

## **TEPCO Group Human Rights Policy**

Tokyo Electric Power Company Group (hereinafter, TEPCO Group) aims to be a corporate group that continues to be trusted and selected by customers and society. We strongly recognize that efforts to respect human rights are essential based on the Charter of Corporate Conduct, and we respect human rights as the basis of our business activities.

### **1. Scope of Human Rights Policy**

This policy applies to all officers and employees of TEPCO Group. In addition, recognizing that the operations of not only TEPCO Group but also our business partners, including suppliers, can affect the human rights of stakeholders, we require our business partners, including suppliers, to understand and support the contents of this policy, and continuously work to ensure that this policy is respected.

### **2. Commitment to Respect for Human Rights**

TEPCO Group supports international human rights norms and principles, including the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the Children's Rights and Business Principles (hereinafter, international norms and principles on human rights), respects human rights in all aspects of its business activities, and commits to preventing and mitigating adverse impacts on human rights by operating its business in accordance with the United Nations Guiding Principles on Business and Human Rights (hereinafter, UN Guiding Principles). Should the operations, products, or services of not only TEPCO Group but also our business partners, including suppliers, have an adverse impact on the human rights of our stakeholders, including customers and local communities, we will take appropriate actions.

This policy clarifies our stance toward the initiative for human rights, which is based on the above-mentioned international norms and principles on human rights and informed by external expertise.

TEPCO Group complies with applicable laws and regulations in the countries and regions in which it operates. In the case of any difference or inconsistency between the laws and regulations of each country or region and the international norms and principles on human

rights, we will pursue a method of respecting the international norms and principles on human rights. We will continue to work to ensure that this policy is respected by business partners and stakeholders, including suppliers over whom TEPCO Group has no control in terms of decision-making.

■ Commitment to specific human rights issues

TEPCO Group respects the following rights and human dignities in accordance with the international norms and principles on human rights.

- (1) Prohibition of human trafficking, forced labor, and child labor
- (2) Freedom of association and respect for the right to collective bargaining etc.
- (3) Respect for diversity and equal opportunity
- (4) Prohibition of all forms of discrimination\*, harassment, bullying, and unfair treatment
- (5) Appropriate management of working hours and reduction of excessive working hours
- (6) Securing the minimum wage and supporting the living wage
- (7) Ensuring a healthy and safe work environment
- (8) Protection of personal information and privacy
- (9) Ensuring the safety of consumers and local communities and disclosing information transparently

\*Discrimination on the basis of race, color, sex, language, religion, nationality, age, sexual orientation, gender identity, sexual expression, disability, political or other opinions, national or social background, property, family or other status, or any similar reason.

### **3. Governance Structure for Respect for Human Rights**

In order to fulfill its responsibility to respect human rights, TEPCO Group will establish a specialized committee on human rights under the Representative Executive Officer and President of Tokyo Electric Power Company Holdings, Inc., and maintain an internal system to steadily implement human rights due diligence initiatives based on this policy. In addition, we will establish grievance mechanisms and ensure their effectiveness.

### **4. Human Rights Due Diligence**

TEPCO Group will establish a human rights due diligence mechanism based on the UN Guiding Principles and work towards continued implementation in order to identify and prevent/mitigate adverse human rights impacts and provide for appropriate and effective remediation.

■ Method for conducting human rights due diligence and considerations

- We will ascertain and understand the requirements under applicable laws and regulations related to human rights, as well as the requirements of customers and other stakeholders.
- We will strive to identify potential adverse human rights impacts through existing initiatives such as risk assessments of business partners including suppliers, employee awareness surveys, questionnaire surveys with customers and suppliers, and dialogue with stakeholders, as well as through human rights impact assessments.
- We will take great care not to contribute to any adverse impact on human rights caused by another entity, or create any such doubts to arise. We will also take great care neither to tolerate nor contribute to intimidation or threats against human rights defenders.

**5. Grievance Mechanism**

TEPCO Group will establish grievance mechanisms both internally and externally in order to appropriately respond to human rights-related issues. The grievance mechanisms will be available not only to group officers and employees but also to all stakeholders, including business partners such as suppliers, as well as local communities. In addition to ensuring the anonymity of whistleblowers and the confidentiality of the content of the reports, we will prohibit unfavorable treatment and retaliation against the whistleblowers and thoroughly protect them.

If it becomes apparent that operations of TEPCO Group have caused or were involved in an adverse impact on human rights, we will engage in remediation and redress through appropriate procedures and dialogues.

**6. Stakeholder Engagement**

We will strive to engage in dialogue with all stakeholders, such as workers' representatives, business partners including suppliers, and local communities so that we can understand and respond to the human rights-related impacts of TEPCO Group's operations from the perspective of the affected stakeholders. We will also refer to the opinions of external experts.

**7. Information Disclosure**

TEPCO Group periodically discloses information on the process of initiatives taken in line with this policy and evaluations of their effectiveness.

**8. Information Dissemination/Education on Human Rights Policy**

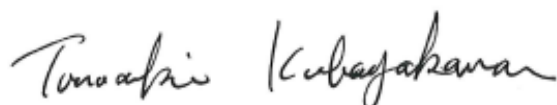
TEPCO Group will provide appropriate education and training to all officers and employees so that this policy permeates the company. In addition, we will not only reflect this policy in

related policies, procedures, and operations so that it can be properly embedded in our business activities, but also work on capability building of those in charge of human rights due diligence so that it can be effectively carried out. Moreover, we will strive to respect human rights throughout the supply chain by thoroughly communicating the contents of this policy to our business partners, including suppliers.

#### **9. Revision and Review of Human Rights Policy**

TEPCO Group regularly reviews this policy and strives to enhance its efforts to respect human rights, taking into consideration changes in the external environment such as social trends and through dialogue with stakeholders.

August 6, 2021

A handwritten signature in black ink that reads "Tomoaki Kobayakawa". The signature is written in a cursive, flowing style.

Tomoaki Kobayakawa  
Representative Executive Officer and President  
Tokyo Electric Power Company Holdings, Inc.