

FOR IMMEDIATE RELEASE

Toshiba Subsidiaries to Implement Personnel Measures
Including Early Retirement Incentive Programs

TOKYO—Toshiba Corporation (TOKYO: 6502) today announced that Toshiba Infrastructure Systems & Solutions Corporation (TISS) and Toshiba Energy Systems & Solutions Corporation (ESS), consolidated subsidiaries that respectively promote social infrastructure and energy systems businesses, have decided to implement personnel reallocation and early retirement incentive programs with support for outplacement.

1. Reasons for Implementation

TISS operates social & industrial infrastructure and building facilities businesses, and strives to improve profitability and achieve continued growth by promoting current business through a spiral lifecycle strategy of product upgrades and improvements, and by exploring new business domains through technology development and overseas expansion. In support of these goals, TISS has decided to reinforce divisions that require strengthening and to reduce fixed expenses in indirect divisions through reallocation of human resources. Implementation of the program will strengthen TISS's business structure.

In Japan and overseas, ESS contributes to the realization of stable power supply through its businesses in nuclear, thermal, and hydro power generation systems, and in transmission & distribution systems. As it seeks to enhance profitability and secure continued growth, ESS draws on extensive know-how and experience and IoT technologies cultivated in current businesses to provide products and services offering high added value. ESS is also strengthening its business structure by optimizing its corporate staff function and allocating appropriate human resources to each business unit, and toward this has decided to streamline its headcount by implementing the personnel reallocation and early retirement incentive program.

2. Outline of Early Retirement Incentive Programs

Both programs will be open to candidates in corporate staff functions aged 50 and above, and are expected to cover approximately 50 employees in each company. Applications will be accepted from February, and the accepted applicants will leave the company by the end of March 2018. In addition to a standard retirement payment, they will also receive a special

severance payment and outplacement support, if needed.

3. Outline of TISS

(1) Name	Toshiba Infrastructure Systems & Solutions Corporation
(2) Address	72-34 Horikawa-cho, Saiwai-ku Kawasaki-shi, Kanagawa, Japan
(3) Name and Title of Representative	Shinichiro Akiba, President & CEO
(4) Business Outline	Development, manufacture and sales of social infrastructure business products, systems and services
(5) Capital Stock	10 billion yen

4. Outline of ESS

(1) Name	Toshiba Energy Systems & Solutions Corporation
(2) Address	72-34 Horikawa-cho, Saiwai-ku Kawasaki-shi, Kanagawa, Japan
(3) Name and Title of Representative	Yoshihiro Aburatani, President & CEO
(4) Business Outline	Development, manufacture and sales of energy business products, systems and services
(5) Capital Stock	10 billion yen

5. Future Outlook

Toshiba expects TISS and ESS to incur total operating expenses of approximately 1.6 billion yen in implementing the early retirement incentive programs. Toshiba made provision for restructuring in its business results forecast for FY2017, to March 31, 2018, as announced on November 9, 2017, and the 1.6 billion yen will be accommodated by this provision.

###