

Social



We work on people-oriented management and CSR through supply chains.
We put our customers first when developing and providing products and services.

Respect for Human Rights

We comply with universal principles regarding human rights and labor practices worldwide, and respect human rights through sound business activities.

Policy on Respect for Human Rights

We designate “Respect for Human Rights” as Article 1 in the “Toshiba Tec Group Standards of Conduct” to which Toshiba Tec Group’s executives and employees must adhere.

In addition to compliance with laws and regulations, our Standards of Conduct stipulate respect for basic human rights and oppose child labor and forced labor. They also explicitly state that we shall embrace basic human rights, individuality, privacy, and a diverse set of values from all individuals, and refrain from human rights violations such as physical violence, sexual harassment, abuse of power (workplace bullying or harassment), and discriminatory remarks and actions against race, religion, gender, nationality, physical or mental disability, age, and sexual orientation.

They also state that we must comply not only with the laws and regulations of countries and regions in which we operate, but also with the international principles on human rights, and demand our suppliers to take actions against basic human rights violations.

Education and Enlightenment on Respect for Human Rights

With the aim of establishing a discrimination-free organization that provides job satisfaction, we encourage our employees to foster awareness of human rights under the leadership of the Diversity Committee. We provide human rights education to new employees and appointed managers in training.

Education and enlightenment on prevention of harassment

Topics

Our employment regulations and collective agreements also prohibit sexual harassment and abuse of power and stipulate disciplinary action for anyone involved in wrongdoing.

We provide consulting services and establish a system to address employee concerns together by staffing both a trained male and female counselor. We also raise awareness in our workforce by delivering a message from top management during Human Rights Week, providing regularly scheduled training and e-learning for all employees, distributing anti-workplace harassment booklets and posting information at all business sites.

We make continuous efforts to create a sound and comfortable work environment of mutual respect.



e-learning



Poster

Human Resource Development and Labor Relations

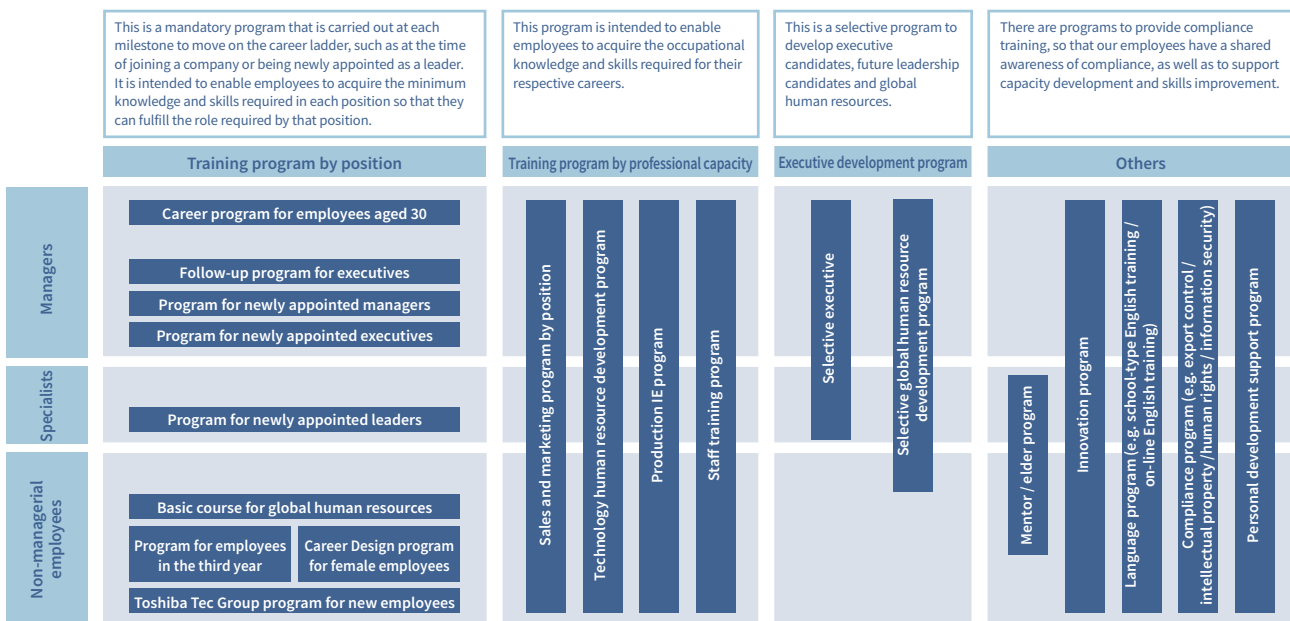
We establish fair personnel systems to help diverse employees fulfill their abilities and play active roles, as well as devote our efforts to develop and use human resources.

Human Resource Utilization and Development

We define “respecting the individuality of each employee, striving to promote each one’s abilities, and implementing a fair and appropriate system of evaluation and rewards” as part of our corporate philosophy, and aim to continue to secure and develop competent and competitive human resources to form a strong professional team that may tirelessly seek new challenges in a planned way for the growth and development of Toshiba Tec.

■ Training program / education system

We provide training programs to establish a shared base for our employees and systems that can respond to individual needs and career characteristics.



Global human resource development program

Topics

Under the current business environment, the need for human resources who can play active roles in the international arena is increasing. With a focus on the development of global human resources who have a deep cross-cultural understanding and the ability to carry out their tasks through dialogue with people around the world, we provide the global human resource development program for young to mid-career employees.

■ Career development support program

As part of Human Resource Utilization and Development, since 2011 we have adopted the Career Design Program (CDP) to create an individual 3-year development plan based on the CDP, and annually conduct interviews and reviews in order to ensure that employees continue to grow as professionals. With the aims of ensuring that employees and supervisors understand and communicate with each other, as well as share their long-term career plans and express life-style wishes that include the employee perspective on life, without being bound by the CDP-based 3-year plan, we implement the Career & Life: Mutual Understanding Program along with interviews for CDP, helping a variety of employees work with enthusiasm, pride and will to challenge themselves.

We also provide an opportunity for employees to develop their own careers. For example, our Internal Job Posting System helps each employee apply for personnel transfer in order to fill a vacant post announced by a division.

■ Employee survey

We conduct the TEAM Survey for the purpose of soliciting the opinions of employees. With the purpose of improving employees’ engagement, we understand their awareness and measure the performance of the organization to identify problems and the gap in recognition, leading to improvements in management style and corporate culture. Based on these survey results, we hold dialogue with employees by providing the management vision and goals from the President and top management to employees, and visiting the workplaces.

Labor Relations

We have many opportunities to encourage labor-management dialogue for smooth labor relations and corporate business activities. Labor and management have agreed that business plans and performance, and major organizational reforms must be periodically explained to the labor union, and that changes in labor conditions must be discussed between labor and management in advance.



Business briefing labor-management meeting

Promotion of Diversity Management

We believe that the utilization of diverse human resources, regardless of gender, age and nationality, leads to increased innovation and vitality, which allows us to more readily adapt to unexpected issues or changes in the market, thereby increasing our global competitiveness. Based on commitments made by our executives, we aim to achieve our Human Resources Strategic Vision by considering diversity management as an essential part of management strategy. This states that human resources and organizational strength contributing to the creation of customer value are to be enhanced and every one of us is to create a strong and trusting relationship between all business areas. Accordingly, we are committed to increasing productivity through work-style reform, helping create diverse human resources who can play an active role in responding to changes, and improving our culture to become more accepting of diversity.



Initiatives for Women's Participation and Advancement

With an eye toward increasing the number of female employees who can achieve their desired career goals and work with enthusiasm, we are promoting initiatives to achieve the goals that have been set out in the action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace, by fiscal 2021.

Percentage of female employees and percentage of female managers (Toshiba Tec)

	FY2016	FY2017	FY2018
Percentage of female employees	11.9%	12.1%	12.0%
Percentage of female managers	2.1%	2.4%	2.3%

Action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace

	New graduates in FY2017	New graduates in FY2018	New graduates in FY2019	(Target) New graduates in FY2022
Percentage of new female graduates employed	19.8%	18.9%	14.9%	25.0%

Female recruitment activities

In fiscal 2017, we started to hold a company information session for female students and a meeting with female employees to increase the percentage of new female graduates employed, with the aim of helping new female graduates imagine they are working at Toshiba Tec. In the company information session, we introduce a variety of activities to promote women, systems to support a work and life balance, and the status how female employees perform. In the meeting with female employees, we introduce their previous careers. We post the meeting with female employees who have built their careers by taking advantage of various programs and the one with female employees and prospective female employees on the recruitment website. We will continue a variety of activities.

Strengthening executive management capabilities

In March 2015, we created a new booklet titled Guidebook for Training Managers who have Female Subordinates. It summarizes the key points that managers need to know in order to train female subordinates. We distributed the booklet to all managers and female employees.

In an effort to facilitate improvement of on-site management practices, we have annually provided the content of the training guidebook via e-learning, an initiative that started in December 2015. In April 2018, we implemented a new e-learning program for managers to conduct better interviews with subordinates, with the aim of further promoting mutual understanding, as well as fiscal 2019. We will continue this program in the future.



Raising awareness of women

Since fiscal 2016, we have provided the Career Design Program to female employees in their third year. It is intended to balance life events and career development to increase career awareness with regard to long-term work in the future.

Creating an environment in which female employees can continue to work with peace of mind

Since July 2015, we have implemented the Mutual Understanding Program for Childbirth and Child Care to help female employees prepare for life events such as child bearing and rearing, which will provide peace of mind and allow them to continue to work for a long time even after these events. This program is intended to develop an easy-to-work environment where supervisors and female employees have periodic interviews to deepen mutual understanding during the period before and after maternity/child care leave.

46 employees took advantage of this program in fiscal 2018. We had the first male employee who took child care leave in fiscal 2015. Since then, more and more male employees have taken advantage of this opportunity.

Promoting Recruitment, Participation and Advancement of Non-Japanese Employees

We, Toshiba Tec Group, are actively recruiting non-Japanese employees. In addition to the recruitment of people who have studied in Japan as foreign exchange students, we have been carrying out the Global Recruitment Program in an effort to directly recruit students graduating from foreign universities since fiscal 2010. After entering Toshiba Tec Group, they play active roles in various fields such as sales, development and design. We provide a wide range of assistance and support including the first four-month Japanese language training program, for employees who entered through the Global Recruitment Program to facilitate their adaptation to life and work in Japan.

Transition of the number of non-Japanese employees

	April 2017	April 2018	April 2019
Toshiba Tec	19	24	23
Domestic group companies	8	9	8
Total of domestic Toshiba Tec Group	27	33	31

Promoting Employment of People with Disabilities

We are positively hiring people with disabilities and improving workplace environments to bring their capabilities into full play.

Employment ratio of people with disabilities

	April 2017	April 2018	April 2019
Toshiba Tec	2.26%	2.21%	2.21%
Domestic group companies	2.70%	2.69%	2.56%
Total of domestic Toshiba Tec Group	2.47%	2.43%	2.37%

* We are eligible as a company that employs people with disabilities.

Promoting Active Participation of Seniors

With the aim of developing a system to help seniors work with enthusiasm, regardless of their age, we have introduced a Senior Expert System that clarifies and handles special skills and expected roles in fiscal 2017, and implemented a new training program (Career 30 Program) that helps to raise their awareness. We will encourage seniors to participate more actively in the workplace by putting the system and program into practice, comparing their own awareness with that of their workplace colleagues, and deepening their mutual understanding.

Work-style Innovation (WSI)

We are working on activities toward accelerating work-life balance under the unique name of "Work-style Innovation (WSI)". "WSI" refers to a campaign aimed at creating a positive spiral, where employees work in an efficient and lively manner as well as make the most of their private lives to rejuvenate and improve themselves so that they can add higher value to their work.

Reducing working hours and considering scheduled working hours

We are working on correcting long working hours, in order to allow the participation and advancement of diverse personnel, and to promote WSI. Each employee promotes activities to increase productivity by changing their working styles and methods.

Key systems and measures concerning working hours

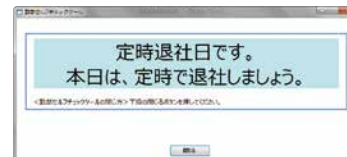
System/measure	Overview
Flexible work system	Flex work
Long leave system	Employee can take a maximum of 20-day accumulated leaves for clear and meaningful objectives, such as self-development, social contribution activities, nursing, and also for treatment of non-occupational injuries and diseases, and other conditions including infertility.
"Family Day" initiatives and no overtime days set to leave work at a specific time	In order to accelerate WSI and create time for employees to spend with their families, employees are prompted to leave work at a specific time at least two days during Japan's "Family Week" in November. In principle, no work is allowed on holidays. For employees posted away from their families, travel expenses are supported and annual paid holidays are recommended for visits home.
System for monitoring working conditions	A system (self-check tool) for monitoring working conditions was introduced in fiscal 2019. It is intended to help employees monitor working conditions on their own and managers monitor their subordinates' working conditions to prevent working hours from exceeding the standard upper limit set by the company.
Improving the work environment	<ul style="list-style-type: none"> Satellite office work was introduced on a trial basis in December 2017. Work from home was introduced on a trial basis in April 2019.
Bonus system	This system was introduced to reward employees who are highly conscious of time to carry out tasks efficiently and create remarkable results.
Company-wide unification of working time	A unified working time set on a company-wide basis was started in April 2019. It is intended to enable employees to work efficiently according to priorities in a collaborative manner to develop a sense of unity.

Introduction of system (self-check tool) for monitoring working conditions Topics

Topics

A self-check tool was introduced in fiscal 2019. It displays employees' own working conditions when their computers are turned on. To prevent employees from working long hours, the system

- displays employees' own working conditions until the previous day.
- alerts supervisors and employees when they work over a certain amount of hours per month.
- alerts during break after regular working hours, midnight time zone and on no overtime days.



Supporting employees in balancing work with child care/nursing care

All employees work with enthusiasm and fulfillment to carry out their responsibilities at work. Meanwhile, we are improving and expanding a variety of support systems, and enhancing their flexibility in order to help them live healthy and prosperous lives while having time for raising children and nursing care.

We also post a handbook that provides information on these support systems and procedures on the internal bulletin board.



Holding a nursing care seminar

Topics

Due to changes in family compositions and increase of two-income households, the percentage of employees who are expected to take care of elderly family members while working full time is increasing. Accordingly, with the aim of promoting information support and awareness-raising activities, we have held nursing care seminars since fiscal 2017.

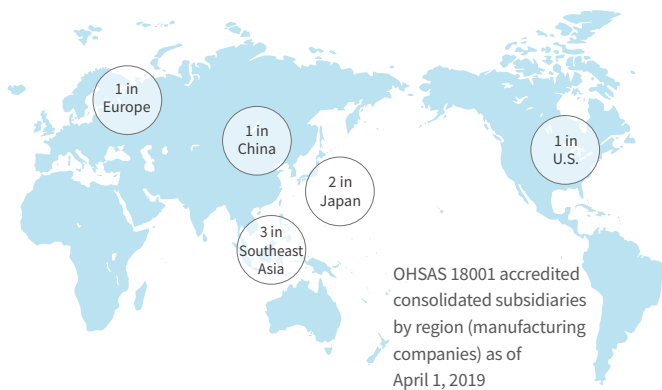


Health and Safety

By placing safety control and healthcare as a top priority issue for management, we are striving to create a safe and comfortable work environment with a focus on the safety and health of employees.

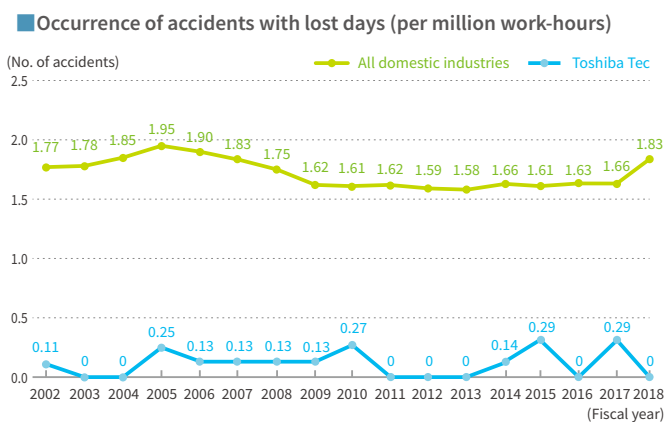
Promoting Occupational Health and Safety Management System (OHSAS)

Eight of our domestic and overseas manufacturing group companies have obtained OHSAS 18001 certification which is an international occupational safety and health management system specification. This management system is operated to improve health and safety issues related to each workplace and operations, create safe and comfortable workplace environments, maintain and promote the health of employees.



Preventing Industrial Accidents

The occurrence of accidents with lost days at Toshiba Tec is at a lower level than the average of all industries. We strive to prevent industrial accidents by identifying risks that may cause accidents through risk assessment, reviewing operation processes, renovating equipment, and providing training to employees in a planned manner to reduce risks.



Developing Awareness of Health and Safety

As a measure to raise safety awareness of employees, the President delivers messages by taking the opportunity of Nationwide Safety Week (from July 1 to 7) and Occupational Health Week (from October 1 to 7).

Implementing Safety Patrol

The President and responsible officer of the Corporate Human Resources & Administration Group aim to raise safety awareness to prevent accidents, and to continue to increase the level of safety. Accordingly, they visit business centers and offices to conduct safety patrols, check the safety promotion structures and activities, as well as exchange ideas with those involved. In fiscal 2018, the responsible officer conducted safety patrols in July and the President in December at Shizuoka Business Center and group companies, respectively.



Safety patrol

Ensuring Health Management

We implement various approaches to help all employees raise awareness of health and maintain physical and mental well-being. We have introduced a system, which unifies information on the results of medical checkups and post-checkup cares as the basis for health care of employees, and utilize them for various purposes, including health guidance and education. To prevent disorders due to labor overload by working extreme long hours, we require all employees who worked over a certain amount of hours per month to have interviews with a physician for guidance, to maintain and promote their health.

Topics

Training program by age

Since fiscal 2015, we have provided this program. It is intended to encourage each and every employee to be aware of changes in their physical condition, to recognize their own knowledge and skill levels according to age, as well as to learn how to help them to autonomously promote better physical and mental health practices. In fiscal 2018, we provided this training at the head office, Shizuoka Business Center (Mishima and Ohito) and some of our group companies. (We distributed materials at other sites.)

< Details >

- Eligible: Regular employees
- Implementation: Provided by group aged 30, 40 and 50 years
- Time: 90-minute lecture (with group workshop)



Training program by age

Mental health education program & Work-style Innovation (WSI) program e-learning

With a focus on disease prevention and health promotion, we provide this program annually for all employees of Toshiba Tec and its domestic group companies. It is intended to encourage each and every employee to acquire the correct knowledge of mental health issues and how to cope with mental and physical disorders, as well as to put these mechanisms into practice. We also provided the WSI program in August and September of fiscal 2018.

Prevention of lifestyle-related diseases (brain and heart disease)

Employees posted away from home have high risk for developing medical conditions, which may cause major work loss because they are hardly supported by their families. Therefore, we implemented training and support measures to improve health promotion and healthcare, as well as to prevent them from taking an extended leave and dying suddenly due to brain or heart disease.

(Implementation of Healthcare Education Program when Posted Away From Home, distribution of Healthcare Guidebook)

Promotion of CSR Procurement

We work on CSR through supply chains, in order to continue to develop together with suppliers to build better partnerships, as well as to promote CSR including suppliers.

In terms of the composition ratio of Toshiba Tec Group's procurement by business sector, Retail Solutions Business accounts for 41%, Printing Solutions Business accounts for 30%, Overseas Retail Solutions Business accounts for 28%, and others (Inkjet Business, etc.) account for 1%.

Procurement Policy

As a member of Toshiba Group, we strive to build sound partnerships with suppliers through procurement activities based on the Toshiba Tec Group Procurement Policy.

We request suppliers to take into account human rights, labor, health and safety along with the environment. When selecting new suppliers, we promote transactions with suppliers that are committed to focusing on consideration for CSR.

The Toshiba Tec Group Procurement Policy was established in August 2007, for the purposes of helping suppliers, who play a key role in production and service provision for its group companies, understand the policy much better, and encouraging them to cooperate for CSR promotion.

Since then, we have been requesting suppliers to put the policy in practice while amending it according to the social situation.

In October 2014, we clearly specified to conduct activities in accordance with the United Nations Global Compact (UNGC) and the Electronic Industry Citizenship Coalition (EICC) Codes of Conduct, both of which Toshiba has pledged to follow, and thoroughly informed our domestic and overseas suppliers of the activities.

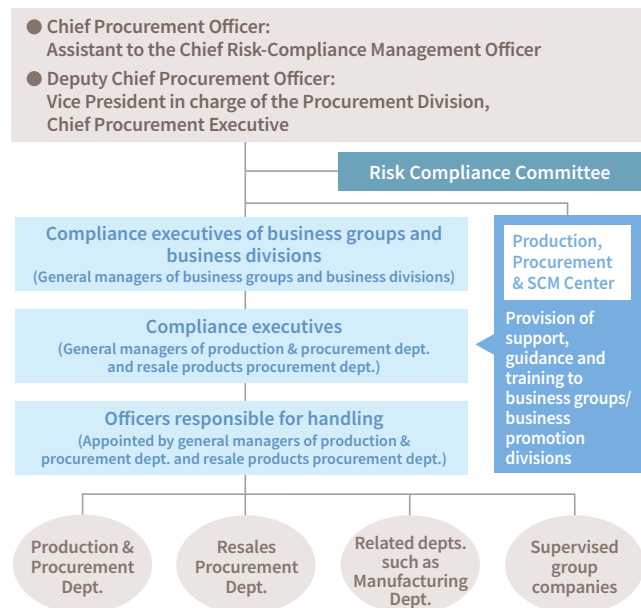
 Toshiba Tec Group Procurement Policy
<https://www.toshibatec.com/company/procure/plan.html>

Compliance in Procurement

We have established a system to ensure compliance concerning procurement, which is connected with the procurement department under the system of Toshiba, and enhance procurement compliance. Information related to compliance concerning procurement is thoroughly shared with Toshiba Tec and its group companies through this system. Moreover, we thoroughly explain measures through group company procurement department manager liaison meetings organized by the Procurement Department of Production, Procurement & SCM Center. We will continue with audits against the act for our domestic group companies with regard to subcontracted transactions to ensure fair transactions with subcontractors.

Since fiscal 2007, we have been annually providing e-learning on the Subcontract Act for employees of our domestic group companies. In fiscal 2018, a total of 6,816 employees including six domestic group companies participated in the e-learning program on the Subcontract Act. We actively participate in training sessions on the Subcontract Act organized by supervisory or other authorities.

Material procurement compliance management system



Addressing the Conflict Minerals Issue

Section 1502 on conflict minerals of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act (the Dodd-Frank Act) was enacted in January 2013. Companies listed in American Exchange are required to report on the use of conflict minerals mined in the Democratic Republic of the Congo and its adjoining countries. Toshiba Group is not a listed company, however, as a part of the supply chain of listed companies, is obliged to investigate and report to its customers.

Prior to the enactment of the Act, Toshiba Group organized an internal system to address conflict minerals issues, and established the Toshiba Group's Conflict Mineral Policy and publicized it on its website in October 2011.

For humanitarian reasons, we prohibit the use of raw materials such as tin, tantalum, tungsten and gold mined in the Democratic Republic of the Congo and its neighboring countries which violate human rights, in accordance with the Toshiba Group's Policy.

In June 2013, we started a survey with overseas manufacturing subsidiaries and suppliers of Shizuoka Business Center which may use 3TG*, regarding the use of conflict minerals and the smelter verification using the Conflict Minerals Reporting Template (CMRT), and also continued with the survey in fiscal 2018.

* "3TG" stands for the initial letters of four conflict minerals, Tin, Tantalum, Tungsten and Gold.

 Toshiba Group Conflict Mineral Policy
<https://www.toshiba.co.jp/csr/en/performance/social/procure.htm>

Enhancement of Customer Satisfaction

We exercise our business activities, while giving top priority to providing products and services that please customers with safe and reliable quality. To achieve this, each and every employee always thinks and behaves from the customers' point of view.

Voice of the Customer

We consider listening to the voice of the customer (VoC) and finding the nature of problems that customers really want to solve, to provide attractive quality products and services that accurately meet their needs as the practical implementation of Toshiba Tec's corporate philosophy for all ideas originated at the creation of customer value. We work on activities to satisfy customers, in other words, to improve the quality of our products and services.

As a leading retail manufacturer that offers consistent services from product planning to development, distribution and maintenance, we aim to be a company that is always there for our customers.

We feed back Voc that we receive via communication with our staff in charge of sales and maintenance to the ones in charge of product planning and development to provide accurate and functional products. We create new services and products through the demonstration experiment in cooperation with customers.

Maintenance service

Maintenance services are considered to be a bridge to help customers feel comfortable using Toshiba Tec products. We, Toshiba Tec Solution Services Corporation in charge of maintenance services in Japan, locate 120 local business sites nationwide to provide after-sales services such as failure recovery. With the aim of enhancing customer satisfaction, we monitor the networks and systems of our customers under contract 24 hours a day, 365 days a year, via six system support centers nationwide, back up our customers by providing operational support in a precise and smooth manner, utilize customer opinions and requests to improve services and operations, in collaboration with local engineers.



Customer support (Maintenance)



System support center

Topics

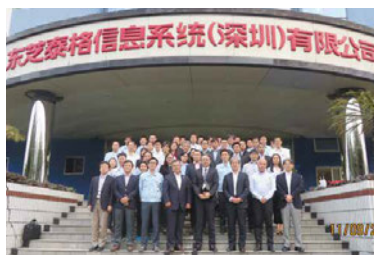
Activities as a Global Company

We firmly run a global quality assurance system. As a top market share company for retail products, we also share and utilize information on market quality through worldwide service network in cooperation with manufacturing sites and sales subsidiaries.

We develop products on a global scale by giving top priority to compliance with laws, regulations and standards in each country.

Meetings with manufacturing subsidiaries

We regularly hold meetings with manufacturing subsidiaries including overseas group companies. In November 2018, we held the 16th meeting at China (Shenzhen) Factory and a total of 70 group company employees participated from China, Singapore, Indonesia, Malaysia, and Japan.



Mishima EMC Center

Mishima EMC Center (anechoic chamber) at Shizuoka Business Center has received ISO 17025*, the International Standard for Laboratories. We comply with standards in each country and provide products in a timely manner based on reliable EMC measurements through the product life cycle.

* ISO 17025: International Standard for Laboratory Quality Management, Equipment and Technologies. Once a site has been certified, its high measurement reliability is confirmed and measurement data is available as official data worldwide.



Appearance



10-meter anechoic chamber

Topics

Commitment to Safety and Security

We train specialists in product safety, reliability and risk assessment, and work on technical research to ensure quality that customers feel comfortable with, based on the Basic Policy on Product Safety.

In order to ensure that our customers feel comfortable using our products and services, we implement risk assessments to prevent potential risks of failures and accidents we have predicted, and then provide products and services that have passed through evaluation and verification processes.

According to customer information provided by the maintenance service division, we also endeavor to ensure the higher operational level of safety by understanding the customers' operating environments and end-users' operating conditions.

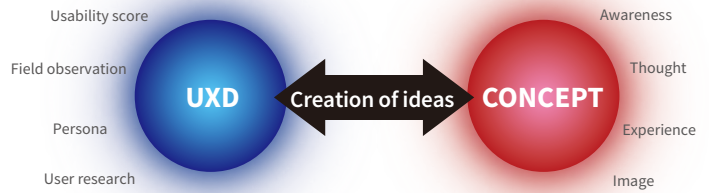


Safety review

➡ Basic Policy on Product Safety in Japanese only
<http://www.toshibatec.co.jp/company/csr/customer/safetypolicy.html>

User Experience Design (UXD)

UXD is a development process to create new value as well as attractive products and systems. We intend to carry out activities to create ideas in a wider and deeper way by moving back and forth between object and subject, as well as approaching from two different mindsets of the UXD process including field observation and user research, and of the concept created by individuals including their own experience and image.



Counter type self-checkout system WILLPOS-Self SS-950U

Self-checkout systems that allow shoppers to make payment on their own in supermarkets and drugstores are diversified. We aim for a compact POS system applicable for various operations by unitizing the operation screen, scanner and receipt printer. In pursuit of simple, high-quality and reliable design and usability, which fit into different types of store image, in an aluminum body that supports compactness and strength, we develop WILLPOS-Fit dual side POS terminal and WILLPOS-Charge electronic money charger.

We conduct periodic field observations including installation conditions for interiors, services and devices in approx. 500 stores, and extract UX points along at the time to develop products without missing changes in customers, stores and social environment.



Clear display easily seen by customers (Option)

WILLPOS-Fit dual side POS terminal



WILLPOS-Charge electronic money charger



This system is equipped with a high-performance camera scanner using Toshiba Tec's unique image recognition technology. The user smoothly scans, performs discount operation and registration easily just by passing a seal over the scanner.



The LED informs you if the product has been successfully scanned. The operator and people around the operator can easily check it. Store staff can immediately support the customer who is operating a self-checkout system.



This card reader is required for quick payment processing. The LED prompts the user to support intuitive operation.

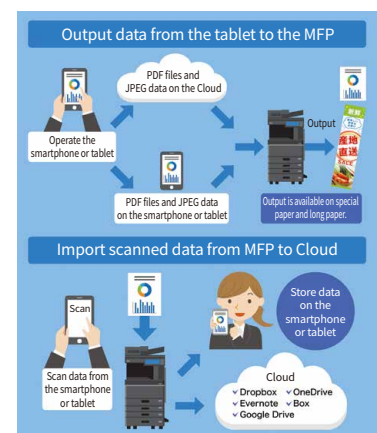
Workshop for new employees

We provide user experience training under the theme of digital MFP for new employees who will be engaged in product planning, research and development every year. In fiscal 2018, we implemented an idea creation workshop under the theme of "new solutions for digital MFP that college students use" through experience of operating the e-RIDGE Print & Capture mobile terminal solutions used with a smartphone. New employees who had been college students until a couple of months ago actively exchanged opinions with the provided theme close at hand and created attractive ideas. They were able to have a true figure of copying, scanning, printing and data management in college life, to visualize how to handle information on the field of education.

At Toshiba Tec, we develop a unique method to create new concepts or ideas, and list all the information on a board by analyzing awareness, thought and satisfaction through individual experience.

This method helps to see at a glance the flow of the workshop, easily review, share or add information, consolidate accurate information based on individual experience, and thus create ideas efficiently.

By incorporating experience to create these methods and ideas into the program for new employees, we work for developing human resources in response to diverse social requirements as well as fostering awareness to promote highly creative tasks.



Mobile terminal solutions using a smartphone "e-BRIDGE Print & Capture"



Operating instructions for digital MFP cooperative smartphone app



Smartphone app operation experience



Idea creation workshop



Presentation

Social Contribution Activities

As a member of the global society, we, Toshiba Tec Group, understand deeply the history, culture and customs of each country or region in which we operate. With the aim of creating a better society, we conduct a variety of activities that are rooted in the area, based on next generation development, social welfare, and environmental protection.

Toshiba Tec Philanthropy Fund

In October 1992, with the aim of contributing to society as a corporate citizen, we established the Toshiba Tec Philanthropy Fund, which is made up of contributions from employee salaries and bonuses. We annually use this fund to promote local welfare activities, support children who will lead the next generation, and promote environmental conservation. In the event of a large-scale disaster, we make donations for recovery efforts.

In fiscal 2018, as our donations to recovery efforts, next generation development and social contributions appropriate for our company, we donated to Fukushima Donation for Orphans affected by the Great East Japan Earthquake and Japanese Red Cross Society Fund Raising. We also donated picture books and instruments to the elementary schools, kindergartens and nursery schools in the areas where our head office, Shizuoka Business Center, Tohoku and Kita Kanto branches are located.



Donation to Japanese Red Cross Society Fund Raising



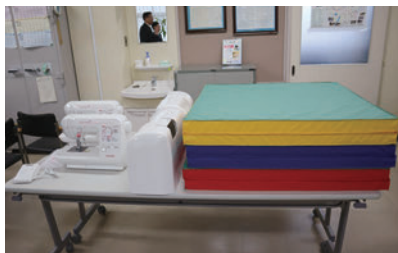
Donations to 3 Sendai municipal elementary schools (instruments, etc.)



Donation to Chuo-ku, Saitama (tent)



Donations to elementary schools, nursery schools and kindergartens in Shinagawa-ku



Donation of mats and sewing machines to elementary schools



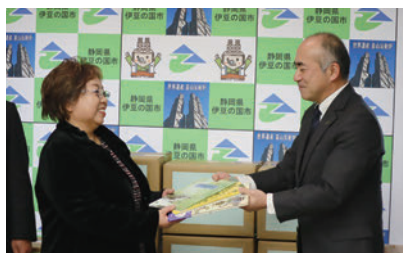
Donation of a tent

Shizuoka Business Center: Donation of books and volunteer storytelling to kindergartens and nursery schools

Topics

In fiscal 2010, we started to donate books from the Toshiba Tec Philanthropy Fund. Since then, we have donated picture books to kindergartens and nursery schools in Mishima and Izunokuni on our foundation day every year. In fiscal 2018, we donated picture books to approx. 55 institutions, including kindergartens, nursery schools and after-school kids clubs in Mishima and Izunokuni, which means that we have donated approx. 3,000 books in total so far.

For the purposes of contributing to the community and making children happy, we started voluntary storytelling in fiscal 2011. We do storytelling in 4 kindergartens / nursery schools in Mishima and Izunokuni, as well as book donation.



Toshiba Group's Volunteer Days

Building on the aims of the International Volunteer Day set by the United Nations on December 5, Toshiba Group has designated December as its annual CSR Month. From fiscal 2014, we annually carry out Toshiba Group's Volunteer Days activities, and social contribution activities, including clean-up, collection, donation, fundraising, welfare and disaster relief at each business site.

Next Generation Development

Workplace experience learning

We provide workplace experience opportunities to help children learn about product mechanisms and manufacturing. In fiscal 2018, a total of 46 students visited the business sites of our group from 5 junior high and high schools. We hope to help children in developing their thinking and understanding of work, as well as to contribute to their future learning, through showroom tours, product operation and interaction with our employees.



On-site lessons

We provide experience-based on-site lessons to elementary and special-needs schools by capitalizing on our employees' expert knowledge and business activities. These lessons allow students to experience work involving the operation of checkout systems and scanners, as well as offer the excitement and convenience of shopping. These events allow us all to learn about science closely related to our daily lives, such as checkout operation and mysterious things about barcodes, together with children.



Environmental Protection

We actively work on activities, such as biodiversity conservation, local clean-up and tree planting, in collaboration with local residents.



Park clean-up
(Toshiba Tec Information Systems (Shenzhen) Co., Ltd.)



Protection of green turtles
(Toshiba Tec Malaysia Manufacturing Sdn. Bhd.)



Participation in the tree planting activity
(Toshiba Tec Singapore Pte. Ltd.)

Welfare

Food drive

A food drive is a program for donating redundant food brought from home. As one of the Toshiba Group's Volunteer Days activities, we organized food drives at the head office, Shizuoka Business Center and each business site, to donate the collected food to neighboring food banks.



Pull-tab donation

We have been collecting pull-tabs since 2002 in Shizuoka Business Center, to raise environmental awareness and contribute to local communities. We collect pull-tabs from vending machines and from homes, and donate them twice a year to local welfare institutions to help their activities. In fiscal 2018, we donated approx. 40,000 pull-tabs (16 kg) in June and approx. 35,000 pull-tabs (14kg) in December, and the sum total exceeded 500 kg.



Donations to welfare institutions and charity organizations

We actively donate clothing, stationery, toys and umbrellas to local welfare institutions and charity organizations.



Disaster Recovery Support

To support recovery in areas severely affected by the earthquake, we make donations to support children in Fukushima, and organize a fair of local products from Tohoku, Kumamoto, Hiroshima and Ehime. We also provide special menus featuring local Tohoku and Kumamoto dishes in our cafeteria.



Donation to Fukushima



Fair of local products from Tohoku, Kumamoto, Hiroshima and Ehime