

About the Issuing Companies

Number of Japanese companies issuing self-declared integrated reports

In 2019, 513 companies issued an integrated report, up 89 companies from 2018. This was the ninth straight year of growth surpassing 20%.

This is an indication that constructive dialogue between companies and investors is developing, and that the need for and use of integrated reports as a tool in this dialogue is progressing.



Source: "Survey of Integrated Reporting in Japan 2019" KPMG Japan 2020
Note: Number of reports are based on Corporate Value Reporting Lab "List of Japanese Companies Issuing Self-Declared Integrated Reports 2019"

March 11 2011 the Great East Japan Earthquake

TEPCO issued Integrated Report 2017

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Consideration for the Environment

Contributing to a Sustainable Society [TEPCO Group Environmental Policy]

The TEPCO Group complies with environmental laws and regulations and gives consideration to the environment in all aspects of its corporate activities in order to help society achieve sustainability while fulfilling its responsibilities regarding the revitalization of Fukushima.

Contribution to a low-carbon society

We will contribute to achieving a low-carbon society by supplying low-carbon energies, supporting customers to save energy, and providing low-carbon solutions through technological developments and their widespread application.

Reduction of environmental impact

We will contribute to reducing environmental impacts and achieving a sound material-cycle society by ensuring risk management and measures against environmental polluting materials, and promoting recycling.

Coexistence with nature

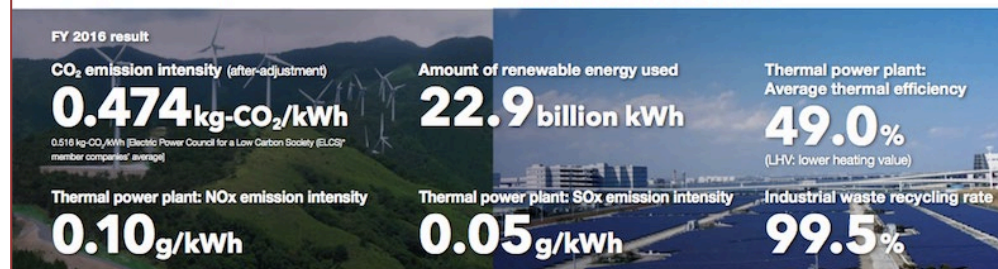
We will contribute to creating a society in harmony with nature by conserving local ecosystems and reduce environmental impact.

The TEPCO Group is determined to rigorously engage in dialogue with stakeholders including local communities and disclose information while continuously improving and enhancing its environmental initiatives.

Initiatives for the environment
www.tepco.co.jp/en/corpinf/esg/index-e.html

Business Foundation
Special Feature
Epilogue
Corporate Information

<https://www.tepco.co.jp/en/>



Hitachi Integrated Report 2020



President & CEO Toshiaki Higashihara

- Where We Are Going
- How We Will Grow
- How We Will Achieve Sustainability

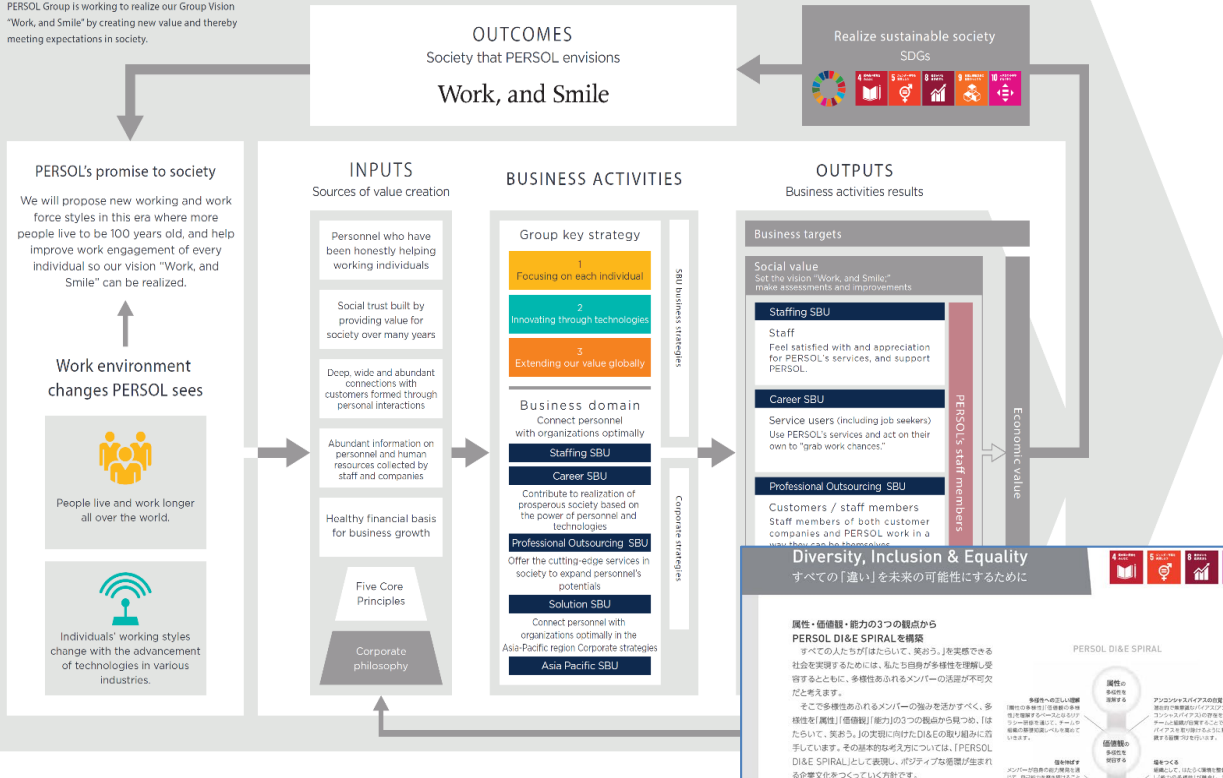
Social Value, Environmental Value, Economic Value

<https://www.hitachi.com/IR-e/library/integrated/2020/index.html>

PERSOL Holdings first issue 2020

Value creation story for period through 2030

PERSOL Group is working to realize our Group Vision "Work, and Smile" by creating new value and thereby meeting expectations in society.



<https://www.persol-group.co.jp/en/index.html>



Diversity, Inclusion & Equality

すべての「違い」を未来の可能性にするために

属性・価値・能力の3つの観点から PERSOL D&E SPIRALを構築

すべての人が当たり前のように「笑おう」を実現できる社会を実現するためには、私たちが自身が多様性を理解し受容するとともに、多様性あるメンバーの活躍が不可欠だと考えます。

そこで多様な価値あるメンバーの強みを活かすべく、多様な属性「属性」「価値」「能力」の3つの観点からスタート、「当たり前」を実現。その実現に向けてD&Eに取り組むことになりました。その結果、現在では、D&Eに取り組むことになりました。その結果、現在では、D&Eに取り組むことになりました。

D&E意識に向けたアラサー研修を実施

パーソルグループでは、これまですべての社員がD&Eの考え方や具体的な知識を習得する必要があると考え、以下の4点に重点を置いたアラサー研修を行っています。20年度は、国内グループ30社2万5千人を対象にオンラインによるアラサー研修を実施し、受講後の社員満足度、理解率ならびに共感度は85%を超える結果となりました。

研修の4つの重点部分

- 多様な属性、多様な価値、多様な能力を尊重
- アンコンシャスバイアスに関する理解、自覚
- 上記を踏まえ、多様な人財との協働を促すスキル
- D&Eコミュニケーション（グループワーク）

海外の取り組み テキスト調整中

海外においても、アジア・パシフィック地域を中心に、年間を通じてさまざまな活動を行っています。

PERSOL KELLYでは、イギリスにおけるUKグローバルの経済再生の軌、消費者に向けたチャットボットAIを支援。シンガポールでは、カスマーワーードを支援として障害者雇用を行っています。

また、Programmedは、アジア・パシフィックに人材確保の人々など、オーストラリアの先住民族への雇用機会を支援

INTERVIEW

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