






Evaluation by External Parties

Listed mainly on evaluation and awards received in FY 2020

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		
Japan Institute of Design Promotion GOOD DESIGN AWARD 2020 	Quantum Key Distribution System Spot/Zone Air Conditioner FLEXAIR Indoor Unit etc.	Toshiba Corporation, Toshiba Carrier Corporation etc.
iF International Forum Design iF DESIGN AWARD 2021 	Pure hydrogen fuel cell system H2Rex™ Traction Energy Storage System For Railway with SCiB Inverter air conditioner HAORI etc.	Toshiba Corporation, Toshiba Energy Systems & Solutions Corporation, Toshiba Infrastructure Systems & Solutions Corporation, Toshiba Carrier Corporation
International Association for Universal Design iF International Forum Design 	Destination Control System FLOORNAVI	Toshiba Corporation, Toshiba Elevator And Building Systems Corporation
THE NIKKAN KOGYO SHIMBUN,LTD Innovative & Inventive Design Excellence Award 	LED Lighting with Camera ViewLED	Toshiba Corporation Toshiba Lighting & Technology Corporation

Awarding entity / Name of the award	Evaluation	Recipient
Environment Related		
<u>Evaluation of products and services</u>		
FY2020 Energy Conservation Grand Prize for excellent energy conservation equipment Product & Business Model Division	(Minister Prize of Economy, Trade and Industry (Business Category)) Air-conditioning systems Super Multi u series for buildings	Toshiba Carrier Corporation
FY2020 Minister of the Environment's Award for Climate Action	(Development & Commercialization Division (Adaptation Field)) Approach to meteorological disaster prevention using multi-parameter phased array weather radar (MP-PAWR)	Toshiba Infrastructure Systems & Solutions Corporation Defense & Electronic Systems Division / Komukai Complex
	(Development & Commercialization Division (Mitigation Field)) Development of CO ₂ recycling technology using artificial photosynthesis technology	Toshiba Corporation
<u>Evaluation of business activities</u>		
FY2020 Japan Federation of Industrial Waste Management and Recycling Associations Chair's Award	(Excellent Business Site Award) Efforts to treat and recycle industrial waste properly	Toshiba Environmental Solutions Corporation
Certified as FY2020 Yokohama City's Excellent 3R Activity Facility	Facilities that have made outstanding achievements primarily in sorting waste derived from business operations, controlling the generation of waste as well as its reuse and recycling	Toshiba Materials Co., Ltd.
<u>Evaluation of communication and human resources development programs</u>		
FY2020 Minister of the Environment Award for Distinguished Promoters of Resource Circulating Society Formation	(3R Activity Excellent Company Division) Significant contribution to the formation of a resource circulating society through effective use of resources, reduction of industrial waste, and promotion of employee awareness-raising activities	Japan Semiconductor Corporation Iwate Operations
The 24th Environmental Communication Awards	(Environmental Reporting Division) Toshiba Group Sustainability Report 2020	Toshiba Corporation
2020 Excellent Enterprise Award for Environmental Human Resource Development	Excellence Award (Large Company Division) TELC-BATON, environmental impact reduction measures	Toshiba Elevator And Building Systems Corporation
<u>Evaluation of biodiversity</u>		
The 6th Shikoku Environmental Partnership Award	(Regional Issue Resolution Division) Activities to protect and develop biodiversity on and off premise	Toshiba Lighting & Technology Corporation
Please look at 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 2021 Awards for Science and Technology Development Category	(Awards for Science and Technology Development Category) Development of high-speed and high-efficiency wireless LAN technologies	Toshiba Corporation
The Promotion Foundation for Electrical Science and Engineering 68th	(The Electrical Science and Engineering Promotion Award) Transfer trip system developed for relaxing limitation of power supply output from renewable energy	Toshiba Energy Systems & Solutions Corporation, Kyushu Electric Power Transmission and Distribution Co., Inc.
The Iwatani Naoji Foundation	(Iwatani Naoji Memorial Award 2020) Development and commercialization of CO ₂ -free autonomous Hydrogen energy supply system "H2One™"	Toshiba Energy Systems & Solutions Corporation

Awarding entity / Name of the award	Evaluation	Recipient
Clarivate Clarivate Top 100 Global Innovators 2021 	Selected as Clarivate Top 100 Global Innovators 2021 (Clarivate Analytics) Selected for the 10th consecutive year since 2011	Toshiba Corporation
従業員		
Nippon Kenko Kaigi The Certified Health and Productivity Management Organization Recognition Program (2021) 	Organizations engaging in strategic Health and Productivity Management program efforts for maintain their employees' health from a management perspective	Toshiba Corporation, Toshiba Energy Systems & Solutions Corporation, Toshiba Infrastructure Systems & Solutions Corporation, Toshiba Electronic Devices & Storage Corporation, Toshiba Digital Solutions Corporation
		Toshiba Carrier Corporation, Toshiba Carrier Engineering & Life Support Corporation, Fuji Reinetsu Industrial Corporation
		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".
		Toshiba IT & Control Systems Corporation
		Toshiba Plant Systems & Services Corporation
Nippon Kenko Kaigi Organizations to engage in the Health-conscious Management Declaration (2021) 		Toshiba Precision Corporation
NPO Good aging yells, Work with Pride private organization PRIDE Index 2021 -Gold- 	Promoting LGBT+ equality in the compan	Toshiba Corporation
PRIDE Index 2021 -Bronze-  PRIDE Index 2021 (Japanese)		Toshiba Energy Systems & Solutions Corporation, Toshiba Infrastructure Systems & Solutions Corporation, Toshiba Electronic Devices & Storage Corporation, Toshiba Digital Solutions Corporation

History of Sustainability Activities

FY2021	<ul style="list-style-type: none"> Established Sustainability Management Division and transferred operations of Sustainability Management Office to the division. Reviewed sustainability management structure. Established Sustainability Policy. Identified new material issues. Commenced the Seventh Environmental Action Plan.
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 a statement based on the Australian Modern Slavery Act. Formulated Toshiba Group's Environmental Future Vision 2050. Integrated CSR Report and Environmental Report, and published Sustainability Report. Acquired approval of the Science Based Targets (SBT) initiative.
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"> Formulated the Essence of Toshiba. Established SDGs managers in key Group companies and strengthened SDG-related initiatives.
FY2017	<ul style="list-style-type: none"> Formulated the Sixth Environmental Action Plan.
FY2016	<ul style="list-style-type: none"> Incurred losses 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. Introduced T-Compass, a new concept of environmental management
FY2012	<ul style="list-style-type: none"> Conducted surveys to some 10,000 suppliers regarding their approaches to issues related to conflict minerals and CSR promotion. Formulated the Fifth Environmental Action Plan.
FY2011	<ul style="list-style-type: none"> Established Toshiba Group Conflict Mineral Policy. Revised Toshiba Group Procurement Policy and requested that suppliers continue to promote CSR in the supply chain. Became a member of the Responsible Business Alliance (RBA).
FY2010	<ul style="list-style-type: none"> Strengthened CSR management based on the principles of ISO 26000. Introduced a system for visualizing working hours. Expanded UD advisor system to include non-Japanese employees. Established the global brand <i>eco style</i>.
FY2009	<ul style="list-style-type: none"> Formulated Toshiba Group Biodiversity Guidelines. Established Sign Language Club. Enforced 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"> Collaborated with NPOs to promote experiential science education (Supporting the activities of experiential science education research organizations). Conducted the 1st Toshiba Cup Contest among students specializing in science and math education at teacher-training universities in China to present their creative teaching plans. Implemented on-site CSR audit (related to human rights, occupational health and safety, the environment) of suppliers in Thailand. Published Environmental Report. Made an 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"> • Formulated Toshiba Group Environmental Vision 2050. • Reinforced structures and systems for Quality Control at Toshiba Group. • Fulfilled Statutory Ratio of Employment of People with Disabilities in all the subject Group Companies in Japan.
FY2006	<ul style="list-style-type: none"> • Established Toshiba Group CSR Month. • Established the Clean Partner Line, a whistleblower system for suppliers and other business partners. • Launched Toshiba Group 1.5 Million Tree-planting Project. • Strengthened the New EASTER comprehensive audit system.
FY2005	<ul style="list-style-type: none"> • Established Toshiba With Co., Ltd., a special subsidiary for employment of people with disabilities. • Held Toshiba Group CSR Conference. • Newly established Toshiba "ASHITA" Award. • Participated in the Eco-Products International Fair.
FY2004	<ul style="list-style-type: none"> • Published CSR Report. • Established an organization dedicated to promotion of equal opportunity. • Established Toshiba Group Procurement Policy based on CSR. • Announced Toshiba Group Environmental Vision 2010. • Formulated the Fourth Voluntary Environmental Plan.
FY2003	<ul style="list-style-type: none"> • Adopted a company with committees system. • Established CSR Division. • Introduced Factor T, an eco-efficiency indicator. • Joined UN Global Compact. • Joined Business for Social Responsibility (BSR), an international CSR association based in the U.S.
FY2002	<ul style="list-style-type: none"> • Introduced internal free agent system. • Achieved zero emissions of waste.
FY2001	<ul style="list-style-type: none"> • Integrated Toshiba Standards of Business Conduct and Toshiba International Standards of Conduct.
FY2000	<ul style="list-style-type: none"> • Established corporate risk management system. • Introduced environmental accounting. • Introduced green procurement.
FY1999	<ul style="list-style-type: none"> • Introduced in-house company system. • Established Environmentally Conscious Products (ECPs) Standards. • Issued Green Procurement Guidelines. • Established Toshiba Customer Information Center.
FY1998	<ul style="list-style-type: none"> • Introduced corporate officer system. • Published Environmental Report.
FY1995	<ul style="list-style-type: none"> • Obtained ISO 14001 certification.
FY1993	<ul style="list-style-type: none"> • Formulated the First Voluntary Environmental Plan.
FY1992	<ul style="list-style-type: none"> • Started ExploraVision Award in the U.S. • Introduced family-care leave, child-care leave and short-time working hours systems.
FY1991	<ul style="list-style-type: none"> • Held the First Corporate Environmental Protection Council. • Established Toshiba Thai Foundation.
FY1990	<ul style="list-style-type: none"> • Started the First Toshiba Group Environmental Exhibition. • Established Basic Commitment of the Toshiba Group and the slogan. • Established Toshiba Standards of Business Conduct and Toshiba International Standards of Conduct. • Established Toshiba America Foundation.
FY1989	<ul style="list-style-type: none"> • Established Basic Policy for Environmental Protection. • Introduced environmental auditing. • Established Toshiba International Foundation.
FY1988	<ul style="list-style-type: none"> • Established Environmental Protection Center.
FY1975	<ul style="list-style-type: none"> • Introduced Toshiba Group Health and Safety Convention.
FY1973	<ul style="list-style-type: none"> • Established Toshiba Management Philosophy.
FY1971	<ul style="list-style-type: none"> • Established Consumers Department.

Comparisons with Various Guidelines

GRI Content Index

This is a comparison between information disclosed in our Sustainability Report and the Global Reporting Initiative (GRI) Sustainability Reporting Standards. Our Sustainability Report refers to the GRI Sustainability Reporting Standards.

[> GRI Content Index](#)

Comparison with the UN Global Compact

This is a comparison between information disclosed in our Sustainability Report and the 10 Principles of the UN Global Compact.

[> Comparison with the UN Global Compact](#)

Comparison with ISO 26000

This is a comparison between information disclosed in our Sustainability Report and ISO 26000:2010 published by the Japanese Standards Association.

[> Comparison with ISO 26000](#)

Index by Stakeholder

This is an index of information disclosed on our sustainability website categorized by relevant stakeholder.

[> Index by Stakeholder](#)

ESG Data Collection

Environment

Items		FY2020 Achievements	Scope	Posted pages	
Mitigation of climate change	Scope1,2 GHG emissions (Toshiba Group)	Total GHG emissions (million t-CO ₂)* ¹	1.05	Toshiba Group	• Response to Climate Change in Business Activities
		Energy-derived CO ₂ emissions per unit activity (compared to FY2013 level) (%)	92	Toshiba Group	
	Scope3 GHG emissions (downstream/upstream) (10,000 t-CO ₂)	Purchased goods and services	1,380	Toshiba Group	• Response to Climate Change
		Capital goods	32	Toshiba Group	
		Fuel- and energy-related activities not included in Scope 1 or 2	6	Toshiba Group	
		Transportation and distribution (upstream)	2	Toshiba Group	
		Waste generated in operations	1	Toshiba Group	
		Business travel	0.4	Toshiba Group	
		Employee commuting	4	Toshiba Group	
		Leased assets (upstream)	0.3	Toshiba Group	
		Transportation and distribution (downstream)	20	Toshiba Group	
		Use of sold products	Products and services associated with power supply	34,311	
	Products and services associated with power consumption		6,749	Toshiba Group	
	End-of-life treatment of sold products	2	Toshiba Group		
	Manufacturing	Renewable energy consumption (TJ)	16	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)	2,161 (cumulative total from FY2017)	Toshiba Group	• Increased reduction of GHG emissions by products and services
	Power consumption* ³	Reduction of CO ₂ emissions (10,000 t-CO ₂)	695 (cumulative total from FY2017)	Toshiba Group	• Increased reduction of GHG emissions by products and services
		Use-phase electricity consumption (PJ)*	418	Toshiba Group	• Overview of Environmental Impacts

		Items	FY2020 Achievements	Scope	Posted pages	
Efficient use of resources	Manufacturing	Waste volumes (10,000t)* ⁴	2.6	Toshiba Group	• Reduction of Waste Volume in Business Activities	
		Total volume of waste generated (10,000t)	6.9	Toshiba Group	• Reduction of Waste Volume in Business Activities	
		Total waste volume per unit production (compared to FY2013 level) (%)	74	Toshiba Group	• Reduction of Waste Volume in Business Activities	
		Amount of water received (million m ³)	17.8	Toshiba Group	• Reduction of the Amount of Water Received in Business Activities	
		Amount of water received per unit production (compared to FY2013 level) (%)	93	Toshiba Group	• Reduction of the Amount of Water Received in Business Activities	
		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)	29	Toshiba Group	• Overview of Environmental Impacts	
		Water recycled (10,000 m ³)	39	Toshiba Group	• Overview of Environmental Impacts	
		Volume of end-of-life products recycled (1,000t)	66	Toshiba Group	• Overview of Environmental Impacts	
		Final disposal volume (1,000t)	0.45	Toshiba Group	• Overview of Environmental Impacts	
	Products/ services	Amount of resources saved (10,000t)	40 (cumulative total from FY2017)	Toshiba Group	• Increased Amount of Resources Saved in Products	
		Amount of recycled plastics used (t)	3,514 (cumulative total from FY2017)	Toshiba Group	• Increased Amount of the Use of Recycled Plastics in Products	
		Input materials (1,000t)	443	Toshiba Group	• Overview of Environmental Impacts	
		Major products shipped (1,000t)	300	Toshiba Group	• Overview of Environmental Impacts	
		Weight of end-of-life products recycled (t)	14,579	Toshiba Group	• Overview of Environmental Impacts	
		Collection amount of end-of-life products (t)	16,442	Toshiba Group	• Overview of Environmental Impacts	
		Amount of end-of-life products disposed after recycling (t)	1,863	Toshiba Group	• Overview of Environmental Impacts	
	Management of chemicals	Manufacturing	Emissions of substances targeted for reduction (t)	821	Toshiba Group	• Reduction of Emissions of Chemical Substances in Business Activities
			Total amount of chemicals discharged per unit production (compared to FY2013level) (%)	84	Toshiba Group	• Reduction of Emissions of Chemical Substances in Business Activities
Amount of chemical substances handled (t)			10,171	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* ⁵ used in regulated products for the European market	Toshiba Group	• Management of Chemical Substances Contained in Products	
Number of products certified as Excellent ECPs		9	Toshiba Group	• List of Products Certified as Excellent ECPs		
Environmental Management Structure	Number of ISO 14001-certified sites	62 (including integrated certifications)	Toshiba Group	• Environmental Management Structure		

Items			FY2020 Achievements		Scope	Posted pages	
Ensuring of environmental risk compliance	Number of legal violations		0		Toshiba Group	• Ensuring of Environmental Risk Compliance	
	Rate of compliance with the Structural Design Guidelines (%)	Toshiba Group in Japan	96.5		Toshiba Group	• Preventing Contamination and Reducing Contamination Risks	
		Toshiba Group overseas	99.6		Toshiba Group		
	Amount of VOCs collected from groundwater (kg)		299		Toshiba Group	• Soil and Groundwater Purification	
	PCB detoxification outsourcing expenses (billion yen)		4.8		Toshiba Group	• Storage and Management of PCB	
	Amount of specified CFCs possessed (t)		3.6		Toshiba Group	• Management of Ozone-depleting Substances	
	CFC leaks (t-CO ₂)		1,588		Toshiba Group	• Management of Ozone-depleting Substances	
Environmental communication	Number of implementation of environmental education programs for children		5		Toshiba Group	• Environmental Communication	
	Number of activities of Global Environmental Action		350		Toshiba Group	• Environmental Communication	
Conservation of biodiversity	Number of sites that carried out activities toward achieving Aichi Targets		61		Toshiba Group	• Conservation of Biodiversity	
Environmental accounting	Environmental costs	Business area costs	Reduction in environmental impacts	Investments (million yen)	2,376	Toshiba Group	• Environmental Accounting
			Costs (million yen)	5,746	Toshiba Group		
		Upstream/downstream costs	Green procurement, recycling, etc.	Investments (million yen)	684	Toshiba Group	
				Costs (million yen)	659	Toshiba Group	
		Administration costs	Environmental education, EMS maintenance, tree planting on factory grounds, etc.	Investments (million yen)	31	Toshiba Group	
				Costs (million yen)	2,383	Toshiba Group	
		R&D costs	Development of environmentally conscious products, etc.	Investments (million yen)	947	Toshiba Group	
				Costs (million yen)	18,154	Toshiba Group	
		Public relations costs	Support for local environmental activities, donations, etc.	Investments (million yen)	0	Toshiba Group	
				Costs (million yen)	9	Toshiba Group	
		Environmental damage restoration costs	Restoration of polluted soil, etc.	Investments (million yen)	0	Toshiba Group	
				Costs (million yen)	165	Toshiba Group	
		Total investments (million yen)			4,038		
Total costs (million yen)			27,116		Toshiba Group		

Items			FY2020 Achievements		Scope	Posted pages	
Environmental accounting	Environmental benefits	Actual benefits	Energy	Reductions in environmental impacts (GJ)	1,409,000	Toshiba Group	• Environmental Accounting
				Benefits measured as a monetary value (million yen)	1,324	Toshiba Group	
			Waste	Reductions in environmental impacts (t)	17,900	Toshiba Group	
				Benefits measured as a monetary value (million yen)	1,355	Toshiba Group	
			Water	Reductions in environmental impacts (m ³)	720,408	Toshiba Group	
				Benefits measured as a monetary value (million yen)	68	Toshiba Group	
		Total monetary benefits (million yen)	2,747	Toshiba Group			
		Assumed benefits	Reductions in the amount of chemicals discharged (t)	482	Toshiba Group		
			Benefits measured as a monetary value (million yen)	18,721	Toshiba Group		
		Total monetary benefits (million yen)	21,468	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	FY2020 Achievements	Scope	Posted pages
Total number of shareholders (as of March, 2021)	270,598	Toshiba	• Corporate Information • Stakeholders
Number of shares issued (shares)	455.29 million	Toshiba	• Corporate Information • Stakeholders
Total number of suppliers	Approx. 9,000	Toshiba Group	• Stakeholders
Number of consolidated subsidiaries	296	Toshiba	• Stakeholders
Number of employees	117,300	Toshiba Group	• Corporate Information • Stakeholders • Employment and Labor Relations

Items	FY2020 Achievements		Scope	Posted pages
Number of employment by gender (%)	Male	87,395 (75)	Toshiba Group	<ul style="list-style-type: none"> • Employment and Labor Relations • Promotion of Diversity and Inclusion • Performance Indicators
	Female	29,905 (25)		
Number of employment by region	Japan	71,331	Toshiba Group	<ul style="list-style-type: none"> • Employment and Labor Relations
	China	9,997		
	Asia & Oceania	26,768		
	North America	5,480		
	Central & South America	424		
	Europe & Africa	3,300		
Number of employment by business domain	Energy Systems & Solutions	14,692	Toshiba Group	<ul style="list-style-type: none"> • Employment and Labor Relations
	Infrastructure Systems & Solutions	19,787		
	Building Solutions	22,193		
	Retail & Printing Solutions	18,821		
	Storage & Electronic Devices Solutions	22,621		
	Digital Solutions	8,369		
	Others	10,817		
An average age of employees (years)		45.0	Toshiba	<ul style="list-style-type: none"> • Employment and Labor Relations
An average length of service (years)		20.1	Toshiba Group in Japan	<ul style="list-style-type: none"> • Employment and Labor Relations • Performance Indicators
	Male	20.4		
	Female	17.7		
A turnover rate (%)		1.2	Toshiba and key Group companies	<ul style="list-style-type: none"> • Employment and Labor Relations
The average annual salary (yen)		8,665,339	Toshiba	<ul style="list-style-type: none"> • Employment and Labor Relations
Starting monthly salary in Japan (yen)		215,500	Toshiba	<ul style="list-style-type: none"> • Employment and Labor Relations
Status of Toshiba Union	Number of members	15,088	Toshiba and key Group companies	<ul style="list-style-type: none"> • Employment and Labor Relations
	Percentage of Toshiba Union members (%)	94.7		
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	1,090		
Percentage of female recruits (new graduates)	Business Administrative Staff	34	Toshiba and key Group companies	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • Performance Indicators
	R&D/Engineer	15		
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	220		
Number of female managers		318	Toshiba and key Group companies	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • Performance Indicators
Percentage of female managers (%)		5.1	Toshiba and key Group companies	<ul style="list-style-type: none"> • Promotion of Diversity and Inclusion • Performance Indicators

Items	FY2020 Achievements		Scope	Posted pages
Number of employees with disabilities		578.5	Toshiba (including a special subsidiary company)	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion
Percentage of employees with disabilities (%)		2.51	Toshiba (including a special subsidiary company)	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion Performance Indicators
Number of non-Japanese employees		401	Toshiba and key Group companies	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion
The average total number of annual actual working hours per employee		2,180	Toshiba	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion
The average annual overtime working hours per employee		320	Toshiba	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion
Percentage of annual paid vacation taken by Toshiba employees (%)		56.7	Toshiba and key Group companies	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion Performance Indicators
Number of childcare leave	Male	72 (utilization rate 11%)	Toshiba and key Group companies	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion Performance Indicators
	Female	299		
Number of paternity leave	Male	210 (utilization rate 44%)	Toshiba and key Group companies	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion Performance Indicators
Number of family care leave	Male	9	Toshiba and key Group companies	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion Performance Indicators
	Female	2		
Number of nursing care seminars held from FY2015 to FY2020		265	Toshiba Group in Japan	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion
Short-time shift	Male	11	Toshiba and key Group companies	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion Performance Indicators
	Female	416		
Status of Toshiba Corporate Pension Plan	Number of companies	85	Toshiba Group in Japan	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion
	Number of participants	Approx. 63,000		
Status of health insurance association	Number of business owners	172	Toshiba Group in Japan	<ul style="list-style-type: none"> Promotion of Diversity and Inclusion
	Number of people subscribed (including retirees and dependents)	Approx. 221,000		
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 (%)		65.4	Toshiba and key Group companies	<ul style="list-style-type: none"> Employment and Labor Relations

Items	FY2020 Achievements		Scope	Posted pages
Acquisition status of ISO45001 certification *Information on Group companies overseas will be disclosed on the Sustainability website soon as it is finalized.	Percentage of companies that have acquired ISO45001 certification	100	Toshiba Group	<ul style="list-style-type: none"> • Occupational Health and Safety • Performance Indicators
	Number of companies that acquired the certification in Japan	44		
	Of all personnel from companies acquired in Japan (%)	75.1		
	Number of companies that acquired the certification in foreign countries	aggregating in progress		
	Of all personnel from companies acquired abroad (%)	aggregating in progress		
Number of OHS Management Meetings held	2	Toshiba	<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	95	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety
	Without lost workdays	64		
	Lost workdays	31		
	Fatal	0		
LTIFR * Lost Time Injury Frequency Rate, the number of lost time injuries occurring in a workplace per 1 million man-hours worked	0.19	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety • Performance Indicators 	
Frequency rate of all accidents * The number of accidents occurring in a workplace per 1 million man-hours worked	0.57	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	1.15	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 (%)	3.8	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety
	High blood sugar requiring more than normal consideration (%)	2.5		
Metabolic syndrome patients (%)	17.5	Toshiba Group in Japan	<ul style="list-style-type: none"> • Occupational Health and Safety 	
Number of participants in education on OHS	67,154	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	31,455	Toshiba Group	<ul style="list-style-type: none"> • Fair Evaluation and Talent Development 	

Items	FY2020 Achievements		Scope	Posted pages
Total cost of company-wide standardized educational program/training (million yen)		2,100	Toshiba Group	• Fair Evaluation and Talent Development
Training time per employee (average) (hours)		7.4	Toshiba Group	• Fair Evaluation and Talent Development
Number of training programs for harassment held		1	Toshiba and key Group companies	• Promotion of Diversity and Inclusion • Respect for Human Rights • Sustainability Management
Implementation status of reviews aimed at career development (%)		87	Toshiba	• Fair Evaluation and Talent Development
Job transfers involving use of open recruitment in Toshiba Group	Open recruitment in Toshiba Group	91	Toshiba and key Group companies	• Fair Evaluation and Talent Development
Employee Engagement Survey	Number of companies that conducted the survey	79	Toshiba Group	• Fair Evaluation and Talent Development
	Received responses (%)	Approx. 92		
Number of companies that conducted surveys on human rights		211	Toshiba Group	• Sustainability Management • Respect for Human Rights
Human rights awareness seminars	Number of seminars held	120	Toshiba Group in Japan	• Respect for Human Rights
	Total number of participants	7,300		
Procurement component ratio by business segment	Energy and infrastructure	52	Toshiba Group	• Promotion of Sustainable Procurement
	Electric devices	32		
	Others	16		
Procurement component ratio by region	Japan	73	Toshiba Group	• Promotion of Sustainable Procurement
	Overseas	27		
Number of new suppliers		Approx. 2,000	Toshiba Group	• Promotion of Sustainable Procurement
Number of companies participated in briefings for suppliers		8,567	Toshiba Group	• Promotion of Sustainable Procurement
Number of suppliers covered by surveys		9,660	Toshiba Group	• Promotion of Sustainable Procurement • Performance Indicators
Number of suppliers covered by on-site audit		497	Toshiba Group	• Promotion of Sustainable Procurement
Number of suppliers subject to guidance & support and suspension of transactions	Guidance and Support	329	Toshiba Group	• Promotion of Sustainable Procurement • Performance Indicators
	Suspension of transactions	0		
Percentage of obtaining consent for the Toshiba Group Procurement Policy		96	Toshiba Group	• Performance Indicators
The level of greenness of suppliers (%)	Rank S	90.7	Toshiba Group	• Promotion of Sustainable Procurement
	Rank A	4.1		
	Rank B (requires guidance)	1.8		
	Below Rank B (requires guidance)	3.4		

Items	FY2020 Achievements		Scope	Posted pages
Number of reports by "Clean Partner Line" that is supplier whistleblower system	2		Toshiba Group	<ul style="list-style-type: none"> • Promotion of Sustainable Procurement
Number of companies conducted a conflict minerals survey	Approx. 630		Toshiba Group	<ul style="list-style-type: none"> • Promotion of Sustainable Procurement • Performance Indicators
Status of QMS certified (FY2019) *The FY2020 status will be updated on the Sustainability website as soon as it is finalized	Targeted sites	107	Toshiba Group	<ul style="list-style-type: none"> • Quality Control for Safety and Reliability
	Certified sites	99		
	Percentage of certificate	92.5		
Number of participants in quality training programs	701		The person in charge of quality assurance in Toshiba Group in Japan	<ul style="list-style-type: none"> • Quality Control for Safety and Reliability
Number of incident reports under Consumer Product Safety Act	4		Toshiba Group in Japan	<ul style="list-style-type: none"> • Product Safety and Product Security
Number of inquiries to Toshiba Customer Information Center	5,713		Toshiba Group	<ul style="list-style-type: none"> • Improvement of Customer Satisfaction
Number of Contact Center Competition held	1		Contact centers in Toshiba Group in Japan	<ul style="list-style-type: none"> • Improvement of Customer Satisfaction
Number of participants in education and training on customer satisfaction	74,103		Toshiba Group in Japan	<ul style="list-style-type: none"> • Improvement of Customer Satisfaction
Number of customer satisfaction lectures held	1		Toshiba Group in Japan	<ul style="list-style-type: none"> • Improvement of Customer Satisfaction
Number of after-sales service convention held	0		Toshiba Group in Japan and China	<ul style="list-style-type: none"> • Improvement of Customer Satisfaction
Number of quality check in operations at the contact center	1		Toshiba and key Group companies	<ul style="list-style-type: none"> • Improvement of Customer Satisfaction
Social contribution activities: total expenditure and its constituent parts	Total expenditure (billion yen)	0.97	Toshiba Group	<ul style="list-style-type: none"> • Social Contribution Activities • Performance Indicators
	Science and Technology Education (%)	75		
	Promotion of Sports and Culture (%)	7		
	Social Welfare (%)	1		
	International Exchanges and Friendships (%)	5		
	Nature Conservation (%)	1		
	Support for Disaster Recovery (%)	3		
	Healthcare (%)	1		
Other (%)	9			
Number of social contribution programs (annually)	696		Toshiba Group	<ul style="list-style-type: none"> • Performance Indicators
Number of employees participated in Toshiba Group Volunteer Days	Approx. 57,000		Toshiba Group	<ul style="list-style-type: none"> • Social Contribution Activities

Governance

Items	FY2020 Achievements		Scope	Posted pages
Number of directors		12	Toshiba	<ul style="list-style-type: none"> • Corporate Governance • Performance Indicators
Number of outside directors		11	Toshiba	<ul style="list-style-type: none"> • Corporate Governance • Performance Indicators
Number of female directors		1	Toshiba	<ul style="list-style-type: none"> • Corporate Governance • Performance Indicators
Number of attendees in the ordinary general meeting of shareholders		127	Toshiba	<ul style="list-style-type: none"> • Stakeholders
Number of meetings held between an outside director and a group of shareholders		1	Toshiba	<ul style="list-style-type: none"> • Investor Relations • Stakeholders
Number of meetings of the Board of Directors		16	Toshiba	<ul style="list-style-type: none"> •  Business Report
Amounts of compensation according to officers position (million yen)	Directors (2 members, excluding outside directors)	98	Toshiba	<ul style="list-style-type: none"> • Corporate Governance
	Outside directors (10 members)	261		
	Executive officers (13 members)	770		
Total amount of compensation by officers (million yen)	Nobuaki KURUMATANI	145	Toshiba	<ul style="list-style-type: none"> • Corporate Governance
Participation in education for “Standards of Conduct for Toshiba Group” (%)		99.2	Toshiba Group in Japan	<ul style="list-style-type: none"> • 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"> • Performance Indicators
Number of reports received by whistleblower system	Toshiba Hotline	129	Toshiba Group in Japan	<ul style="list-style-type: none"> • Risk Management and Compliance • Fair Evaluation and Talent Development • Respect for Human Rights • Performance Indicators
	Audit Committee Hotline	31		
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		

Items	FY2020 Achievements		Scope	Posted pages
Political contributions (yen)	0		Toshiba	• Risk Management and Compliance
Number of incidents of important information leakage	0		Toshiba Group	• Risk Management and Compliance
Number of violations of product safety regulations	0		Toshiba Group	• Risk Management and Compliance
Number of violations of regulations relating to information and labeling for products and services	0		Toshiba Group	• Risk Management and Compliance
Number of violations of the Act Against Unjustifiable Premiums and Misleading Representations	0		Toshiba Group in Japan	• Risk Management and Compliance • Performance Indicators
Status of training sessions for executives and senior management to raise awareness among top management	Number of training sessions held	7	Senior management in Toshiba Group in Japan	• Risk Management and Compliance
	Number of participants	254		
Number of participants in accounting compliance training	Approx. 90,000		Toshiba Group	• Risk Management and Compliance
Number of participants in the e-learning program on the Subcontract Act	76,504		Toshiba Group in Japan	• Risk Management and Compliance
Number of participants in the learning program on the Electrical Appliance and Material Safety Law	73,112		Toshiba Group in Japan	• Product Safety and Product Security
Status of workplace CSR meetings	Number of meetings held	1	Toshiba Group in Japan	• Risk Management and Compliance • Stakeholders • Performance Indicators
	Number of participants	Approx. 70,000		
Breakdown of R&D expenses	R&D expenses (billion yen)	150.5	Toshiba Group	• Research & Development and Intellectual Property
	Energy System Solutions (%)	10		
	Infrastructure System Solutions (%)	14		
	Building Solutions (%)	14		
	Retail & Printing Solutions (%)	14		
	Electronic Devices & Storage Solutions (%)	28		
	Digital Solutions (%)	4		
	Others (%)	17		

Items	FY2020 Achievements		Scope	Posted pages
Patent portfolio by country (%)	Japan	48	Toshiba Group	<ul style="list-style-type: none"> • Research & Development and Intellectual Property
	USA	26		
	China	10		
	Others	16		
Patent portfolio by business (%)	Energy System Solutions	15	Toshiba Group	<ul style="list-style-type: none"> • Research & Development and Intellectual Property
	Infrastructure System Solutions	16		
	Building Solutions	13		
	Retail & Printing Solution	17		
	Electronic Devices & Storage Solutions	15		
	Digital Solutions	4		
	Battery Business	4		
	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 Processes:

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

We selected and verified two sites (Headquarters of Toshiba and Fuchu Factory of Toshiba Elevator and Building Systems Corporation).

GHG Emissions Caused by Use of Products Sold:

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

*1 Scopes 1 and 2: GHG emissions generated by Toshiba through use of fuels and electricity as well as in the 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 (including GHG emissions of 343.11 million tCO₂ from products and services associated with power supply such as power plants since FY2020)



[Independent Verification Report by Japan Audit and Certification Organization for Environment and Quality](#)

(PDF: 820 KB)

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 4.7)
- 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