (Integrated Report p. 55) Corporate Governance (Integrated Report pp. 77-79) Corporate Governance Report (July 14, 2025, pp. 2-3) FY2024 Financial Report (pp. 75-76)
	2-20	Process to determine remuneration	Corporate Governance (pp. 72-79) Corporate Governance Report (July 14, 2025, pp. 2-3) FY2024 Financial Report (pp. 75-76)
	2-21	Annual total compensation ratio	-
	2-22	Statement on sustainable development strategy	Message from Top Management (Integrated Report pp. 10-13) Message from the CFO (Integrated Report pp. 27-29) Thermal Power Business (Integrated Report p. 31) Nuclear Power Business (Integrated Report p. 35) Renewable Energy Business (Integrated Report p. 38) Next-Generation Energy Services Business (Integrated Report p. 40) Green Energy Services Business, Retail Electricity Business, Solution Services Business (Integrated Report p. 42) Power Transmission and Distribution Business (Integrated Report p. 46) Human Resources Strategy (Integrated Report p. 61) Digital Transformation (DX) Strategy (Integrated Report p. 64) Stakeholder Engagement (Integrated Report p. 68) Message from the Chairman of the Board (Integrated Report p. 71) Message from the Chairperson of the Nomination and Compensation Advisory Committee (Integrated Report p. 79) Messages from Outside Directors (Integrated Report pp. 84-85) Diversity, Equity, and Inclusion (Sustainability Data Book p. 57) Health Management (Sustainability Data Book p. 63) Sustainability Message from Top Management (Tohoku Electric Power website: https://www.tohoku-epco.co.jp/sustainability/message/) Quality Policy on Nuclear Power Safety (Tohoku Electric Power website: https://www.tohoku-epco.co.jp/electr/genshi/safety/quality/index.html)
	2-23	Policy commitments	The Tohoku Electric Power Group's Management Philosophy and Group Slogan (Integrated Report p. 7) Sustainability Management (Sustainability Data Book p. 2) Environmental Management (Sustainability Data Book p. 9) Pollution Prevention (Sustainability Data Book p. 19) Establishing a Recycling-based Society (Sustainability Data Book p. 22) Consideration for Water Resources (Sustainability Data Book p. 25) Respect for Human Rights (Sustainability Data Book pp. 27-28) Supply Chain Management (Sustainability Data Book pp. 31-33) Safety (Sustainability Data Book pp. 35-36) Nuclear Power that Puts Safety First (Sustainability Data Book p. 39) Public Safety and a Reliable Supply of Power (Sustainability Data Book p. 45) Communication with Customers and Communities (Sustainability Data Book p. 48) Diversity, Equity, and Inclusion (Sustainability Data Book p. 57) Work-life Balance (Sustainability Data Book p. 61) Health Management (Sustainability Data Book p. 63) Employee Engagement (Sustainability Data Book p. 65) Risk Management (Sustainability Data Book p. 67) Compliance (Sustainability Data Book p. 69) Information Security (Sustainability Data Book p. 73) Tohoku Electric Power Group Code of Conduct (Tohoku Electric Power website: https://www.tohoku-epco.co.jp/sustainability/rinri/)
	2-24	Embedding policy commitments	Human Resource Strategy: Understanding of Management Philosophy and Policies (Integrated Report p. 63) Sustainability Management (Sustainability Data Book pp. 2-8) Environmental Management (Sustainability Data Book pp. 9-10) Pollution Prevention (Sustainability Data Book pp. 19-21) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-24) Consideration for Water Resources (Sustainability Data Book pp. 25-26) Respect for Human Rights (Sustainability Data Book pp. 27-30) Supply Chain Management (Sustainability Data Book pp. 31-34) Safety (Sustainability Data Book pp. 35-38) Nuclear Power that Puts Safety First (Sustainability Data Book pp. 39-44) Public Safety and a Reliable Supply of Power (Sustainability Data Book pp. 45-47) Communication with Customers and Communities (Sustainability Data Book pp. 48-51) Diversity, Equity, and Inclusion (Sustainability Data Book pp. 57-60) Work-life Balance (Sustainability Data Book pp. 61-62) Health Management (Sustainability Data Book pp. 63-64) Employee Engagement (Sustainability Data Book p. 65) Risk Management (Sustainability Data Book pp. 67-68) Compliance (Sustainability Data Book pp. 69-72) Information Security (Sustainability Data Book pp. 73-74)
	2-25	Processes to remediate negative impacts	Stakeholder Engagement (Integrated Report p. 67) Risk Management: Addressing Major Risks (Integrated Report p. 87) Sustainability Management (Sustainability Data Book pp. 7-8) Respect for Human Rights (Sustainability Data Book pp. 29-30) Compliance (Sustainability Data Book p. 72) Performance Data: Compliance (Sustainability Data Book p. 78)

GRI 2: General Disclosures 2021			
	2-26	Mechanisms for seeking advice and raising concerns	Risk Management: Addressing Major Risks (Integrated Report p. 87) Risk Management: Enhancing Group Governance (Integrated Report p. 88) Compliance (Sustainability Data Book p. 70, p. 72) Performance Data: Compliance (Sustainability Data Book p. 78)
	2-27	Compliance with laws and regulations	Compliance (Sustainability Data Book p. 70) Performance Data: Compliance with environmental laws and regulations (Sustainability Data Book p. 76) Performance Data: Compliance (Sustainability Data Book p. 78)
	2-28	Membership associations	Partnerships, External Evaluations, etc. (Integrated Report p. 91) Climate Change Disclosure (TCFD) (Integrated Report p. 55) Establishing a Recycling-based Society (Sustainability Data Book p. 24) Communication with Customers and Communities (Sustainability Data Book p. 49)
	2-29	Approach to stakeholder engagement	Nuclear Power Business: Strengthening Relations of Trust (Integrated Report p. 37) Stakeholder Engagement (Integrated Report pp. 67-69) Sustainability Management (Sustainability Data Book pp. 7-8) Supply Chain Management (Sustainability Data Book pp. 31-34) Safety (Sustainability Data Book pp. 37-38) Nuclear Power that Puts Safety First: Communicating Information on Nuclear Power (Sustainability Data Book p. 44) Communication with Customers and Communities (Sustainability Data Book pp. 48-51) Health Management (Sustainability Data Book p. 63) Employee Engagement (Sustainability Data Book p. 65) Sound Labor-Management Relations (Sustainability Data Book p. 66)
	2-30	Collective bargaining agreements	Sound Labor-Management Relations (Sustainability Data Book p. 66)

GRI Standards	Disclosure item		Page(s) in report
Material Topics			
GRI 3: Material Topics 2021	3-1	Process for determining material topics	Sustainability Management (Sustainability Data Book p. 5)
	3-2	List of material topics	Value Creation Process (Integrated Report p. 20) Sustainability (Integrated Report pp. 21-25) Sustainability Management (Sustainability Data Book p. 6)
	3-3	Management of material topics	Value Creation Process (Integrated Report p. 20) Sustainability (Integrated Report pp. 21-25) Chapter 2. Financial Base: Business Development (Integrated Report pp. 26-50) Chapter 3. Management Base: Strengthening Capital Resources (Integrated Report pp. 51-69) Chapter 4. Corporate Governance (Integrated Report pp. 70-88) Sustainability Management (Sustainability Data Book pp. 2-8) Environmental Management (Sustainability Data Book pp. 9-10) Climate Change Disclosure (TCFD) (Integrated report pp. 55-59) Disclosure Under the TNFD Recommendations (Sustainability Data Book pp. 11-16) Pollution Prevention (Sustainability Data Book pp. 19-21) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-24) Consideration for Water Resources (Sustainability Data Book pp. 25-26) Respect for Human Rights (Sustainability Data Book pp. 27-30) Supply Chain Management (Sustainability Data Book pp. 31-34) Safety (Sustainability Data Book pp. 35-38) Nuclear Power that Puts Safety First (Sustainability Data Book pp. 39-44) Public Safety and a Reliable Supply of Power (Sustainability Data Book pp. 45-47) Communication with Customers and Communities (Sustainability Data Book pp. 48-51) Human Resource Management Cycle (Sustainability Data Book pp. 52-56) Diversity, Equity, and Inclusion (Sustainability Data Book pp. 57-60) Work-life Balance (Sustainability Data Book pp. 61-62) Health Management (Sustainability Data Book pp. 63-64) Employee Engagement (Sustainability Data Book p. 65) Risk Management (Sustainability Data Book pp. 67-68) Compliance (Sustainability Data Book pp. 69-72) Information Security (Sustainability Data Book pp. 73-74) FY2024 Financial Report (pp. 16-26)

■Topic Standards

GRI Standards		Disclosure item	Page(s) in report
Economic Performance			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Financial and Non-financial Highlights (Integrated Report p. 3) Message from the CFO/Financial strategies (Integrated Report pp. 27-29) Financial Information (Integrated Report p. 90) Performance Data (Sustainability Data Book pp. 75-78) FY2024 Financial Report (pp. 79-151)
	201-2	Financial implications and other risks and opportunities due to climate change	Message from the CFO/Financial strategies (Integrated Report pp. 27-29) Climate Change Disclosure (TCFD) (Integrated Report pp. 55-59) FY2024 Financial Report (pp. 22-24)
	201-3	Defined benefit plan obligations and other retirement plans	FY2024 Financial Report (pp. 110-112)
	201-4	Financial assistance received from government	–
Market Presence			
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	–
	202-2	Proportion of senior management hired from the local community	–
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Power Transmission and Distribution Business (Integrated Report pp. 46-48) Public Safety and a Reliable Supply of Power: Stable Supply (Sustainability Data Book pp. 46-47) Communication with Customers and Communities (Sustainability Data Book pp. 48-51)
	203-2	Significant indirect economic impacts	Power Transmission and Distribution Business (Integrated Report pp. 46-48) Stakeholder Engagement (Integrated Report pp. 67-68) Public Safety and a Reliable Supply of Power: Stable Supply (Sustainability Data Book pp. 46-47) Communication with Customers and Communities (Sustainability Data Book pp. 48-51)
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	–
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Risk Management (Integrated Report p. 88) Compliance (Sustainability Data Book pp. 69-71)
	205-2	Communication and training about anti-corruption policies and procedures	Risk Management (Integrated Report p. 88) Compliance (Sustainability Data Book pp. 69-71)
	205-3	Confirmed incidents of corruption and actions taken	Compliance (Sustainability Data Book pp. 69-70) Performance Data (Sustainability Data Book p. 78)
Anti-competitive Behavior			
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Performance Data (Sustainability Data Book p. 78)
Tax			
GRI 207: Tax 2019	207-1	Approach to tax	–
	207-2	Tax governance, control, and risk management	–
	207-3	Stakeholder engagement and management of concerns related to tax	–
	207-4	Country-by-country reporting	–
Materials			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Establishing a Recycling-based Society (Integrated Report p. 60) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-23) Performance Data (Sustainability Data Book p. 76)
	301-2	Recycled input materials used	Establishing a Recycling-based Society (Integrated Report p. 60) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-23) Performance Data (Sustainability Data Book p. 76)
	301-3	Reclaimed products and their packaging materials	Establishing a Recycling-based Society (Integrated Report p. 60) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-23) Performance Data (Sustainability Data Book p. 76)
Energy			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Performance Data (Sustainability Data Book p. 76)
	302-2	Energy consumption outside of the organization	Performance Data (Sustainability Data Book p. 76)
	302-3	Energy intensity	Thermal Power Business (Integrated Report p. 32)
	302-4	Reduction of energy consumption	Performance Data (Sustainability Data Book p. 76)
	302-5	Reductions in energy requirements of products and services	Thermal Power Business (Integrated Report p. 32) Green Energy Services Business, Retail Electricity Business, Solution Services Business (Integrated Report pp. 43-45) Communication with Customers and Communities (Sustainability Data Book p. 48) Performance Data (Sustainability Data Book p. 76)

Water and Effluents				
GRI 303: Water and Effluents 2018	303-1		Interactions with water as a shared resource	SASB Standards Index: Water Management (Integrated Report p. 92) Consideration for Water Resources (Sustainability Data Book pp. 25-26)
	303-2		Management of water discharge-related impacts	Pollution Prevention (Sustainability Data Book p. 20) Consideration for Water Resources (Sustainability Data Book pp. 25-26)
	303-3		Water withdrawal	Value Creation Process (Integrated Report p. 20) SASB Standards Index: Water Management (Integrated Report p. 92) Performance Data (Sustainability Data Book p. 76)
	303-4		Water discharge	Performance Data (Sustainability Data Book p. 76)
	303-5		Water consumption	SASB Standards Index: Water Management (Integrated Report p. 92) Performance Data (Sustainability Data Book p. 76)
Biodiversity				
GRI 304: Biodiversity 2016	304-1		Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Conserving Biodiversity (Integrated Report p. 60) Disclosure Under the TNFD Recommendations (Sustainability Data Book pp. 11-16) Conserving Biodiversity (Sustainability Data Book pp. 17-18)
	304-2		Significant impacts of activities, products, and services on biodiversity	Conserving Biodiversity (Integrated Report p. 60) Disclosure Under the TNFD Recommendations (Sustainability Data Book pp. 11-16) Conserving Biodiversity (Sustainability Data Book pp. 17-18)
	304-3		Habitats protected or restored	Conserving Biodiversity (Integrated Report p. 60) Disclosure Under the TNFD Recommendations (Sustainability Data Book pp. 11-16) Conserving Biodiversity (Sustainability Data Book pp. 17-18)
	304-4		IUCN Red List species and national conservation list species with habitats in areas affected by operations	Conserving Biodiversity (Integrated Report p. 60) Disclosure Under the TNFD Recommendations (Sustainability Data Book pp. 11-16) Conserving Biodiversity (Sustainability Data Book pp. 17-18)
Emissions				
GRI 305: Emissions 2016	305-1		Direct (Scope 1) GHG emissions	SASB Standards Index: Greenhouse Gas Emissions and Energy Resource Planning (Integrated Report p. 92) Climate Change Disclosure (TCFD) (Integrated Report p. 59) Performance Data (Sustainability Data Book p. 76)
	305-2		Indirect (Scope 2) GHG emissions	Climate Change Disclosure (TCFD) (Integrated Report p. 59) Performance Data (Sustainability Data Book p. 76)
	305-3		Other indirect (Scope 3) GHG emissions	Climate Change Disclosure (TCFD) (Integrated Report p. 59) Performance Data (Sustainability Data Book p. 76)
	305-4		GHG emissions intensity	Performance Data (Sustainability Data Book p. 76) CO2 emission factors (Tohoku Electric Power website: https://www.tohoku-epco.co.jp/dprivate/attempt/energy/
	305-5		Reduction of GHG emissions	Financial and Non-financial Highlights (Integrated Report p. 4) Climate Change Disclosure (TCFD) (Integrated Report p. 59) Performance Data (Sustainability Data Book p. 76)
	305-6		Emissions of ozone-depleting substances (ODS)	—
	305-7		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SASB Standards Index: Air Quality (Integrated Report p. 92) Pollution Prevention (Sustainability Data Book p. 20) Performance Data (Sustainability Data Book p. 76)
Waste				
GRI 306: Waste 2020	306-1		Waste generation and significant waste-related impacts	Establishing a Recycling-based Society (Integrated Report p. 60) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-23)
	306-2		Management of significant waste-related impacts	Establishing a Recycling-based Society (Integrated Report p. 60) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-23)
	306-3		Waste generated	Establishing a Recycling-based Society (Integrated Report p. 60) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-23) Performance Data (Sustainability Data Book p. 76)
	306-4		Waste diverted from disposal	Establishing a Recycling-based Society (Integrated Report p. 60) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-23) Performance Data (Sustainability Data Book p. 76)
	306-5		Waste directed to disposal	Establishing a Recycling-based Society (Integrated Report p. 60) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-23) Performance Data (Sustainability Data Book p. 76)
Supplier Environmental Assessment				
GRI 308: Supplier Environmental Assessment 2016	308-1		New suppliers that were screened using environmental criteria	Supply Chain Management (Sustainability Data Book pp. 31-34)
	308-2		Negative environmental impacts in the supply chain and actions taken	Supply Chain Management (Sustainability Data Book pp. 31-34)

Employment				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Performance Data (Sustainability Data Book p. 77)	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Resource Management Cycle: Employee Welfare (Sustainability Data Book p. 56) Work-life Balance (Sustainability Data Book pp. 61-62) Performance Data (Sustainability Data Book p. 77)	
	401-3	Parental leave	Financial and Non-financial Highlights (Integrated Report p. 4) Work-life Balance (Sustainability Data Book pp. 61-62) Performance Data (Sustainability Data Book p. 77)	
Labor/Management Relations				
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	–	
Occupational Health and Safety				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Safety (Sustainability Data Book pp. 35-38)	
	403-2	Hazard identification, risk assessment, and incident investigation	Safety (Sustainability Data Book pp. 35-38)	
	403-3	Occupational health services	Safety (Sustainability Data Book pp. 35-38)	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Safety (Sustainability Data Book p. 37) Sound Labor-Management Relations (Sustainability Data Book p. 66) Performance Data (Sustainability Data Book p. 77)	
	403-5	Worker training on occupational health and safety	Safety (Sustainability Data Book pp. 37-38) Performance Data (Sustainability Data Book p. 77)	
	403-6	Promotion of worker health	Health Management (Sustainability Data Book pp. 63-64) Health Management (Tohoku Electric Power website: https://www.tohoku-epco.co.jp/sustainability/healthandproductivity/)	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Risk Management (Integrated Report p. 87) Respect for Human Rights (Sustainability Data Book p. 29) Supply Chain Management (Sustainability Data Book pp. 31-34) Safety (Sustainability Data Book pp. 35-38) Nuclear Power That Puts Safety First (Sustainability Data Book pp. 39-44) Public Safety and a Reliable Supply of Power (Sustainability Data Book p. 47) Risk Management (Sustainability Data Book pp. 67-68)	
	403-8	Workers covered by an occupational health and safety management system	Safety (Sustainability Data Book pp. 35-38) Performance Data (Sustainability Data Book p. 77)	
	403-9	Work-related injuries	Financial and Non-financial Highlights (Integrated Report p. 4) Safety (Sustainability Data Book p. 37) Performance Data (Sustainability Data Book p. 77)	
	403-10	Work-related ill health	Safety (Sustainability Data Book p. 37) Health Management (Sustainability Data Book p. 64) Performance Data (Sustainability Data Book p. 77)	
Training and Education				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Securing and Training Human Resources (Sustainability Data Book p. 53) Performance Data (Sustainability Data Book p. 77)	
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Resources Strategy (Integrated Report pp. 62-63) Digital Transformation (DX) Strategy (Integrated Report p. 65) Securing and Training Human Resources (Sustainability Data Book pp. 52-55) Diversity, Equity, and Inclusion (Sustainability Data Book pp. 58-60)	
	404-3	Percentage of employees receiving regular performance and career development reviews	Human Resource Management Cycle (Sustainability Data Book p. 56)	
Diversity and Equal Opportunity				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Financial and Non-financial Highlights (Integrated Report p. 4) Corporate Governance (Integrated Report pp. 73-74, pp. 81-83) Performance Data (Sustainability Data Book pp. 77-78) FY2024 Financial Report (pp. 59-67)	
	405-2	Ratio of basic salary and remuneration of women to men	Diversity, Equity, and Inclusion (Sustainability Data Book p. 58) Performance Data (Sustainability Data Book p. 77) FY2024 Financial Report (pp. 9-11)	
Non-discrimination				
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Performance Data (Sustainability Data Book p. 78)	
Freedom of Association and Collective Bargaining				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–	
Child Labor				
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Not applicable	
Forced or Compulsory Labor				
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable	
Security Practices				
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	–	
Rights of Indigenous Peoples				
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	–	

Local Communities			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	At a Glance (Integrated Report p. 5) Value Creation Process (Integrated Report p. 20) Nuclear Power Business (Integrated Report p. 37) Stakeholder Communication (Integrated Report pp. 67-69) Sustainability Management: Stakeholder Surveys (Sustainability Data Book pp. 7-8) Establishing a Recycling-based Society (Sustainability Data Book pp. 22-24) Nuclear Power that Puts Safety First (Sustainability Data Book pp. 42-44) Communication with Customers and Communities (Sustainability Data Book pp. 48-51) Performance Data (Sustainability Data Book p. 78) Contributing to Communities (Tohoku Electric Power website: https://www.tohoku-epco.co.jp/syakai/)
	413-2	Operations with significant actual and potential negative impacts on local communities	Performance Data (Sustainability Data Book p. 75)
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social standards	Supply Chain Management (Sustainability Data Book p. 33)
	414-2	Negative social impacts in the supply chain and actions taken	—
Public Policy			
GRI 415: Public Policy 2016	415-1	Political contributions	Performance Data (Sustainability Data Book p. 78)
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	416-1	Assessments of the health and safety impacts of product and service categories	Public Safety and a Reliable Supply of Power (Sustainability Data Book pp. 45-47) Nuclear Power that Puts Safety First (Sustainability Data Book pp. 39-44) Risk Management (Sustainability Data Book pp. 67-68)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Performance Data: Compliance (Sustainability Data Book p. 78)
Marketing and Labeling			
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Communication with Customers and Communities (Sustainability Data Book p. 48) Individual Customers (Tohoku Electric Power website: https://www.tohoku-epco.co.jp/dprivate/) Corporate Customers (Tohoku Electric Power website: https://www.tohoku-epco.co.jp/dbusiness/)
	417-2	Incidents of non-compliance concerning product and service information and labeling	Performance Data: Compliance (Sustainability Data Book p. 78)
	417-3	Incidents of non-compliance concerning marketing communications	Performance Data: Compliance (Sustainability Data Book p. 78)
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Compliance (Sustainability Data Book p. 70) Information Security (Sustainability Data Book p. 74)