




Evaluation by External Parties

Listed mainly on evaluation and awards received in FY 2019

Awarding entity / Name of the award	Evaluation	Recipient
SRI/CSR Evaluation		
FTSE Russell FTSE4Good Index Series FTSE Blossom Japan Index  FTSE4Good FTSE Blossom Japan > FTSE4Good > FTSE Blossom Japan Index	ESG and CSR activities	Toshiba Corporation
Design Related		
GOOD DESIGN AWARD 2019 	(GOOD DESIGN AWARD) <ul style="list-style-type: none"> Digital Terrestrial TV Transmitter system with remote operation support function LED baseLight TENQOO series LED Lighting with Camera ViewLED etc.	Toshiba Corporation , Toshiba Infrastructure Systems & Solutions Corporation, Toshiba Lighting & Technology Corporation etc.
iF DESIGN AWARD 2020 	(iF Gold Award) <ul style="list-style-type: none"> Destination control system FLOORNAVI (iF Design Award) <ul style="list-style-type: none"> LED baseLight TENQOO series LED Lighting with Camera ViewLED etc.	Toshiba Corporation, Toshiba Elevator and Building Systems Corporation, Toshiba Lighting & Technology Corporation
Environment Related		
Evaluation of products and services		
FY2019 Energy Conservation Grand Prize for excellent energy conservation equipment Product & Business Model Division	Minister Prize of Economic, Trade and Industry (Transportation Category) Train propulsion system using a storage device and a high efficiency traction motor	Toshiba Infrastructure Systems & Solutions Corporation *Shared award with Tokyo Metro Co., Ltd.
	Chairman Prize of ECCJ Condensing Unit "PROCOOL"	Toshiba Carrier Corporation
FY2019 Minister of the Environment's Award for Activities to Mitigate Global Warming	Development and introduction of a next-generation train propulsion system using the SCiB™ rechargeable battery	Toshiba Infrastructure Systems & Solutions Corporation *Shared award with Tokyo Metro Co., Ltd.

<u>Evaluation of business activities</u>		
Certified as Yokohama City's "Excellent 3R Activity Facility"	Sorting of waste from business operations and engagement in 3R activities (waste production control, reuse, and recycling)	Toshiba materials Co., Ltd.
<u>Evaluation of communication and human resources development programs</u>		
ESG Finance Awards Bronze Prize, Environmentally Sustainable Company Division	Toshiba Group Environmental Report 2019 Toshiba Group CSR Report 2019 Toshiba Group Integrated Report 2019	Toshiba Corporation
2019 Excellent Enterprise Award for Environmental Human Resource Development	Excellence Award (Large Company Division) Employee awareness-raising activities, cooperation and collaboration with local communities, etc.	Japan Semiconductor Corporation
	Encouragement Award (Large Company Division) Training of environmental consultant to decrease worksite environmental risks and creation of environmentally conscious products	Toshiba Infrastructure Systems & Solutions Corporation
<u>Evaluation of biodiversity</u>		
Japan Nature Conservation Awards 2020 Selected	Community-based biodiversity conservation activities at semiconductor production sites across Japan	Toshiba Electronic Devices & Storage Corporation Group
Please look at Evaluations Evaluations (Environment Website) for other environment-related evaluations and awards.		
Product and Technology Related		
Ministry of Education, Culture, Sports, Science and Technology The Commendation for Science and Technology by the Minister of Education, Culture, Sports, Science and Technology 2020 Awards for Science and Technology Development Category	Development of large-size rechargeable batteries with long-life, high-power, and safety	Toshiba Corporation
	Development of cryocooler-cooled superconducting magnet with excellent operability and safety without using liquid helium	Toshiba Energy Systems & Solutions Corporation
Japan Institute of Invention and Innovation National Commendation for Invention 2019	(The Prime Minister Prize) Invention of large-size rechargeable batteries with high-power and long-life performance	Toshiba Corporation
	(The Invention Prize) Invention of a pilot signal to improve area coverage of MIMO wireless LAN systems	Toshiba Corporation
Ichimura Foundation for New Technology 52st Ichimura Prizes The Ichimura Prizes in Industry - Contribution Prize The Ichimura Prize in Industry for Excellent Achievement	Development and practical application of large-size rechargeable batteries using lithium titanium oxide anodes	Toshiba Corporation
Japan Institute of Invention and Innovation Local Commendation for Invention of Kanto 2019 The Invention Prize	Invention of feature computation devices for image pattern recognition	Toshiba Corporation, Toshiba Electronic Devices & Storage Corporation

<p>The Japan Electrical Manufacturers' Association 69th JEMA TECHNICAL AWARD</p>	<p>Multiphysics modeling and simulation for nuclear energy</p>	<p>Toshiba Energy Systems & Solutions Corporation</p>
<p>Clarivate Analytics Derwent Top 100 Global Innovators 2020</p> 	<p>Selected as Derwent Top 100 Global Innovators 2020 (Clarivate Analytics) Selected for the 9th consecutive year since 2011</p>	<p>Toshiba Corporation</p>
<p>Employee Related</p>		
<p>Nippon Kenko Kaigi The Certified Health and Productivity Management Organization Recognition Program (2020)</p> 	<p>Organizations engaging in strategic Health and Productivity Management program efforts for maintain their employees' health from a management perspective</p>	<p>Toshiba Corporation, Toshiba Energy Systems & Solutions Corporation, Toshiba Infrastructure Systems & Solutions Corporation, Toshiba Electronic Devices & Storage Corporation, Toshiba Digital Solutions Corporation</p>
<p>Nippon Kenko Kaigi Organizations to engage in the Health-conscious Management Declaration (2020)</p> 		<p>Toshiba Carrier Corporation, Toshiba Carrier Engineering & Life Support Corporation, FUJI REINETSU KOGYO CO., LTD.</p>
<p>Nippon Kenko Kaigi Organizations to engage in the Health-conscious Management Declaration (2020)</p> 		<p>Toshiba Lighting & Technology Corporation * It was also selected as the "White 500" as a top 500 companies with excellent "The 2020 Certified Health and Productivity".</p>
<p>NPO Good aging yells, Work with Pride private organization PRIDE Index 2020 –Silver-</p>  <p>> PRIDE Index 2020(Japanese)</p>	<p>Promoting LGBT+ equality in the company</p>	<p>Toshiba Corporation</p>

History of Sustainability Activities

FY2020	<ul style="list-style-type: none"> Renamed CSR Management Office to Sustainability Management Office. Revised Toshiba Group Conflict Mineral Policy to Toshiba Group Responsible Minerals Sourcing Policy. Issued statement based on the Australian Modern Slavery Act. Toshiba Group's Environmental Future Vision 2050 is introduced. Integrated CSR Report and Environmental Report, and published Sustainability Report.
FY2019	<ul style="list-style-type: none"> Announced Endorsement of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).
FY2018	<ul style="list-style-type: none"> The Essence of Toshiba is introduced. Established SDGs managers in key Group companies and strengthened SDG-related initiatives.
FY2017	<ul style="list-style-type: none"> Started the Sixth Environmental Action Plan.
FY2016	<ul style="list-style-type: none"> Losses arose in the nuclear business; implemented various initiatives to identify the cause of the issue and to develop remedial measures. Issued a statement based on the UK Modern Slavery Act 2015.
FY2015	<ul style="list-style-type: none"> Started investigation into the cause of accounting issue, and addressing various measures for recurrence prevention. Held seminars to explain Global Compact and RBA Code of Conduct for both suppliers and people from Toshiba Group companies.
FY2014	<ul style="list-style-type: none"> Revised Standards of Conduct for Toshiba Group and added Respect for Human Rights as Article 1. Revised Toshiba Group Procurement Policy and requested some 10,000 suppliers (cumulative numbers) to abide by this revised content. Commenced Toshiba Group Simultaneous Social Contribution Activities.
FY2013	<ul style="list-style-type: none"> Organized "Business & Human Rights Workshop" for human resource managers from 9 Asian countries. Newly established "Social Contributions by Business" category to Social Contribution Award. Introducing T-Compass, a new concept of environmental management
FY2012	<ul style="list-style-type: none"> Continued implementation of the PDCA cycle according to ISO 26000. Surveys of some 10,000 suppliers regarding their approaches to issues related to conflict minerals and CSR promotion. Achievement of 0.67 trillion yen in sales of excellent ECPs (Environmentally Conscious Products with the industry's highest level of environmental performance in terms of KPIs)
FY2011	<ul style="list-style-type: none"> Implementation of PDCA cycle of checking, identification of issues, planning, action, and evaluation based on ISO 26000 Established Toshiba Group Conflict Mineral Policy. Revised Toshiba Group Procurement Policy and requested that suppliers continue to promote CSR in the supply chain. Formulation of the Fifth Environmental Action Plan Reviewing the BCP based on the experience of the Great East Japan Earthquake and the floods in Thailand
FY2010	<ul style="list-style-type: none"> Strengthened CSR management based on the principles of ISO 26000. Initiated workplace meetings focusing on integrity. Introduction of a system for visualizing working hours UD advisor system expanded to include non-Japanese employees. Announcement of the new concept for environmental management at a business policy briefing (Greening of Process, Greening of Products and Greening by Technology")
FY2009	<ul style="list-style-type: none"> Ending production of general-use incandescent bulbs Formulation of Toshiba Group Biodiversity Guidelines Establishment of Sign Language Club Enforcement of the requirement to leave the office at the regular time for at least two days during the Family Week in Japan
FY2008	<ul style="list-style-type: none"> Collaboration with NPOs to promote experiential science education (Supporting the activities of experiential science education research organizations) 1st Toshiba Cup Contest among students specializing in science and math education at teacher-training universities in China to present their creative teaching plans Reorganization of home appliance call centers (change to product-wise call centers) Implementation of on-site CSR audit (related to human rights, occupational health and safety, the environment) of suppliers in Thailand Published Environmental Report. Announcement to allow the peak out of Toshiba Group's greenhouse gas emissions in 2012 and thereafter reduce the absolute emissions
FY2007	<ul style="list-style-type: none"> Toshiba Group Environmental Vision 2050 is established. Structures and systems for Quality Control at Toshiba Group is reinforced. Ethical education to Technical Employees in Japan and overseas is provided. Toshiba Group Fourth Voluntary Plan is extended from FY2010 to FY2012, with New Targets Added. Statutory Ratio of Employment of People with Disabilities is fulfilled in all the subject Group Companies in Japan.

FY2006	<ul style="list-style-type: none"> • Toshiba Group CSR Month is established. • Standards of Conduct for Toshiba Group is revised. • The Clean Partner Line, a whistleblower system for suppliers and other business partners, is established. • Toshiba Group 1.5 Million Tree-planting Project is launched. • The New EASTER comprehensive audit system is put in place.
FY2005	<ul style="list-style-type: none"> • Toshiba With Co., Ltd., a special subsidiary for employment of the disabled, is established. • Toshiba Group CSR Conference is held. • Toshiba "ASHITA" Award is established. • The philosophy, policies and criteria for universal design are established. • Standards of Conduct concerning Sales to Government and Authorities are established and thoroughly implemented. • Participates in the Eco-Products International Fair.
FY2004	<ul style="list-style-type: none"> • Standards of Conduct for Toshiba Group is applied throughout the Group. • Published CSR Report. • An organization dedicated to promotion of equal opportunity is established. • Toshiba Group Procurement Policy based on CSR is established. • Toshiba Group Environmental Vision 2010 is announced. • Fourth Voluntary Environmental Plan is introduced.
FY2003	<ul style="list-style-type: none"> • Company with committees system is adopted. • CSR Division is established. • CSR Website is opened. • Factor T, an eco-efficiency indicator, is introduced. • Joins Business for Social Responsibility (BSR), an international CSR association based in the U.S. • Health and safety management system is introduced. • Standards of Conduct for Toshiba Group is revised. • Joins UN Global Compact.
FY2002	<ul style="list-style-type: none"> • Internal free agent system is introduced. • Zero emissions of waste is achieved.
FY2001	<ul style="list-style-type: none"> • Toshiba Standards of Business Conduct and Toshiba International Standards of Conduct are integrated.
FY2000	<ul style="list-style-type: none"> • Corporate risk management system is established. • Environmental accounting is introduced. • Third Voluntary Environmental Plan is introduced. • Green procurement is introduced.
FY1999	<ul style="list-style-type: none"> • In-house company system is introduced. • Environmental report is issued. Environmental Protection & Recycling Planning Center is established. • Toshiba Customer Information Center is established.
FY1998	<ul style="list-style-type: none"> • Executive officer system is introduced.
FY1996	<ul style="list-style-type: none"> • Second Voluntary Environmental Plan is introduced.
FY1995	<ul style="list-style-type: none"> • ISO 14001 certification is obtained.
FY1993	<ul style="list-style-type: none"> • First Voluntary Environmental Plan is introduced.
FY1992	<ul style="list-style-type: none"> • ExploraVision Award is started in the U.S. • Family-care leave, child-care leave and short-time working hours systems are introduced.
FY1991	<ul style="list-style-type: none"> • Corporate Environmental Protection Council is established. • Toshiba Group Environmental Exhibition is started. • Toshiba Thai Foundation is established.
FY1990	<ul style="list-style-type: none"> • Basic Commitment of the Toshiba Group and the slogan are established. • Toshiba Standards of Business Conduct and Toshiba International Standards of Conduct are established. • Toshiba America Foundation is established.
FY1989	<ul style="list-style-type: none"> • Basic Policy for Environmental Protection is established. • Environmental auditing is introduced. • Toshiba International Foundation is established.
FY1988	<ul style="list-style-type: none"> • Environmental Protection Center is established.
FY1975	<ul style="list-style-type: none"> • Toshiba Group Health and Safety Convention is introduced.
FY1973	<ul style="list-style-type: none"> • Toshiba Management Philosophy is established.
FY1971	<ul style="list-style-type: none"> • Consumers Department is established.

Comparison with the UN Global Compact

As a signatory to the UN Global Compact, Toshiba submits Communication on Progress (COP) reports regarding the implementation progress of the ten principles of the Global Compact. The Global Compact sets forth universal principles on human rights, labor, the environment and anti-corruption advocated by the United Nations.

> [Participation in CSR-related organizations](#)

■ S: Sustainability website ■ E: Environmental website

Global Compact Ten Principles		References
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> ■ S: Respect for Human Rights ■ S: Employment and Labor Relations(Relationship with Toshiba Union) ■ S: Promotion of Diversity and Inclusion ■ S: Occupational Health and Safety ■ S: Risk Management and Compliance ■ S: CSR Management in the Supply Chain ■ S: Quality Control for Safety and Reliability ■ S: Product Safety and Product Security ■ S: Stakeholders (NPOs/NGOs)
Principle 2	Make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> ■ S: Respect for Human Rights ■ S: Employment and Labor Relations(Relationship with Toshiba Union) ■ S: Risk Management and Compliance(Compliance Training) ■ S: Promotion of Diversity and Inclusion ■ S: CSR Management in the Supply Chain
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> ■ S: Employment and Labor Relations ■ S: Risk Management and Compliance(Compliance Training) ■ S: CSR Management in the Supply Chain
Principle 4	The elimination of all forms of forced and compulsory labor	<ul style="list-style-type: none"> ■ S: Respect for Human Rights ■ S: Risk Management and Compliance(Compliance Training) ■ S: CSR Management in the Supply Chain
Principle 5	The effective abolition of child labor	<ul style="list-style-type: none"> ■ S: Respect for Human Rights ■ S: Risk Management and Compliance(Compliance Training) ■ S: CSR Management in the Supply Chain
Principle 6	The elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> ■ S: Promotion of Diversity and Inclusion ■ S: Risk Management and Compliance(Compliance Training) ■ S: CSR Management in the Supply Chain ■ S: Coexistence with Local Communities

Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> ■ S: Stakeholders (Governments and public bodies) ■ E: Environment
Principle 8	Undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> ■ S: SDG Initiatives ■ S: Product Safety and Product Security ■ S: Stakeholders (Governments and public bodies) ■ E: Environment
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> ■ S: SDG Initiatives ■ S: Stakeholders (Governments and public bodies) ■ E: Environment
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance ■ S: Stakeholders (Governments and public bodies)

Comparison with ISO 26000

Toshiba strive to evaluate our sustainability initiatives according to the core subjects as well as to expand our sustainability initiatives and sustainability reporting.

■ S: Sustainability Website

■ E: Environmental Website

■ IR: IR Website

Core Subjects	Issues	References
6.2 Organizational governance		<ul style="list-style-type: none"> ■ S: Sustainability Management ■ S: Stakeholders ■ S: Stakeholder Dialogue by Region ■ IR: Corporate Governance
6.3 Human rights		
6.3.3	Due diligence	■ S: Respect for Human Rights
6.3.4	Human rights risk situations	■ S: Respect for Human Rights
6.3.5	Avoidance of complicity	■ S: Respect for Human Rights
6.3.6	Resolving grievances	■ S: Respect for Human Rights
6.3.7	Discrimination and vulnerable groups	■ S: Respect for Human Rights
6.3.8	Civil and political rights	■ S: Respect for Human Rights
6.3.9	Economic, social and cultural rights	■ S: Respect for Human Rights
6.3.10	Fundamental principles and rights at work	<ul style="list-style-type: none"> ■ S: Respect for Human Rights ■ S: Employment and Labor Relations ■ S: CSR Management in the Supply Chain
6.4 Labor practices		
6.4.3	Employment and employment relationships	<ul style="list-style-type: none"> ■ S: Employment and Labor Relations ■ S: Fair Evaluation and Talent Development ■ S: Promotion of Diversity and Inclusion
6.4.4	Conditions of work and social protection	<ul style="list-style-type: none"> ■ S: Promotion of Diversity and Inclusion ■ S: Occupational Health and Safety
6.4.5	Social dialogue	<ul style="list-style-type: none"> ■ S: Employment and Labor Relations ■ S: Fair Evaluation and Talent Development
6.4.6	Health and safety at work	■ S: Occupational Health and Safety
6.4.7	Human development and training in the workplace	■ S: Fair Evaluation and Talent Development

6.5 The environment		
6.5.3	Prevention of pollution	<ul style="list-style-type: none"> ■ E: Overview of Environmental Impacts ■ E: Reducing Emissions of Chemical Substances ■ E: Management of Chemicals Contained in Products ■ E: Soil and Groundwater Purification ■ E: Preventing Contamination and Reducing Contamination Risks ■ E: Storage and Management of PCB ■ E: Management of Ozone-depleting Substances
6.5.4	Sustainable resource use	<ul style="list-style-type: none"> ■ E: Overview of Environmental Impacts ■ E: Reducing Waste Volumes ■ E: Reducing the Amount of Water Received ■ E: Increasing the Amount of Resources Saved ■ E: Increasing the Use of Recycled Plastics
6.5.5	Climate change mitigation and adaptation	<ul style="list-style-type: none"> ■ E: Overview of Environmental Impacts ■ E: Reducing Total GHG Emissions ■ E: Reductions in CO₂ Emissions by Eco-products ■ E: Products and Services Associated with Power Supply ■ E: Products and Services Associated with Power Consumption ■ E: In Response to Climate Change
6.5.6	Protection of the environment, biodiversity and restoration of natural habitats	<ul style="list-style-type: none"> ■ E: Conservation of Biodiversity
6.6 Fair operating practices		
6.6.3	Anti-corruption	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance
6.6.4	Responsible political involvement	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance ■ S: Stakeholders (Governments and Public Bodies)
6.6.5	Fair competition	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance
6.6.6	Promoting social responsibility in the value chain	<ul style="list-style-type: none"> ■ S: CSR Management in the Supply Chain ■ S: Risk Management and Compliance (Export Control)
6.6.7	Respect for property rights	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance ■ S: Research & Development and Intellectual Property

6.7 Consumer issues		
6.7.3	Fair marketing, factual and unbiased information and fair contractual practices	<ul style="list-style-type: none"> ■ S: Product Safety and Product Security
6.7.4	Protecting consumers' health and safety	<ul style="list-style-type: none"> ■ S: Quality Control for Safety and Reliability ■ S: Product Safety and Product Security
6.7.5	Sustainable consumption	<ul style="list-style-type: none"> ■ S: Quality Control for Safety and Reliability ■ S: CSR Management in the Supply Chain ■ E: Business (Products/Services) ■ E: Products and Services Associated with Power Consumption ■ E: Management
6.7.6	Consumer service, support, and complaint and dispute resolution	<ul style="list-style-type: none"> ■ S: Improvement of Customer Satisfaction
6.7.7	Consumer data protection and privacy	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance (Information Security Management) ■ S: Improvement of Customer Satisfaction (Policy on Customer Information Protection)
6.7.8	Access to essential services	<ul style="list-style-type: none"> ■ S: Improvement of Customer Satisfaction
6.7.9	Education and awareness	<ul style="list-style-type: none"> ■ S: Quality Control for Safety and Reliability (Disclosure of Information on Quality) ■ S: Product Safety and Product Security
6.8 Community involvement and development		
6.8.3	Community involvement	<ul style="list-style-type: none"> ■ S: Coexistence with Local Communities ■ S: Social Contribution Activities ■ S: Stakeholders
6.8.4	Education and culture	<ul style="list-style-type: none"> ■ S: Social Contribution Activities
6.8.5	Employment creation and skills development	<ul style="list-style-type: none"> ■ S: Coexistence with Local Communities ■ S: Social Contribution Activities
6.8.6	Technology development and access	<ul style="list-style-type: none"> ■ S: SDGs Initiatives ■ S: Research & Development and Intellectual Property
6.8.7	Wealth and income creation	<ul style="list-style-type: none"> ■ C: Coexistence with Local Communities
6.8.8	Health	<ul style="list-style-type: none"> ■ S: Coexistence with Local Communities ■ S: Social Contribution Activities (Social Welfare)
6.8.9	Social investment	<ul style="list-style-type: none"> ■ S: SDGs Initiatives ■ S: Coexistence with Local Communities ■ S: Stakeholders (Governments and Public Bodies) ■ C: Stakeholders (NPOs/NGOs)

GRI Content Index

Toshiba Sustainability Report 2020 refers to the Global Reporting Initiative (GRI) Sustainability Reporting Standards. For the connection with these standards, please see the table below.

■ S: Sustainability Website ■ E: Environmental Website ■ IR: IR Website ■ O: Other Website

General Disclosures

No.	Requirements	References
1. Organizational profile		
102-1	Name of the organization	■ O: Basic Corporate Data
102-2	Activities, brands, products, and services	■ O: Business Domains
102-3	Location of headquarters	■ O: Basic Corporate Data
102-4	Location of operations	■ O: Offices
102-5	Ownership and legal form	■ O: Basic Corporate Data
102-6	Markets served	■ IR: Geographic Segment Information ■ O: Business Domains
102-7	Scale of the organization	■ O: Basic Corporate Data ■ IR: Integrated Report ■ IR: Income Statements ■ IR: Balance Sheets ■ O: Business Domains
102-8	Information on employees and other workers	■ S: Promotion of Diversity and Inclusion (Promoting the Career Development of Female Employees) ■ S: Employment and Labor Relations
102-9	Supply chain	■ S: CSR Management in the Supply Chain
102-10	Significant changes to the organization and its supply chain	■ IR: Stock Information

102-11	Precautionary Principle or approach	<ul style="list-style-type: none"> ■ IR: Integrated Report ■ S: Participation in External CSR Organizations ■ IR: Corporate Governance ■ S: Risk Management and Compliance ■ S: Research & Development and Intellectual Property ■ S: Respect for Human Rights ■ S: Standards of Conduct for Toshiba Group ■ E: In Response to Climate Change ■ E: Ensuring Environmental Risk Compliance ■ E: Preventing Contamination and Reducing Contamination Risks ■ E: Management of chemicals contained in products
102-12	External initiatives	<ul style="list-style-type: none"> ■ S: Participation in External CSR Organizations ■ S: CSR Management in the Supply Chain
102-13	Membership of associations	<ul style="list-style-type: none"> ■ S: Participation in External CSR Organizations ■ S: CSR Management in the Supply Chain
2. Strategy		
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> ■ O: Message from Top Management ■ S: Message from the Executive in Charge of Sustainability ■ E: Message from the Corporate Environmental Officer
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> ■ IR: Integrated Report ■ S: Material Issues ■ E: In Response to Climate Change
3. Ethics and integrity		
102-16	Values, Principles, standards, and norms of behavior	<ul style="list-style-type: none"> ■ O: The Essence of Toshiba ■ S: Standards of Conduct for Toshiba Group
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance
4. Governance		
102-18	Governance structure	<ul style="list-style-type: none"> ■ IR: Corporate Governance ■ S: Sustainability Management ■ E: Environmental Management Structure
102-19	Delegating authority	<ul style="list-style-type: none"> ■ S: Sustainability Management ■ E: Environmental Management Structure
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> ■ S: Sustainability Management ■ E: Environmental Management Structure ■ E: In Response to Climate Change

102-21	Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> ■ IR: Corporate Governance Guidelines
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> ■ O: Directors and Executives ■ IR: Corporate Governance ■ IR: Corporate Governance Report ■ IR: Articles of Incorporation ■ IR: Integrated Report
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> ■ O: Directors and Executives ■ IR: Corporate Governance
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> ■ IR: Corporate Governance
102-25	Conflicts of interest	<ul style="list-style-type: none"> ■ IR: Corporate Governance Guidelines ■ IR: Corporate Governance Report ■ IR: Stock Information
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> ■ IR: Corporate Governance
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> ■ S: Sustainability Management ■ E: Environmental Management Structure
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> ■ IR: Corporate Governance ■ IR: Corporate Governance Report
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> ■ S: Sustainability Management ■ E: In Response to Climate Change
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> ■ S: Sustainability Management ■ E: Environmental Management Structure
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> ■ IR: Corporate Governance
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> ■ S: Sustainability Reporting Policy
102-33	Communicating critical concerns	<ul style="list-style-type: none"> ■ IR: Corporate Governance ■ S: Risk Management and Compliance
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> ■ IR: Business Risk Factors
102-35	Remuneration policies	<ul style="list-style-type: none"> ■ IR: Corporate Governance
102-36	Process for determining remuneration	<ul style="list-style-type: none"> ■ IR: Corporate Governance
102-37	Stakeholders' involvement in remuneration	–
102-38	Annual total compensation ratio	–
102-39	Percentage increase in annual total compensation ratio	–

5. Stakeholder engagement		
102-40	List of stakeholder groups	■ S: Stakeholder Engagement
102-41	Collective bargaining agreements	Toshiba Union membership numbers and membership rate are published. ■ S: Employment and Labor Relations
102-42	Identifying and selecting stakeholders	■ S: Stakeholders ■ S: Material Issues
102-43	Approach to stakeholder engagement	■ S: Stakeholders ■ S: Stakeholder Engagement ■ S: Respect for Human Rights ■ S: CSR Management in the Supply Chain ■ E: Management
102-44	Key topics and concerns raised	■ IR: Shareholders' Meeting ■ S: Respect for Human Rights ■ E: The Sixth Environmental Action Plan
6. Reporting practice		
102-45	Entities included in the consolidated financial statements	■ IR: Integrated Report
102-46	Defining report content and topic Boundaries	-
102-47	List of material topics	■ S: Material Issues ■ E: The Sixth Environmental Action Plan
102-48	Restatements of information	No restatement.
102-49	Changes in reporting	No major changes.
102-50	Reporting Period	■ S: Sustainability Reporting Policy
102-51	Date of most recent report	■ S: Sustainability Reporting Policy
102-52	Reporting cycle	■ S: Sustainability Reporting Policy
102-53	Contact point for questions regarding the report	■ S: Questionnaire for Sustainability Report ■ S: Inquiries about Sustainability and Environmental Activities
102-54	Claims of reporting in accordance with the GRI Standards	■ S: GRI Content Index (This page)
102-55	GRI content index	■ S: GRI Content Index (This page)
102-56	External assurance	■ E: Third-party Verification A third party has verified GHG emissions due to business activities and from the use of products sold.

Economic

No.	Requirements	References
Economic Performance		
103-1, 2.3	Management Approach	–
201-1	Direct economic value generated and distributed	■ IR: Integrated Report ■ S: Social Contribution Activities
201-2	Financial implications and other risks and opportunities due to climate change	■ IR: Integrated Report ■ E: In Response to Climate Change
201-3	Defined benefit plan obligations and other retirement plans	■ IR: Integrated Report
201-4	Financial assistance received from government	–
Market Presence		
103-1, 2.3	Management Approach	–
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	–
202-2	Proportion of senior management hired from the local community	–
Indirect Economic Impacts		
103-1, 2.3	Management Approach	–
203-1	Infrastructure investments and services supported	■ O: Business Domains
203-2	Significant indirect economic impacts	–
Procurement Practices		
103-1, 2.3	Management Approach	■ S: Material Issues ■ S: CSR Management in the Supply Chain ■ S: Risk Management and Compliance
204-1	Proportion of spending on local suppliers	–
Anti-corruption		
103-1, 2.3	Management Approach	■ S: Risk Management and Compliance
205-1	Operations assessed for risks related to corruption	–
205-2	Communication and training about anti-corruption policies and procedures	■ S: Risk Management and Compliance
205-3	Confirmed incidents of corruption and actions taken	–
Anti-competitive Behavior		
103-1, 2.3	Management Approach	■ S: Risk Management and Compliance
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	■ S: Risk Management and Compliance

Environmental

No.	Requirements	References
Materials		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ E: Environmental Future Vision 2050 ■ E: The Sixth Environmental Action Plan
301-1	Materials used by weight or volume	<ul style="list-style-type: none"> ■ E: Increasing the Amount of Resources Saved ■ E: Increasing the Use of Recycled Plastics ■ E: Overview of Environmental Impacts
301-2	Recycled input materials used	<ul style="list-style-type: none"> ■ E: Overview of Environmental Impacts
301-3	Reclaimed products and their packaging materials	–
Energy		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ E: Environmental Future Vision 2050 ■ E: In Response to Climate Change ■ E: The Sixth Environmental Action Plan
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> ■ E: Overview of Environmental Impacts
302-2	Energy consumption outside of the organization	<ul style="list-style-type: none"> ■ E: Greenhouse Gas Emissions across the Value Chain
302-3	Energy intensity	<ul style="list-style-type: none"> ■ E: Reducing Total GHG Emissions
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> ■ E: Reducing Total GHG Emissions
302-5	Reductions in CO ₂ Emissions by Eco-products	<ul style="list-style-type: none"> ■ E: Reductions in CO₂ Emissions by Eco-products
Water		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ E: Environmental Future Vision 2050 ■ E: The Sixth Environmental Action Plan
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> ■ E: Reducing the Amount of Water Received
303-2	Management of water discharge-related impacts	–
303-3	Water withdrawal	<ul style="list-style-type: none"> ■ E: Reducing the Amount of Water Received
303-4	Water discharge	<ul style="list-style-type: none"> ■ E: Overview of Environmental Impacts
303-5	Water consumption	<ul style="list-style-type: none"> ■ E: Overview of Environmental Impacts
Biodiversity		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ E: Environmental Future Vision 2050 ■ E: The Sixth Environmental Action Plan
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	–
304-2	Significant impacts of activities, products, and services on biodiversity	–

304-3	Habitats protected or restored	■ E: Conservation of Biodiversity
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	■ E: Conservation of Biodiversity
Emissions		
103-1, 2.3	Management Approach	■ E: Environmental Future Vision 2050 ■ E: In Response to Climate Change ■ E: The Sixth Environmental Action Plan
305-1	Direct (Scope 1) GHG emissions	■ E: Reducing Total GHG Emissions
305-2	Energy indirect (Scope 2) GHG emissions	■ E: Reducing Total GHG Emissions
305-3	Other indirect (Scope 3) GHG emissions	■ E: Greenhouse Gas Emissions across the Value Chain
305-4	GHG emissions intensity	■ E: Reducing Total GHG Emissions
305-5	Reduction of GHG emissions	■ E: Reducing Total GHG Emissions ■ E: Greenhouse Gas Emissions across the Value Chain
305-6	Emissions of ozone-depleting substances (ODS)	■ E: Management of Ozone-depleting Substances
305-7	Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions	■ E: Overview of Environmental Impacts
Effluents and Waste		
103-1, 2.3	Management Approach	■ E: Environmental Future Vision 2050 ■ E: The Sixth Environmental Action Plan
306-1	Water discharge by quality and destination	■ E: Overview of Environmental Impacts
306-2	Waste by type and disposal method	■ E: Reducing Waste Volumes
306-3	Significant spills	■ E: Preventing Contamination and Reducing Contamination Risks
306-4	Transport of hazardous waste	-
306-5	Water bodies affected by water discharges and/or runoff	-
Environmental Compliance		
103-1, 2.3	Management Approach	■ E: Environmental Future Vision 2050 ■ E: The Sixth Environmental Action Plan ■ E: Ensuring Environmental Risk Compliance
307-1	Non-compliance with environmental laws and regulations	■ E: Ensuring Environmental Risk Compliance
Supplier Environmental Assessment		
103-1, 2.3	Management Approach	■ S: CSR Management in the Supply Chain
308-1	New suppliers that were screened using environmental criteria	-
308-2	Negative environmental impacts in the supply chain and actions taken	■ S: CSR Management in the Supply Chain

Social

No.	Requirements	References
Employment		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Respect for Human Rights ■ S: Promotion of Diversity and Inclusion ■ S: Fair Evaluation and Talent Development ■ S: Employment and Labor Relations
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> ■ S: Employment and Labor Relations
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> ■ S: Promotion of Diversity and Inclusion
401-3	Parental leave	<ul style="list-style-type: none"> ■ S: Promotion of Diversity and Inclusion
Labor/Management Relations		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Employment and Labor Relations
402-1	Minimum notice periods regarding operational changes	<ul style="list-style-type: none"> ■ S: Employment and Labor Relations
Occupational Health and Safety		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Occupational Health and Safety
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety
403-3	Occupational health services	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety
403-6	Promotion of worker health	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety ■ S: Employment and Labor Relations
403-9	Work-related injuries	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety
403-10	Work-related ill health	<ul style="list-style-type: none"> ■ S: Occupational Health and Safety

Training and Education		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Fair Evaluation and Talent Development
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> ■ S: Fair Evaluation and Talent Development
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> ■ S: Fair Evaluation and Talent Development ■ S: Promotion of Diversity and Inclusion
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> ■ S: Fair Evaluation and Talent Development
Diversity and Equal Opportunity		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Promotion of Diversity and Inclusion ■ S: Respect for Human Rights
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> ■ IR: Corporate Governance ■ IR: Integrated Report ■ S: Promotion of Diversity and Inclusion
405-2	Ratio of basic salary and remuneration of women to men	–
Non-discrimination		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Respect for Human Rights
406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> ■ S: Respect for Human Rights
Freedom of Association and Collective Bargaining		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Respect for Human Rights
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–
Child Labor		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Respect for Human Rights ■ S: CSR Management in the Supply Chain
408-1	Operations and suppliers at significant risk for incidents of child labor	–
Forced or Compulsory Labor		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Respect for Human Rights ■ S: CSR Management in the Supply Chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	–

Security Practices		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Respect for Human Rights ■ S: CSR Management in the Supply Chain
410-1	Security personnel trained in human rights policies or procedures	–
Rights of Indigenous Peoples		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Respect for Human Rights ■ S: CSR Management in the Supply Chain
411-1	Incidents of violations involving rights of indigenous peoples	–
Human Rights Assessment		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Respect for Human Rights ■ S: Sustainability Management in the Supply Chain
412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> ■ S: Sustainability Management
412-2	Employee training on human rights policies or procedures	<ul style="list-style-type: none"> ■ S: Respect for Human Rights ■ S: Risk Management and Compliance
412-3	Significant investment agreements and contacts that include human rights clauses or that underwent human rights screening	–
Local communities		
103-1, 2.3	Management Approach	–
413-1	Operations with local community engagement, impact assessments, and development programs	–
413-2	Operations with significant actual and potential negative impacts on local communities	<ul style="list-style-type: none"> ■ E: Soil and Groundwater Purification
Supplier Social Assessment		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: CSR Management in the Supply Chain ■ S: Risk Management and Compliance
414-1	New suppliers that were screened using social criteria	–
414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> ■ S: CSR Management in the Supply Chain
Public Policy		
103-1, 2.3	Management Approach	–
415-1	Political contributions	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance

Customer Health and Safety		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Product Safety and Product Security
416-1	Assessment of the health and safety impacts of product and service categories	<p>Data for this item has not been aggregated. For information on this initiative, please refer to “Quality Control for Safety and Reliability.”</p> <ul style="list-style-type: none"> ■ S: Quality Control for Safety and Reliability
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<ul style="list-style-type: none"> ■ S: Product Safety and Product Security ■ S: Risk Management and Compliance
Marketing and Labeling		
103-1, 2.3	Management Approach	–
417-1	Requirements for product and service information and labeling	–
417-2	Incidents of non-compliance concerning product and service information and labeling	<ul style="list-style-type: none"> ■ S: Product Safety and Product Security ■ S: Risk Management and Compliance
417-3	Incidents of non-compliance concerning marketing communications	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance
Customer Privacy		
103-1, 2.3	Management Approach	<ul style="list-style-type: none"> ■ S: Material Issues ■ S: Risk Management and Compliance ■ S: Improvement of Customer Satisfaction
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> ■ S: Risk Management and Compliance
Socioeconomic Compliance		
103-1, 2.3	Management Approach	–
419-1	Non-compliance with laws and regulations in the social and economic area	–

ESG Data Collection

Environment

Items		FY2019 Achievement	Scope	Posted pages		
Mitigation of climate change	Scope1,2 GHG emissions (Toshiba Group)	Total GHG emissions (million t-CO ₂) ¹	1.14	Toshiba Group	• Reducing Total GHG Emissions	
		Energy-derived CO ₂ emissions per unit activity (compared to FY2013 level) (%)	93	Toshiba Group	• Reducing Total GHG Emissions	
	Scope3 GHG emissions (downstream/upstream) (10,000 t-CO ₂)	Purchased goods and services		1,571	Toshiba Group	• Greenhouse gas emissions across the value chain
		Capital goods		40	Toshiba Group	
		Fuel- and energy-related activities not included in Scope 1 or 2		6	Toshiba Group	
		Transportation and distribution (upstream)		3	Toshiba Group	
		Waste generated in operations		1	Toshiba Group	
		Business travel		2	Toshiba Group	
		Employee commuting		4	Toshiba Group	
		Leased assets (upstream)		0.3	Toshiba Group	
		Transportation and distribution (downstream)		22	Toshiba Group	
		Use of sold products	Products and services associated with power supply	53,763	Toshiba Group	
	Products and services associated with power consumption		6,839	Toshiba Group		
	End-of-life treatment of sold products		2	Toshiba Group		
	Manufacturing	Renewable energy consumption (TJ)		31	Toshiba Group	• Overview of Environmental Impacts
		Energy consumption other than renewable energy		Please look at “Overview of Environmental Impacts”	Toshiba Group	• Overview of Environmental Impacts
Products/ services	Power supply ²	Reduction of CO ₂ emissions (10,000 t-CO ₂)	1,621 (cumulative total from FY2017)	Toshiba Group	• Reductions in CO₂ Emissions by Eco-products	
	Power consumption*3	Reduction of CO ₂ emissions (10,000 t-CO ₂)	548 (cumulative total from FY2017)	Toshiba Group	• Reductions in CO₂ Emissions by Eco-products	
		Use-phase electricity consumption (PJ)	391	Toshiba Group	• Overview of Environmental Impacts	

Efficient use of resources	Manufacturing	Waste volumes(10,000t) ⁴	3.5	Toshiba Group	• Reducing Waste Volumes	
		Total volume of waste generated(10,000t)	8.7	Toshiba Group	• Reducing Waste Volumes	
		Total waste volume per unit production (compared to FY2013 level)(%)	80	Toshiba Group	• Reducing Waste Volumes	
		Amount of water received (million m ³)	18.4	Toshiba Group	• Reducing the Amount of Water Received	
		Amount of water received per unit production (compared to FY2013 level)(%)	87	Toshiba Group	• Reducing the Amount of Water Received	
		Amount of water received by type	Please look at “Overview of Environmental Impacts”	Toshiba Group	• Overview of Environmental Impacts	
		Water reused(10,000 m ³)	59	Toshiba Group	• Overview of Environmental Impacts	
		Water recycled (10,000 m ³)	41	Toshiba Group	• Overview of Environmental Impacts	
		Volume of end-of-life products recycled (1,000t)	84	Toshiba Group	• Overview of Environmental Impacts	
		Final disposal volume (1,000t)	0.56	Toshiba Group	• Overview of Environmental Impacts	
	Products/ services	Amount of resources saved (10,000t)	30 (cumulative total from FY2017)	Toshiba Group	• Increasing the Amount of Resources Saved	
		Amount of recycled plastics used (t)	2,636 (cumulative total from FY2017)	Toshiba Group	• Increasing the Amount of Resources Saved	
		Input materials (1,000t)	492	Toshiba Group	• Overview of Environmental Impacts	
		Major products shipped (1,000t)	310	Toshiba Group	• Overview of Environmental Impacts	
		Weight of end-of-life products recycled (t)	16,083	Toshiba Group	• Overview of Environmental Impacts	
		Collection amount of end-of-life products (t)	18,382	Toshiba Group	• Overview of Environmental Impacts	
		Amount of end-of-life products disposed after recycling (t)	2,299	Toshiba Group	• Overview of Environmental Impacts	
	Management of chemicals	Manufacturing	Emissions of substances targeted for reduction (t)	528	Toshiba Group	• Reducing Emissions of Chemical Substances
			Total amount of chemicals discharged per unit production (compared to FY2013 level)(%)	59	Toshiba Group	• Reducing Emissions of Chemical Substances
Amount of chemical substances handled (t)			9,738	Toshiba Group	• Overview of Environmental Impacts	
Emissions to the atmosphere			Please look at “Overview of Environmental Impacts”	Toshiba Group	• Overview of Environmental Impacts	
Emissions to the hydrosphere			Please look at “Overview of Environmental Impacts”	Toshiba Group	• Overview of Environmental Impacts	
Amount of chemical substances released to the hydrosphere			Please look at “Overview of Environmental Impacts”	Toshiba Group	• Overview of Environmental Impacts	
Products/ services		Reduction of specified chemical substances contained in products	Completed the substitution of four phthalates ³ used in regulated products for the European market	Toshiba Group	• Management of chemicals contained in products	

Number of products certified as Excellent ECPs				6	Toshiba Group	• Excellent ECPs	
Environmental Management Structure	Number of ISO 14001-certified sites		65 (including integrated certifications)	Toshiba Group	• Environmental Management Structure		
Ensuring of environmental risk compliance	Number of legal violations		3	Toshiba Group	• Ensuring Environmental Risk Compliance		
	Number of legal violations	Toshiba Group in Japan	98.5	Toshiba Group	• Preventing Contamination and Reducing Contamination Risks		
		Toshiba Group overseas	89.9	Toshiba Group			
	Amount of VOCs collected from groundwater (kg)		304	Toshiba Group	• Soil and Groundwater Purification		
	PCB detoxification outsourcing expenses(billion yen)		8.9	Toshiba Group	• Storage and Management of PCB		
	Amount of specified CFCs possessed (t)		5.1	Toshiba Group	• Management of Ozone-depleting Substances		
	CFC leaks(t-CO ₂)		1,004	Toshiba Group	• Management of Ozone-depleting Substances		
Environmental communication	Number of implementation of environmental education programs for children		6	Toshiba Group	• Environmental Communication		
	Number of activities of Global Environmental Action		600	Toshiba Group	• Environmental Communication		
Conservation of biodiversity	Number of activities of our sites toward achieving Aichi Targets		63	Toshiba Group	• Conservation of Biodiversity		
Environmental accounting	Environmental costs	Business area costs	Reduction in environmental impacts	Investments (million yen)	2,909	Toshiba Group	• Environmental Accounting
			Costs (million yen)	5,715	Toshiba Group		
		Upstream/downstream costs	Green procurement, recycling, etc.	Investments (million yen)	538	Toshiba Group	
				Costs (million yen)	689	Toshiba Group	
		Administration costs	Environmental education, EMS maintenance, tree planting on factory grounds, etc.	Investments (million yen)	91	Toshiba Group	
				Costs (million yen)	2,299	Toshiba Group	
		R&D costs	Development of environmentally conscious products, etc.	Investments (million yen)	1,177	Toshiba Group	
				Costs (million yen)	15,504	Toshiba Group	
		Public relations costs	Support for local environmental activities, donations, etc.	Investments (million yen)	12	Toshiba Group	
				Costs (million yen)	16	Toshiba Group	

Environmental accounting	Environmental costs	Environmental damage restoration costs	Restoration of polluted soil, etc.	Investments (million yen)	7	Toshiba Group	• Environmental Accounting	
				Costs (million yen)	149	Toshiba Group		
		Total investments (million yen)		4,734		Toshiba Group		
		Total costs (million yen)		24,372		Toshiba Group		
	Environmental benefits	Actual benefits	Energy	Reductions in environmental impacts(GJ)	925,629	Toshiba Group		
				Benefits measured as a monetary value (million yen)	870	Toshiba Group		
			Waste	Reductions in environmental impacts (t)	9,422	Toshiba Group		
				Benefits measured as a monetary value (million yen)	713	Toshiba Group		
			Water	Reductions in environmental impacts(m ³)	666,728	Toshiba Group		
				Benefits measured as a monetary value (million yen)	44	Toshiba Group		
			Total monetary benefits (million yen)		1,627			Toshiba Group
			Assumed benefits	Reductions in the amount of chemicals discharged (t)	113			Toshiba Group
				Benefits measured as a monetary value (million yen)	9,988			Toshiba Group
			Total monetary benefits (million yen)		11,615			Toshiba Group

Note: Values related to the energy consumption required for manufacturing (nominal production amounts, number of products manufactured, number of persons, total floor area, etc.) are used for basic-unit goals for greenhouse gas emissions. For waste, water, and chemical substances, volume-based nominal outputs are used as an indicator for basic-unit goals that allows appropriate assessment.

*1 For the CO₂ emission coefficients for electricity, emission coefficients provided by each power company are used.

*2 Reductions in emissions from products and services associated with power supply such as power plants.

*3 Reductions in emissions from products and services associated with power consumption such as social infrastructure products.

*4 Obtained by deducting the volume of objects with value from the total volume of waste generated (excluding the sites engaged in waste treatment and power generation)

*5 Bis (2-ethylhexyl) phthalate, butyl benzyl phthalate, di-n-butyl phthalate, and diisobutyl phthalate.

Social

Items	FY2019 Achievement		Scope	Posted pages
Total number of shareholders (as of May 15, 2020)	269,067		Toshiba Corporation	<ul style="list-style-type: none"> • Corporate Information • Stakeholders
Number of shares issued (shares, as of May 15, 2020)	455 million		Toshiba Corporation	<ul style="list-style-type: none"> • Corporate Information • Stakeholders
Total number of suppliers	Approx. 7,000		Toshiba Group	<ul style="list-style-type: none"> • Stakeholders
Number of consolidated subsidiaries	331		Toshiba Corporation	<ul style="list-style-type: none"> • Stakeholders
Number of employees	125,648		Toshiba Group	<ul style="list-style-type: none"> • Corporate Information • Stakeholders • Employment and Labor Relations
Employment by gender (%)	Male	21,544(87%)	Toshiba and key Group companies	<ul style="list-style-type: none"> • Employment and Labor Relations • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
	Female	3,273(13%)		
Employment by region	Japan	75,991	Toshiba Group	<ul style="list-style-type: none"> • Employment and Labor Relations
	China	11,007		
	Asia & Oceania	28,706		
	North America	6,124		
	Central & South America	409		
	Europe & Africa	3,411		
Employment by business domain	Energy Systems & Solutions	15,594	Toshiba Group	<ul style="list-style-type: none"> • Employment and Labor Relations
	Infrastructure Systems & Solutions	20,077		
	Building Solutions	21,936		
	Retail & Printing Solutions	20,308		
	Storage & Electronic Devices Solutions	24,494		
	Digital Solutions	8,755		
	Others	14,484		
An average age of employees (years)	44.8		Toshiba Corporation	<ul style="list-style-type: none"> • Employment and Labor Relations

An average length of service (years)		18.5	Toshiba Corporation	<ul style="list-style-type: none"> • Employment and Labor Relations • FY2019 Performance Indicators
	Male	19.0		
	Female	16.5		
A turnover rate (%)		1.5	Toshiba and key Group companies	<ul style="list-style-type: none"> • Employment and Labor Relations
The average annual salary (yen)		8,675,871	Toshiba Corporation	<ul style="list-style-type: none"> • Employment and Labor Relations
Starting monthly salary in Japan (yen)		215,500	Toshiba Corporation	<ul style="list-style-type: none"> • Employment and Labor Relations
Status of Toshiba Union	Number of members	15,743	Toshiba Corporation, Toshiba Energy Systems & Solutions Corporation, Toshiba Infrastructure Systems & Solutions Corporation, Toshiba Electronic Devices & Storage Corporation, and Toshiba Digital Solutions Corporation	<ul style="list-style-type: none"> • Employment and Labor Relations
	Percentage of Toshiba Union members (%)	95.7		
Employment status of new graduates	Toshiba and key Group companies	350	Toshiba Group in Japan	<ul style="list-style-type: none"> • Employment and Labor Relations
	Consolidated companies in Japan	1,040		
Percentage of female recruits (new graduates)	Business Administrative Staff	37	Toshiba and key Group companies	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
	R&D/Engineer	19		
Number of employees in mid-career employment	Toshiba and key Group companies	70	Toshiba Group in Japan	<ul style="list-style-type: none"> • Employment and Labor Relations
	Consolidated companies in Japan	400		
Number of female managers		339	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
Percentage of female managers (%)		4.9	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
Number of employees with disabilities		574.5	Toshiba (including a special subsidiary company)	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
Percentage of employees with disabilities (%)		2.41	Toshiba (including a special subsidiary company)	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
Number of non-Japanese employees		383	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
The average total number of annual actual working hours per employee		2,153	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
The average annual overtime working hours per employee		317	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
Percentage of annual paid vacation taken by Toshiba employees (%)		73.7	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
Childcare leave	Male	34	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
	Female	316		

Paternity leave	Male	203	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
Family care leave	Male	9	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
	Female	4		
Number of nursing care seminars held from FY2015 to FY2019		219	Toshiba Group in Japan	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
Short-time shift	Male	5	Toshiba Corporation	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • FY2019 Performance Indicators
	Female	411		
Status of Toshiba Corporate Pension Plan	Number of companies	87	Toshiba Group in Japan	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
	Number of participants	Approx. 65,000		
Status of health insurance association	Number of business owners	175	Toshiba Group in Japan	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
	Number of people subscribed (including retirees and dependents)	Approx. 225,000		
Status of a selective welfare system	Number of companies	21	Toshiba Group in Japan	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
	Target employees	Approx. 40,000		
Employee participation rate of Toshiba Employees Shareholding Association (%)		57	<p>oshiba Corporation, Toshiba Energy Systems & Solutions Corporation, Toshiba Infrastructure Systems & Solutions Corporation, Toshiba Electronic Devices & Storage Corporation, and Toshiba Digital Solutions Corporation</p>	<ul style="list-style-type: none"> • Employment and Labor Relations
Acquisition status of OHSAS 18001 certification	Percentage of companies that have acquired OHSAS 18001 certification	100	Toshiba Group	<ul style="list-style-type: none"> • Occupational Health and Safety • FY2019 Performance Indicators
	Number of companies that acquired the certification in Japan	52		
	Of all personnel from companies acquired in Japan (%)	76.1		
	Number of companies that acquired the certification in foreign countries	43		
	Of all personnel from companies acquired abroad (%)	73.5		
Number of OHS Management Meetings held		2	Toshiba Corporation	<ul style="list-style-type: none"> • Occupational Health and Safety
Number of Central OHS Committee Meetings held		1	Toshiba Corporation	
Number of Toshiba Group OHS Supervisor Meetings held		1	Toshiba Group in Japan	
Occurrence of Occupational Accidents	Total	96	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety
	Without lost workdays	70		
	Lost workdays	25		
	Fatal	1		

LTIFR *Lost Time Injury Frequency Rate, the number of lost time injuries occurring in a workplace per 1 million man-hours worked		0.21	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety • FY2019 Performance Indicators
Frequency rate of all accidents *The number of accidents occurring in a workplace per 1 million man-hours worked		0.55	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety
Injury rate per 1,000 workers (all accidents) *The number of lost-time injuries occurring in a workplace per 1,000 workers		1.10	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety
High risk of cerebral heart disease	High blood pressure requiring more than normal consideration (%)	3.1	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety
	High blood sugar requiring more than normal consideration (%)	2.1		
Metabolic syndrome patients (%)		15.1	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety
Number of participants in education on OHS		71,792	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety
Number of employees who participated in company-wide standardized educational program/training for the year		65,826	Toshiba Group	<ul style="list-style-type: none"> • Fair Evaluation and Talent Development
Total cost of company-wide standardized educational program/training(million yen)		3,090	Toshiba Group	<ul style="list-style-type: none"> • Fair Evaluation and Talent Development
Training time per employee (average) (hours)		20.8	Toshiba Group	<ul style="list-style-type: none"> • Fair Evaluation and Talent Development
Number of participants in awareness promotion training for top management covering diversity management as subject *A total from FY2010 to FY2019		6,641	Toshiba Group in Japan	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion
Number of training programs for harassment held		1	Toshiba and key Group companies	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • Respect for Human Rights • Sustainability Management
Implementation status of reviews aimed at career development (%)		68	Toshiba Corporation	<ul style="list-style-type: none"> • Fair Evaluation and Talent Development
Job transfers involving use of open recruitment in Toshiba Group	Open recruitment in Toshiba Group	58	Toshiba Corporation	<ul style="list-style-type: none"> • Fair Evaluation and Talent Development
	In-house free agent	8		
Employee Engagement Survey	Number of companies that conducted the survey	74	Toshiba Group	<ul style="list-style-type: none"> • Fair Evaluation and Talent Development
	Received responses (%)	Approx. 92		
Number of companies that conducted surveys on human rights		254	Toshiba Group	<ul style="list-style-type: none"> • Sustainability Management • Respect for Human Rights
Human rights awareness seminars	Number of seminars held	190	Toshiba Group in Japan	<ul style="list-style-type: none"> • Respect for Human Rights
	Total number of participants	8,000		

Number of attendees in human rights week lecture	Approx. 90		Toshiba Group in Japan	• Respect for Human Rights
Number of CSR Forum held	1		Toshiba and key Group companies	• Sustainability Management
Procurement component ratio by business segment	Energy and infrastructure	51	Toshiba Group	• CSR Management in the Supply Chain
	Electric devices	29		
	Others	20		
Procurement component ratio by region	Japan	73	Toshiba Group	• CSR Management in the Supply Chain
	Overseas	27		
Number of new suppliers	Approx. 3,000		Toshiba Group	• CSR Management in the Supply Chain
Number of companies participated in briefings for suppliers	10,743		Toshiba Group	• CSR Management in the Supply Chain
Number of suppliers covered by surveys	12,183		Toshiba Group	• CSR Management in the Supply Chain • FY2019 Performance Indicators
Number of suppliers covered by on-site audit	1,315		Toshiba Group	• CSR Management in the Supply Chain
Number of suppliers subject to guidance & support and suspension of transactions	Guidance and Support	1,085	Toshiba Group	• CSR Management in the Supply Chain • FY2019 Performance Indicators
	Suspension of transactions	0		
Percentage of obtaining consent for the Toshiba Group Procurement Policy	96		Toshiba Group	• FY2019 Performance Indicators
The level of greenness of suppliers (%)	Rank S	78.0	Toshiba Group	• CSR Management in the Supply Chain
	Rank A	14.6		
	Rank B (requires guidance)	4.6		
	Below Rank B (requires guidance)	2.8		
Number of reports by “Clean Partner Line” that is supplier whistleblower system	4		Toshiba Group	• CSR Management in the Supply Chain
Number of companies conducted a conflict minerals survey	Approx. 560		Toshiba Group	• CSR Management in the Supply Chain • FY2019 Performance Indicators
Status of QMS certified	Targeted sites	107	Toshiba Group	• Quality Control for Safety and Reliability
	Certified sites	98		
	Percentage of certificate	91.6		
Number of participants in quality training programs	1,566		The person in charge of quality assurance in Toshiba Group in Japan and China	• Quality Control for Safety and Reliability
Number of incident reports under Consumer Product Safety Act	6		Toshiba Group in Japan	• Product Safety and Product Security

Number of inquiries to Toshiba Customer Information Center	30,696	Toshiba Group	• Improvement of Customer Satisfaction	
Number of Contact Center Competition held	1	Contact centers in Toshiba Group in Japan	• Improvement of Customer Satisfaction	
Number of participants in education and training on customer satisfaction	79,583	Toshiba Group in Japan	• Improvement of Customer Satisfaction	
Number of customer satisfaction lectures held	1	Toshiba Group in Japan	• Improvement of Customer Satisfaction	
Number of after-sales service convention held	2	Toshiba Group in Japan and China	• Improvement of Customer Satisfaction	
Number of quality check in operations at the contact center	1	Toshiba and key Group companies	• Improvement of Customer Satisfaction	
Social contribution activities: total expenditure and its constituent parts	Total expenditure (billion yen)	1.22	Toshiba Group	• Social Contribution Activities • FY2019 Performance Indicators
	Science and Technology Education (%)	69		
	Promotion of Sports and Culture (%)	7		
	Social Welfare (%)	1		
	International Exchanges and Friendships (%)	4		
	Nature Conservation (%)	2		
	Support for Disaster Recovery (%)	3		
	Healthcare (%)	1		
Other (%)	13			
Number of social contribution programs (annually)	1,072	Toshiba Group	• FY2019 Performance Indicators	
Number of employees participated in Toshiba Group Volunteer Days	Approx. 76,000	Toshiba Group	• Social Contribution Activities	

Governance

Items	FY2019 Achievement		Scope	Posted pages
Number of directors		12	Toshiba Corporation	<ul style="list-style-type: none"> • Corporate Governance • FY2019 Performance Indicators
Number of outside directors		10	Toshiba Corporation	<ul style="list-style-type: none"> • Corporate Governance • FY2019 Performance Indicators
Number of female directors		1	Toshiba Corporation	<ul style="list-style-type: none"> • Corporate Governance • FY2019 Performance Indicators
Number of attendees in the ordinary general meeting of shareholders		752	Toshiba Corporation	<ul style="list-style-type: none"> • Stakeholders
Number of meetings held between an outside director and a group of shareholders		1	Toshiba Corporation	<ul style="list-style-type: none"> • Investor Relations • Stakeholders
Number of meetings of the Board of Directors		13	Toshiba Corporation	<ul style="list-style-type: none"> •  Business Report
Amounts of compensation according to officers position (million yen)	Directors (5 members, excluding outside directors)	17	Toshiba Corporation	<ul style="list-style-type: none"> • Corporate Governance
	Outside directors (14 members)	222		
	Executive officers (15 members)	1,023		
Total amount of compensation by officers (million yen)	Satoshi TSUNAKAWA	193	Toshiba Corporation	<ul style="list-style-type: none"> • Corporate Governance
	Nobuaki KURUMATANI	193		
Participation in education for “Standards of Conduct for Toshiba Group” (%)		100	Toshiba Group in Japan	<ul style="list-style-type: none"> • FY2019 Performance Indicators
Percentage of self-audits conducted at Group companies based on “Anti-Bribery Guidelines” and “Guidelines on Contacts with Competitors”		100	Toshiba Group in Japan	<ul style="list-style-type: none"> • FY2019 Performance Indicators
Number of reports received by whistleblower system	Toshiba Hotline	110	Toshiba Group in Japan	<ul style="list-style-type: none"> • Risk Management and Compliance • Fair Evaluation and Talent Development • Respect for Human Rights • FY2019 Performance Indicators
	Audit Committee Hotline	42		
Status of breaches to laws related to anticorruption	Exposure through price cartel	0	Toshiba Group	<ul style="list-style-type: none"> • Risk Management and Compliance
	Exposure through bribery	0		
Political contributions (yen)		0	Toshiba Corporation	<ul style="list-style-type: none"> • Risk Management and Compliance
Number of incidents of important information leakage		0	Toshiba Group	<ul style="list-style-type: none"> • Risk Management and Compliance
Number of violations of product safety regulations		0	Toshiba Group	<ul style="list-style-type: none"> • Risk Management and Compliance
Number of violations of regulations relating to information and labeling for products and services		0	Toshiba Group	<ul style="list-style-type: none"> • Risk Management and Compliance

Number of violations of the Act Against Unjustifiable Premiums and Misleading Representations		0	Toshiba Group in Japan	<ul style="list-style-type: none"> • Risk Management and Compliance • FY2019 Performance Indicators
Status of training sessions for executives and senior management to raise awareness among top management	Number of training sessions held	5	Senior management in Toshiba Group in Japan	<ul style="list-style-type: none"> • Risk Management and Compliance
	Number of participants	317		
Number of participants in accounting compliance training	Approx. 66,000		Toshiba Group	<ul style="list-style-type: none"> • Risk Management and Compliance
Number of participants in the e-learning program on the Subcontract Act	62,606		Toshiba Group in Japan	<ul style="list-style-type: none"> • Risk Management and Compliance
Number of participants in the learning program on the Electrical Appliance and Material Safety Law	74,739		Toshiba Group in Japan	<ul style="list-style-type: none"> • Product Safety and Product Security
Status of workplace CSR meetings	Number of meetings held	1	Toshiba Group in Japan	<ul style="list-style-type: none"> • Risk Management and Compliance • Stakeholders • FY2019 Performance Indicators
	Number of workplaces	Approx. 5,800		
	Number of participants	Approx. 66,000		
Breakdown of R&D expenses	R&D expenses (billion yen)	158.9	Toshiba Group	<ul style="list-style-type: none"> • Research & Development and Intellectual Property
	Energy System Solutions (%)	12		
	Infrastructure System Solutions (%)	14		
	Building Solutions (%)	12		
	Retail & Printing Solutions (%)	17		
	Electronic Devices & Storage Solutions (%)	26		
	Digital Solutions (%)	4		
	Others (%)	15		
Patent portfolio by country (%)	Japan	48	Toshiba Group	<ul style="list-style-type: none"> • Research & Development and Intellectual Property
	USA	27		
	China	9		
	Others	16		

Patent portfolio by business (%)	Energy System Solutions	15	Toshiba Group	• Research & Development and Intellectual Property
	Infrastructure System Solutions	16		
	Building Solutions	13		
	Retail & Printing Solution	17		
	Electronic Devices & Storage Solutions	15		
	Digital Solutions	5		
	Battery Business	3		
	Laboratory	15		
	Others	1		

Third-party Verification

In order to improve the reliability of the environmental performance data presented in this report, Toshiba Group requested Japan Audit and Certification Organization for Environment and Quality to provide third-party verification. The details are as follows.

Scope of the Verification

GHG Emissions Caused by Business Activities:

GHG emissions generated by Toshiba Corporation and its group companies in Japan and overseas (Scopes 1 and 2^{*1})

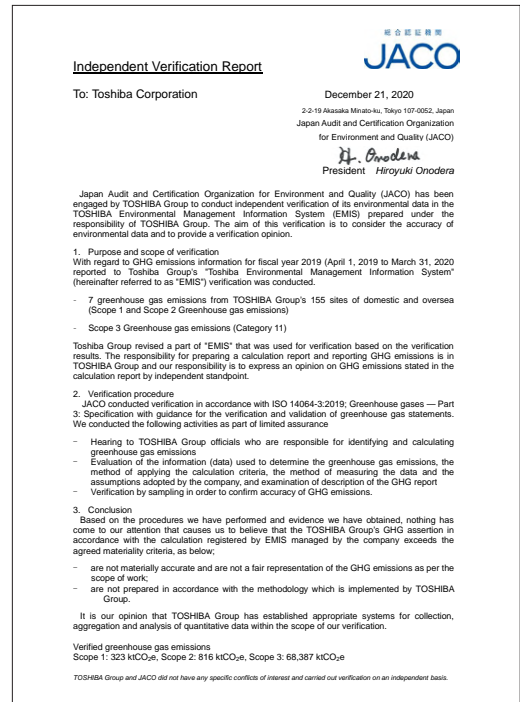
We selected and visited two production sites (Toshiba Infrastructure Systems & Solutions Corporation Mie Operations and Japan Semiconductor Corporation Oita Operations).

GHG Emissions Caused by Use of Products Sold:

GHG emissions caused by use of products sold by Toshiba Corporation and its group companies in Japan and overseas (Scope 3 Category 11^{*2})

*1 Scope 1 and 2: GHG emissions generated by Toshiba through use of fuels and electricity as well as by manufacturing process (Scope 1: direct emissions; Scope 2: indirect emissions)

*2 Scope 3 Category 11: GHG emissions caused by use of products and services produced and sold during the year covered by the report



Result

Based on research conducted in accordance with Toshiba Group's policies and standards as well as with ISO14064-3^{*3}, it was concluded that there are no significant items that have not been disclosed or covered by the report.

*3 ISO14064-3: Specification with guidance for the verification and validation of greenhouse gas statements

Methods of Calculation

- CO₂ emissions caused by use of fuels: Calculated by the method set by Toshiba Group based on the Ministry of the Environment's Manual for Calculating and Reporting GHG Emissions (Version 4.6).
- CO₂ emissions coefficient for electricity purchasing: Provided by each power company.
- Greenhouse gases other than CO₂: Calculated by the method set by Toshiba Group using the Global Warming Potential (GWP) in the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).
- CO₂ emissions caused by use of products sold: Calculated by aggregating the emissions estimated to be generated during use of products in the future for the year the products were sold.