

Established on April 6, 2005

Revised on April 1, 2022

TEPCO Group Charter of Corporate Conduct

The TEPCO Group shall aim to be a corporate group that is trusted and continually chosen by society and, as a whole group, accomplish this goal by continuing dialogue not only with customers who use our services, but also with all stakeholders of the TEPCO Group, such as the residents of local communities, shareholders and investors, business partners, employees, and other members of society and meeting their expectations. We shall also fulfill our responsibilities to Fukushima, improve our corporate value, and contribute to the creation of a sustainable society.

In all of our activities both domestically and abroad, the TEPCO Group shall build a relationship of trust with all the stakeholders and fulfill our corporate social responsibilities by acting sincerely with a high degree of ethics, complying with laws and rules, and behaving in accordance with the following principles:

1. Contribution to a bright future by creating new value

We shall always be aware of the mission that the TEPCO Group must fulfill, and ensure the safety and quality of our goods and services and continue to create and provide value that exceed the expectations so that we can earn the satisfaction and trust of society consisting of individual customers.

2. Active efforts for environment

We shall create and provide environmental value unique to energy companies and contribute to the realization of carbon neutrality, reduction of environment impacts, and conservation of biodiversity.

3. Symbiosis with the local community

We shall conduct highly transparent activities that contribute to the development of the local communities based on the fundamental recognition that our business activities are supported by local residents by taking deeper root in the community as a good corporate citizen and listening to their opinions.

4. Promotion of transparent business activities

We shall promote transparent business activities through thorough communication in order to gain the understanding of society at large. We shall also maintain appropriate relationships with politics and government, take a resolute stance against antisocial forces, and engage in fair and just business activities.

5. Appropriate response to risks

We shall identify and assess risks pertaining to our business activities to prevent them from materializing, and, if they do materialize, we shall respond promptly and appropriately to minimize the impact on our business activities and society. We shall also leverage the knowledge gained from our risk management as an opportunity to contribute to the development of society.

6. Respect for human rights

We shall support the fundamental principles on human rights in the international society and respect human rights in all aspects of our business activities without tolerating any form of discrimination, harassment, child labor, or forced labor.

7. Creation of pleasant and healthy work environment

We shall ensure the safety and health of our employees, respect their personality, individuality, and diversity, and create a rewarding work environment where employees have confidence and pride and can develop their abilities. We shall also respect each other through dialogue and cooperation and create a pleasant and healthy workplace where employees can work comfortably.

8. The role of those involved in management

Directors, corporate executive officers, and all other persons involved in management of the TEPCO Group shall take the initiative of acting in accordance with this charter based on their respective roles under the effective corporate governance system. We shall also encourage our supply chains to share the spirit of this charter. In the event of a violation of laws or regulations, a scandal or any other circumstance that violates the spirit of this charter, we shall promptly resolve the issue, investigate the cause, and take steps to prevent its recurrence, in order to fulfill our responsibilities.

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