

Toshiba Tec Group Human Rights Policy

Toshiba Tec Group positions “Create with You -Keeping our customers in mind all the time and everywhere-” as the core message of the Corporate Philosophy of Toshiba Tec. The Standards of Conduct for Toshiba Tec Group elaborate further on the principles set out in the Management Principles of Toshiba Tec Group, and stipulate respect for human rights as Article 1. We understand that our corporate activities may impact human rights, and we herein declare that we conduct all corporate activities with full consideration for human rights.

Positioning and Scope

This policy complements the Standards of Conduct for Toshiba Tec Group and the Toshiba Tec Group Sustainability Policy, and its scope extends to everyone who works for Toshiba Tec Group, including directors, officers and employees. We also request business partners, suppliers and all other related parties to conduct activities in a way that aligns with this policy.

Compliance with laws on human rights and international norms

Toshiba Tec Group is a supporter of the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work, and promotes efforts to respect human rights based on the United Nations Guiding Principles on Business and Human Rights. Toshiba Tec Group also complies with human rights laws in every country and region where it operates. Where such local laws and international human rights norms differ, we follow the higher standard; where they are in conflict, we adhere to the laws while we seek to respect the internationally recognized human rights.

Governance

The executive who oversees the Sustainability Management Group is responsible for this policy, and for promoting respect for human rights in accordance with its scope and content. Measures that are necessary to promote human rights are subject to discussion by the Corporate Management Meeting, which comprises executives of Toshiba Tec, and which reports to the Board of Directors on approved measures and the status of efforts to promote human rights.

Core Concerns

Toshiba Tec Group undertook a human rights impact assessment, conducted with a third-party organization specializing in human rights, and recognizes the following as core concerns to prioritize.

- 1) Discrimination
- 2) Harassment
- 3) Health and safety
- 4) Forced labor
- 5) Child labor
- 6) Personal information/data and privacy
- 7) Corruption
- 8) Freedom of association and collective bargaining rights
- 9) Human rights issues related to technology and AI
- 10) Human rights issues related to the Environment and climate change

Implementation of Human Rights Due Diligence

Toshiba Tec Group meets its responsibility to respect human rights by identifying potentially negative impacts on human rights by the company and its business activities, direct and indirect, throughout its value chain. Further to this, Toshiba Tec Group maintains a due diligence mechanism that integrates human rights into related divisions, conducts monitoring, and communicates with stakeholders, and continues to work to prevent, mitigate and redress negative impacts on human rights.

Remedies and Redress

In the event that Toshiba Tec Group's corporate activities clearly have a negative impact on human rights, we confirm the problem by referring to international standards, implement remedies and initiate appropriate measures to secure correction, and take steps to prevent any recurrence. In addition, we protect any whistleblower, or anyone who raises concerns, from any adverse consequences that may result from contacting us.

Education

Toshiba Tec Group fosters a corporate culture that respects human rights, and provides education to ensure that directors, officers and employees understand this policy and put it into practice in their day-to-day business activities. We also ensure that the scope and content of this policy is communicated to our business partners, suppliers and all other related parties.

Stakeholder Engagement

Toshiba Tec Group is committed to responding to real and potential human rights risk, and actively engages in dialogues and discussions with concerned stakeholders, such as industry groups.

Information Disclosure

Toshiba Tec Group reports on matters related to human rights through regular disclosures in various media, including websites and Integrated Report.

Policy revision

Toshiba Tec Group regularly reviews and improves this policy.

Date of establishment: March 1, 2023

This policy was established based on Toshiba Tec Group Sustainability Policy, and was discussed and approved by the Corporate Management Meeting, chaired by the President and CEO.