

Labor Practices

SOCIAL



Promotion of diversity and inclusion

► Policy and Concept

In April 2022, we formulated the Kansai Electric Power Group Diversity and Inclusion Promotion Policy. Toward the realization of this policy, we will work on human capital development to empower each employee to be dynamic in their work by willingly taking on challenges, thereby leading to the realization of the “Kanden Transformation.” We will also develop an internal environment allowing our employees to adopt diverse career paths and “workstyles” to maximize their abilities with increased motivation. Our dedicated organizations will continue to take the lead in advancing various initiatives, including the development of systems, periodical information dissemination, and training, expanding these initiatives groupwide.

In 2021, in order to heighten the momentum for diversity promotion, we held roundtable meetings between outside directors and employees, held presentations by outside lecturers, and solicited opinions and ideas from employees regarding promotion of diversity. The collected opinions and ideas will be reflected in the Kansai Electric Power Group Diversity and Inclusion Promotion Policy and will be implemented as concrete measures, such as diversity-focused recruiting and an expanded work system that suits different lifestyles.

● Kansai Electric Power Group Diversity and Inclusion Promotion Policy

1. By respecting, accepting, and utilizing the “differences” of each individual and making diverse senses of value and ways of thinking into sources of strength for the organization, we will realize a competitive and innovative corporate group.
2. We seek to realize workstyles and to cultivate workplace environments that enable everyone to exercise their abilities to their fullest extents, regardless of personal attributes, including gender, age, nationality, and disabilities or experienced life events and careers.



► System

Director responsible: Nobuyuki Miyamoto (Executive Vice President) of the Kansai Electric Power Co., Inc.

Management office: Diversity Promotion Group, Office of Human Resources and Safety Management of the Kansai Electric Power Co., Inc.
(Exclusive organization established in 2011)



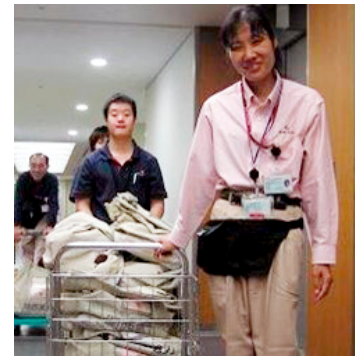
Efforts

Promotion of employment of persons with disabilities

In 1993 we established Kanden L-Heart Co., Inc. as a special affiliate company, and together with Kansai Transmission and Distribution, Inc.* (which was split off in April 2020), these organizations encourage employment of people with disabilities. Kanden L-Heart is actively recruiting people with disabilities by accepting them as workplace trainees and by other means, in collaboration with the government, related organizations, special-needs high schools, etc.

As a result, our employment ratio of workers with disabilities reached 2.6% (as of June 1, 2022), having continuously achieved the legally required ratio (2.3%). In addition, we are opening up a diverse range of job positions where people with disabilities can play an active role, such as office assistant, while bolstering support for those with mental disabilities.

* Kansai Transmission and Distribution, Inc. has been certified as a special affiliate (as our Group) and therefore is included in the calculation of our employment ratio of persons with disabilities.



Pick-up and delivery work

Promotion of employment of elderly persons

We are rehiring all applicants after they retire at the age of 60, and are also continuously working to improve the environment so that veteran employees can further utilize the knowledge and experience they have cultivated so far. Currently, many highly qualified and skilled retirees with abundant experience are active in a wide range of operations at our Company and group companies.

Note: Number of rehired employees (retired employees) at the end of March 2022: Approximately 900

Initiatives to encourage the further success of female employees

Various training programs and initiatives are implemented for female employees so they can maximize their potential without underestimating it, be motivated for continuous self-growth through work, and actively balance work and family, etc. even at life-stage transitions.

Male-female wage gap* Ratio of women's wages to men's

All workers	64.6%
Full-time employees	69.0%
Part-time employees and employees on fixed-term contracts	55.7%

* Non-consolidated figures for the Kansai Electric Power Company * FY 2021

* Includes base salary, overtime pay, bonuses, etc., but excludes retirement allowance, commuting allowance, etc.

* Excludes loaned employees and employees on leave.

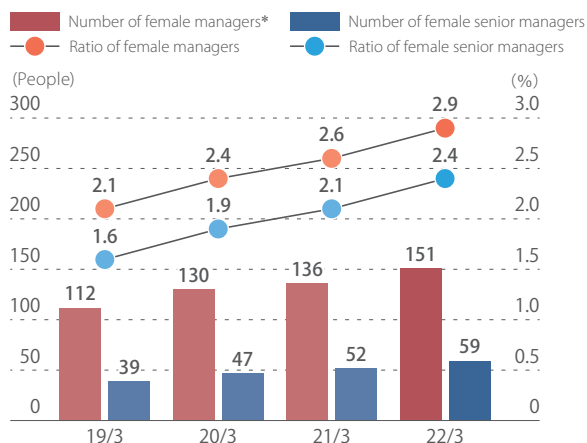
* The difference in average years of service, which is the basis for the male-female wage gap (full-time employees), is 8.9 years.

* Includes medical staff working at the Kansai Electric Power Hospital.

Targets for promotion of female employees

Appointment to managerial positions	By the end of FY 2030, increase the ratios of female managers and female senior managers to more than threefold those of FY 2018. (FY 2021 results: The ratio of female managers was 2.9% and that of female senior managers was 2.4%.)
Recruitment	Achieve ratios of 40% or more for women employed in office jobs and 10% or more for women employed in technical jobs. (FY 2022 results: 51% for office jobs and 11% for technical jobs)

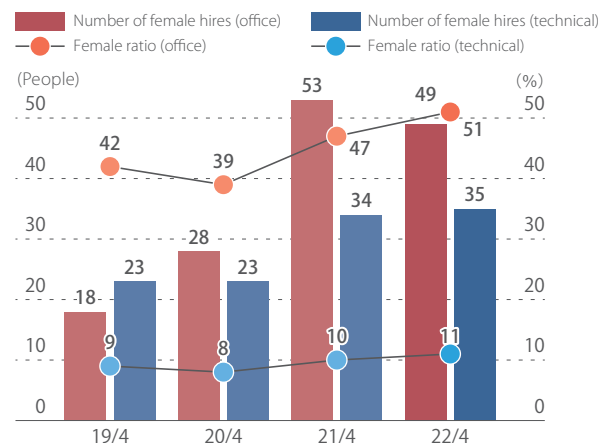
Number and ratio of female senior managers and managers*



(Figures from fiscal year ends) Excludes medical staff and transportation staff.

* Managers refer to those equivalent to unit chief or higher.

Number and ratio of female hires

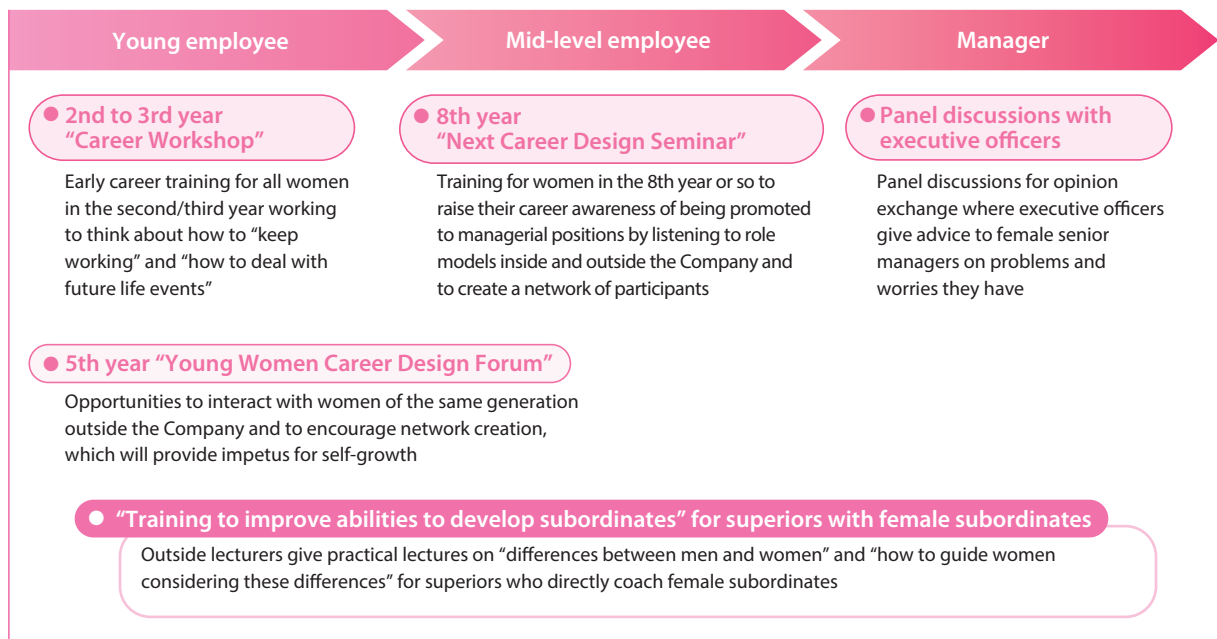


(Based on fixed term employment for each fiscal year)



◆ Initiatives related of promoting women's empowerment

- Support and measures according to career stages



- Measures and support according to life events

● Expectant mother seminar

Pregnant women (and their spouses in the case of intra-office marriage) learn about our systems, tips for finding a nursery school, women-specific health issues, timing when returning to work, and receive advice for balancing work and childcare.

● Seminar for managers (superiors) in departments with expectant mothers

The session provides superiors with pregnant female subordinates explanation on expected roles and key points when communicating with their subordinate.

● Early reinstatement support menu

Financial support is provided for childcare to employees returning to work early, before their child celebrates his/her first birthday.

● Returnee seminar

Women who have returned to work after childcare leave (and their spouse in the case of intra-office marriage) receive advice for balancing work and childrearing by listening to information from outside lecturers and senior role models, and are encouraged to think positively about striking a balance between work and childrearing in the future.

● Participation in training, etc. during childcare leave

Employees can participate in training and take promotion exams, if they are conducted during childcare leave, upon request.

● PC rental service during childcare leave

A computer is lent to each employee to keep them informed regarding the moves and changes in business situations even during childcare leave, and to support their return to work through communication with their workplace.

● Release of information on the in-house website

Our in-house diversity and inclusion promotion website "Chiga Chika Net" ("Difference (Chigai) is Strength (Chikara)" Net) introduces our seminars and systems supporting each life stage in an easy-to-understand manner.



Scenes from training



Scenes from training



Chiga Chika Net

◆ Third-party evaluation on women's empowerment

As a result of these various efforts, we received the "Kurumin" certification in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children and the highest "Eruboshi" certification (third level) in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace. We were also recognized as a "Leading company for female activity in Osaka City." In the selection of "Nadeshiko Brands" instituted jointly by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange, we were selected as a "Semi-Nadeshiko Brand." Furthermore, we acquired the Osaka Prefecture "Danjo Ikiiki Plus" certification as a business operator putting forth its best effort to be a vibrant company or organization where both men and women can work with enthusiasm.



Semi-Nadeshiko Brand



"Kurumin" certification

"Eruboshi"
(the highest level)Leading company for female
activity in Osaka CityApproved as a "Danjo Ikiiki
Plus" certified company by
Osaka Prefecture

● Promoting the participation of male employees in childrearing

We are encouraging male employees to participate in childrearing with the aim of deepening their ties with family members and growing as individuals through childrearing experience as well as increasing work efficiency and motivation. Specifically, setting a goal of 90% or more of childcare leave utilization among male employees, we deliver an email calling for taking childcare leave to male employees whose spouses have given birth to a child, with the same message sent to their superiors. The experiences of male employees who took childcare leave are published on our intranet. From October 2022, when the revised Child Care and Family Care Leave Law comes into effect, setting a target rate of male employees taking childcare leave to be equivalent to that of female employees (rate of female employees who took childcare leave in fiscal 2021: 100%), as well as targeting a new average number of days for men taking childcare leave to be at least one month by fiscal 2025, we will further promote the participation of male employees in childrearing to achieve this goal.



Intranet

● Efforts to promote mid-career hires and non-Japanese personnel to managerial positions

We will continue to promote hiring with an emphasis on diversity, expand mid-career hiring, and actively promote mid-career hires to managerial positions. We will also actively recruit and promote non-Japanese human resources to managerial positions. We set the following goals for the promotion of mid-career hires to managerial positions in fiscal 2021.

By the end of FY 2030, increase the ratio of mid-career hires in managerial positions to more than 10 times that of the end of FY 2020.
(Results at the end of FY 2020: 0.1%, Results at the end of FY 2021: 0.3%)

Furthermore, we will actively rehire displaced workers who have built their careers at other companies. We will work to ensure that experienced individuals who have gained knowledge elsewhere can play an active role in our Company.

Recruitment status of mid-career hires	FY 2021 (result)	FY 2022 (result)	FY 2023 (plan)
Number of mid-career hires	28	42	70

● Support for balancing work and nursing care

Providing employees with basic knowledge about nursing care, public support, and our internal systems can help prevent them from leaving their jobs when faced with nursing care and maintain a balance with work. For this reason, we have published a Handbook for Work-Nursing Care Balance Support and hold seminars on the compatibility of work and nursing care.



Handbook for Work-Nursing Care Balance Support



Nursing care seminar

● Support for employees identifying as LGBTQ and promotion of understanding companywide

Aiming to deepen employees' understanding of LGBTQ issues and create a comfortable workplace for everyone, we have implemented e-learning for all employees, published an informative handbook regarding company diversity and prevention of harassment, and set up a consultation desk. In addition, in the index for evaluating corporate efforts related to LGBTQ employees formulated by a voluntary organization, work with Pride, the Company won the highest "Gold" award for the fifth consecutive year from 2016 to 2020. In April 2021, we earned a three-star certification as an Osaka City LGBT Leading Company.

第3章 性的指向・性自認に関するハラスメント

2. LGBTQとは (用語の説明)

英語	(大まかな) 定義
L レズビアン	同性を好きになる女性
G ゲイ	同性を好きになる男性
B バイセクシャル	異性を好きになることも同性を好きになることもある人
T トランスジェンダー	心と体の性別が一致しない
Q クエスチョニング	性自認や性的指向が定まらず揺れ動いている人
A クワイア	上の定義に当てはまらないリディの人

LGBTQに該当する人の割合は8.9% (11人に1人) と言われている
電通ダイバーシティラボ 2018

第3章 性的指向・性自認に関するハラスメント防止

6. カミングアウトとアウトティング

カミングアウトとは
自らの性のあり方を自覚し、それを誰かに開示すること。
カミングアウトを受けるとは、それはその人から信頼されているという証です。まずは「打ち明けてくれてありがとう」と伝え、その後本人の意向をきいて支援しましょう。

アウトティングとは
本人の性のあり方を、同意なく第三者に暴露してしまうこと。
「届の壁紙」に該当する(ワハラ)であり、例え善意であったとしても避けるべき行為です。また、性的指向・性自認に関する情報は、差別の問題に密接しているという認識も必要です。

カミングアウトとは、Coming out="coming out of the closet"のことです。社会の差別・偏見や周囲の無理解から自分のセクシュアリティを隠さざるを得ない状態を「クローゼットに押し込まれている状態」にたとえ、そこから出て、届のある場所に目を大きく決意をいいます。カミングアウトは、自分のセクシュアリティを受け入れ、確立する過程でもあり、自分らしく生きていくための手段の一つです。しかし、カミングアウトするかどうかや、いつ、誰に、どのように伝えるかは、当事者本人が決めることであり、周囲の人が、カミングアウトを推奨するようなことは、決してあってはなりません。

e-learning

● Work system, work-life balance support system

Category	System	Details
System that enhances workstyle flexibility	Super flextime	Flexible work system without designated core time
	Telework	Employees can work from home or in a satellite office regardless of reason and without a limit on the number of times.
	Hourly leave	Leave is available in 1-hour units (up to 5 days/year).
Support for compatibility with childrearing	Prenatal and postnatal leave	6 weeks before and 8 weeks after childbirth
	Maternity leave	5 days at any time starting from the time the spouse's pregnancy is determined and no later than 2 weeks after delivery
	Childrearing leave	Until the end of the fiscal year in which an eligible child becomes 3 years old. Paid up to 7 days from the start of the leave.
	Early reinstatement support menu	Financial support for childcare is provided to employees with a child under 12 months of age upon returning to work.
	Short working hours (childrearing)	Until the end of September of the year when an eligible child is in the first grade of elementary school
	Child nursing leave	Available when an employees' child receives nursing care or health examinations before entering elementary school
	Family support reserve leave	Employees can use part of their accumulated annual paid leave for "nursing/long-term care of their spouse/relatives," "going to hospital for infertility treatment," "participation in school events," etc.
Support for compatibility with nursing care	Nursing care leave	Within 3 years in principle or up to 93 days in total
	Short working hours (nursing care)	Period that an employee applied for (period in need of nursing care)
Reemployment system	f-staff system	Reemployment system for those who resigned due to pregnancy, childbirth, childrearing, long-term nursing care, transfer of spouse, or infertility treatment



Promotion of workstyle innovation

► Policy and Concept

● Promotion of workstyle innovation, health and productivity management

The Company has established a Health and Productivity Management Declaration with the aim of expressing our unwavering commitment to step up efforts in health management. Under the Medium-term Management Plan, we are committed to increasing the added value of operations through leveraging by digital technology, accelerating flexible workstyles regardless of time and place, continuously conducting health activities on a workplace basis, and promoting line care as a means to step forward.

◆ Health and Productivity Management Declaration (established in January 2018)

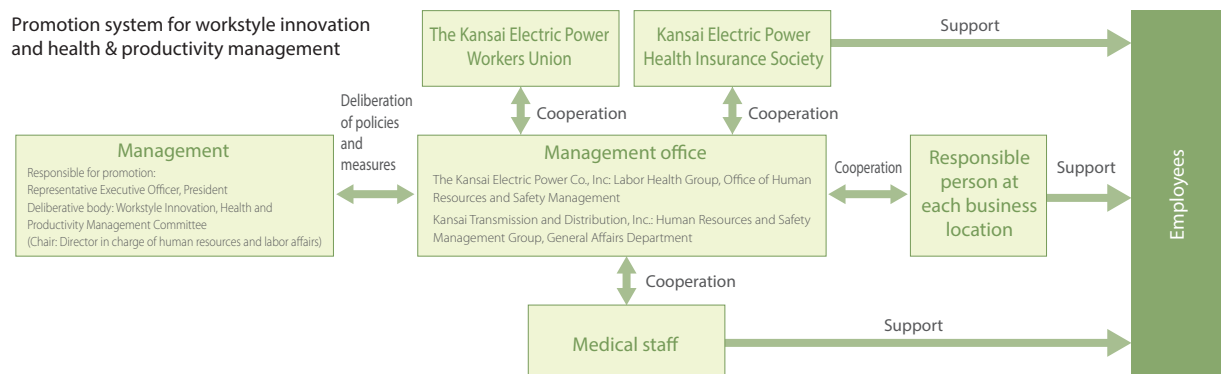
The Kansai Electric Power Company, in order to fulfill our mission, “continuing to serve our customers and communities,” will promote the maintenance and enhancement of our employees’ physical and mental health as well as the improvement of the quality of their lives by making employees’ health one of the pillars on our corporate management.

We will also implement working practices which place an emphasis more on value creation than the amount of work time, boost productivity, eliminate longer working hours, promote workplace diversity, and realize dynamic innovation through human-capacity reform to further improve effectiveness of our health management.

Based on our belief that we value people, we will continue to promote the advancement of employees’ health and contribute to “the realization of a bright and affluent future.”

► System

Under the leadership of the President, who is responsible for promoting workstyle innovation and health & productivity management, and through discussions at the Workstyle Innovation, Health and Productivity Management Committee chaired by the director in charge of human resources and labor affairs, we are developing policies and measures to establish a more flexible work system and enhance employee health, working with the workers union, health insurance association, medical staff, and others to create an environment where each employee can work in good health.



► Goals

- Reduce total working hours “by 5% compared to FY 2015, or 190 hours/year, which is equivalent to overtime hours per person”
→ FY 2021 results: Overtime hours per employee were 241 hours/year (FY 2020 results: 247 hours)*1*2
- Achieve male employee childrearing leave/paid leave utilization rate of 90% or higher
→ FY 2021 results: Male employee childrearing leave utilization rate was 117% (FY 2020 results: 98%)*1*2, and paid leave utilization rate was 96.4% (FY 2020 results: 95.5%)*1*2.
- Improve health indexes to the level of leading companies in health and productivity*1

Indexes	Targets	FY 2020	FY 2021
Appropriate bodyweight	Those with a BMI between 18.5 and 25: 71% or more	67.7%	67.5%
Exercise habits	Those exercising at least 2 days per week: 21% or more	35.7%	37.1%
Smoking habits	Smoking rate: Less than 26%	24.2%	22.9%
Sleep	Those answered that they are well rested through sleep: 60% or more	80.1%	81.0%
Drinking habits	Those drinking an average of 360 mL or more alcoholic beverages per day: Less than 14%	13.0%	10.4%

*1 Combined results of the Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc.

*2 Figures exclude transportation and medical staff.

▶ Efforts

● Developing comfortable workplaces

On the premise that working hours are managed appropriately, a flexible work system is being put in place to clearly delineate efficient working time ("on") from effective rest time ("off"). To this end, we are expanding flextime with no core time across the Company, enhancing to a working system that allows for more flexibility when it comes to times/places of work through extended teleworking requirements, and encouraging employees to take leave in a planned and meaningful manner.

In particular, we are improving our telework environment by digitizing documents and expanding IT tools, while listening to the opinions of employees. We are also working to introduce a free address system in the head office and other workplaces, and the system is being established and spread as one of our new workstyles.

(Office workplace telework rate for FY 2021: 46.6%)

◆ Major work system revisions in recent years

2015. 4	Introduction of anniversary leave	Granted special leave on anniversaries of employees or their families.
2016. 4	Introduction of teleworking	Introduced to support improved balance between work and life events.
2016. 4	Introduction of partially paid childrearing leave	Seven days of paid leave for the purpose of encouraging male employees to take childrearing leave.
2018. 10	Introduction of leave for spouse's overseas assignment	Introduced leave of absence program for employees who will accompany their spouse's overseas assignment.
2019. 4	Introduction of rest between shifts	Encouraged employees to secure, basically, at least 11 hours of rest.
2020. 4	Extension of super-flexible work hours	Abolished core time as a general rule at all business locations. (Has been abolished at some locations since April 2019.)
2021. 4	Extension of teleworking	Expanded the usage of teleworking system regardless of reason and without a limit on the number of times.
2021. 4	Introduction of hourly leave system	Introduced to provide flexibility in how annual paid leave is taken.
2022. 10	Expansion of childrearing leave	Employees are allowed to take childrearing leave in two installments. Maternity leave was also introduced for employees to take leave within eight weeks of the birth date of a newborn child.
2022. 2H	Expansion of short working hours	Repeated and continuous medical treatment were added to the reasons for application of short working hours.

Note: Non-regular employees are also eligible for many of these systems.

● Certified as a Health & Productivity Management Outstanding Organization 2022 (White 500)

Having been recognized for our philosophy of "Management that values people" and health measures for employees, our Company has been certified as a Health & Productivity Management Outstanding Organization (White 500) for the sixth consecutive year since 2017.



● Major health and productivity management initiatives

As part of the initiatives aiming to raise awareness of health management and improve self-care skills, the Group holds exercise and diet seminars and a walking rally, and has established "non-smoking days."

Moreover, we are working to create an environment that facilitates superiors' support for their subordinates by conducting training on line care for managers, and to enhance the support system by establishing a consultation desk with industrial physicians, industrial nurses, and outside counselors.

● Welfare system to support employees

We have created an environment in which employees can work cheerfully with peace of mind by stabilizing the lives of employees and their families with the following systems: life security measures such as condolence money and various insurance programs, housing measures such as company housing (only in some areas)/dormitory and housing allowance (new rent subsidies to replace company housing), property accumulation support measures such as owned property accumulation savings and an employee stock ownership association, welfare proxy service, a cafeteria plan, an employee cafeteria, retirement benefit plans, etc. Details regarding these systems are reviewed and improved as necessary, taking into account the current situation and other factors.

Note: With the exception of some systems, non-regular employees are also eligible.



● Sustaining stable labor-management relations

We have concluded a union shop agreement with the Kansai Electric Power Workers Union, and have set “company productivity increases accompanied by improved labor conditions” as a shared labor-management goal. Based on strong relationships of trust that we have constructed over our many years of history, we are building good labor-management relations. To keep up these relations, we continue to strive for mutual understanding by holding management panel discussions between labor and management as we operate business.

◆ Major opportunities for labor-management communication

Management panel discussions	Labor and management promote communication in the corporate management plan, etc. (held annually)
Management Council	Labor and management discuss important matters, such as reorganization (as needed)

◆ Correspondence between labor and management concerning employee transfer

Under the collective agreement, the Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. shall, when it is necessary due to business reasons, transfer their employees fairly in consideration of their intentions, living conditions, skills, etc. Especially when it is necessary to make a wide-ranging transfer, criteria for the transfer shall be discussed with the labor union.

● Tackling COVID-19

In order to prevent the spread of COVID-19 and maintain a safe and stable electricity and gas supply, the Group has set up a COVID-19 Response Headquarters and has been striving to restrict movement by promoting the adoption of telework. When commuting to work, we strictly follow rules regarding mask wearing from the viewpoint of infection prevention. We are also implementing measures to avoid crowding, such as maintaining enough space between desks in the office environment. In addition, we have introduced a workplace vaccination program and grant employees special leave to receive vaccinations, to ensure the safety and health of employees and their families as well as to create an environment where they can work with peace of mind.

As it is expected to take time until the COVID-19 infection is contained, we will strive to achieve both infection prevention and sustainable business activities by considering an internet-driven transformation of how we work.

Summary of workplace vaccinations

Vaccination results	Approximately 20,000 inoculations in total (Total of 1st, 2nd, and 3rd vaccinations)
Vaccination sites	Head office and nuclear power plants (Mihama, Takahama, Ohi)
Eligibility	Employees of the Kansai Electric Power Company, Kansai Transmission and Distribution, and their family members, employees of group companies, and employees of subcontractors who wish to be vaccinated at the above vaccination sites.



● Relevant data

◆ Diversity and workstyle innovation

Please note that the figures represent those for the Kansai Electric Power Co., Inc. and Kansai Transmission and Distribution, Inc. unless otherwise specified in the Remarks column.

	Targets	2020/3	2021/3	2022/3	Remarks	
Number of employees	—	18,141	17,739	17,469		
	—	31,850	31,933	31,963	On a consolidated basis	
Average age	—	43.3	43.4	43.3		
Average length of service	—	22.5 years	22.4 years	22.2 years		
Average annual salary	—	7.99 million yen	8.36 million yen	8.20 million yen	Non-consolidated figures for the Kansai Electric Power Company	
Ratio of mid-career hires in managerial positions*1	FY 2030: 1% or more	—	0.1%	0.3%		
	FY 2030: 20% or more	—	—	11%	Figures for major Kansai Electric Power Group companies*2	
Rate of childrearing leave utilization among men*1	Same level as that of female employees	109%	98%	117%		
	Same level as that of female employees	—	—	86%	Figures for major Kansai Electric Power Group companies*2	
Rate of childrearing leave utilization among women*1	—	100%	100%	100%		
	—	—	—	96%	Figures for major Kansai Electric Power Group companies*2	
Number of days for childrearing leave utilization among men*1	FY 2025: 1 month or more	6.8 days	8.3 days	10.4 days		
Rate of paid leave utilization*1	90% or more for each year	97.1%	95.5%	96.4%		
	—	—	—	85.2%	Figures for major Kansai Electric Power Group companies*2	
Total working hours*1	—	1886.6 hours/year	1919.4 hours/year	1891.3 hours/year		
Overtime working hours per employee*1	190 hours	246 hours	247 hours	241 hours		
	—	—	—	203 hours	Figures for major Kansai Electric Power Group companies*2	
Turnover headcount*1	—	148	112	120		
Turnover rate*1	—	0.74%	0.58%	0.63%		
	—	—	—	3.20%	Figures for major Kansai Electric Power Group companies*2	
Male turnover rate*1	—	0.67%	0.52%	0.62%		
Female turnover rate*1	—	1.65%	1.24%	0.68%		
Turnover rate by age group	Under 30 years old*1	—	1.70%	1.40%	1.58%	
	30-49 years old*1	—	0.46%	0.32%	0.34%	
	50 years old and over*1	—	0.70%	0.56%	0.57%	
Ratio of workers with disabilities	Achieve legal employment rate every year	2.6%	2.6%	2.6%		
	Achieve legal employment rate every year	—	—	2.4%	Figures for major Kansai Electric Power Group companies*2	

	Targets	2020/4	2021/4	2022/4	Remarks
Number of new hires*1*3	—	373	448	426	
Number of hires (new graduates/mid-career)*1	—	—	—	1,792	Figures for major Kansai Electric Power Group companies*2

◆ Indexes related to female empowerment

	Targets	2020/3	2021/3	2022/3	Remarks
Ratio of female employees*1	—	7.7%	8.1%	8.7%	
Number and ratio of female managers*1	Increase the ratio of female managers in FY 2030 to more than threefold that of FY 2018 (to 6.3%)	130 2.4%	136 2.6%	151 2.9%	
	Increase the ratio of female managers to 10% or more in FY 2030.	680 5.8%	726 6.2%	868 7.1%	Figures for 2021/3 and before are on a consolidated basis; figures for 2022/3 are for major companies in the Group*2.
Number and ratio of female senior managers*1	Increase the ratio of female senior managers in FY 2030 to more than threefold that of FY 2018 (to 4.8%)	47 1.9%	52 2.1%	59 2.4%	
	Increase the ratio of female senior managers to 5% or more in FY 2030.	113 2.1%	118 2.2%	114 2.0%	Figures for 2021/3 and before are on a consolidated basis; figures for 2022/3 are for major companies in the Group*2.
Average length of service for female employees*1	—	17.1 years	17.3 years	17.0 years	

	Targets	2020/4	2021/4	2022/4	Remarks
Number and ratio of female hires*1*3	—	51 14%	87 19%	84 20%	
	30% or more for each year	161 21%	236 26%	180 23%	Figures for 2021/3 and before are on a consolidated basis; figures for 2022/3 are for major companies in the Group*2.
Number and ratio of female hires (office jobs)*1*3	40% or more for each year	28 39%	53 47%	49 51%	
Number and ratio of female hires (technical jobs)*1*3	10% or more for each year	23 8%	34 10%	35 11%	

*1 Excludes transportation staff and medical staff. *2 The Kansai Electric Power Co., Inc., Kansai Transmission and Distribution, Inc., and 24 major group companies

*3 Regular employees hired in each fiscal year are the subject of the calculation.

