

Toshiba Group Policy on Diversity, Equity, Inclusion and Belonging

Toshiba Group's policy on diversity, equity, inclusion and belonging (DEIB) provides definitions and objectives for the benefit and understanding of all stakeholders. Toshiba Group companies promote specific initiatives to realize this policy in the countries and regions where operate, while respecting the laws, culture and customs of those countries and regions.

Purpose of DEIB Promotion

Toshiba Group aims to achieve personal growth for its employees and the growth and development of the Group, so as to realize its corporate philosophy, "Committed to People, Committed to the Future." To this end, it is important to channel the differences (diversity) of each and every employee into strengths, link them for the value creation (innovation) and cultivate a corporate culture in which employees feel fulfilled and grow through various challenges while demonstrating their abilities. This is done in a sustainable manner through promotion of DEIB.

Defining Diversity, Equity, Inclusion, Belonging

Toshiba Group's definition of the elements of DEIB is as below.

Diversity

The individuality and differences found in people and groups. They are the source of new ideas and the driving force behind Toshiba Group 's growth. We respect the diversity of our people, including their race, nationality, age, gender, sexual orientation and gender identity, religion, creed, culture, disability, values, skills, experience and lifestyle. We do not and will not tolerate discrimination on the basis of individual characteristics.

Equity

The fair provision of opportunities that allow all employees to take on challenges and flourish. Each of us has our own characteristics and situations, and it is important to provide appropriate support. Toshiba Group develops structures and environments and provides opportunities, so that all of our employees are able to maximize their abilities and contribute to the organization.


Inclusion

The determination to make the most of individuality and differences within an organization. Each individual is respected as a person, and able to feel that they are contributing to day-to-day business activities. Unconscious bias impacts on individuality and difference. Aware of this, we actively listen to opinions that differ from our own. People can be themselves, share diverse opinions and grow together only in a work environment and corporate culture where people show mutual respect, and where psychological safety is guaranteed.

Toshiba Group is committed to co-creating value while respecting the diversity and wide-ranging opinions of the people who make up society, with the aim of realizing a better world.

Belonging

The situation where each individual feels that, "As a member of the organization, I am in a place where I can make the most of myself." This perception occurs naturally, unforced, in a corporate culture and work environment where all employees are respected as individuals and given fair opportunities to meet challenges and grow. It is achieved through the promotion of Diversity, Equity, and Inclusion. Toshiba Group is committed to a corporate culture and work environment where a diverse range of employees embrace the desire and intention to contribute to "Committed to People, Committed to the Future."



Toshiba Group aims to be an attractive and valuable workplace and corporate Group where all kinds of people can continue to take on challenges and realize their ambitions and intention to contribute to "Committed to People, Committed to the Future."

Focus areas

Toshiba Group has identified four focus areas that it promotes within the laws, regulations, culture and customs of countries and regions where it operates. We also recognize that each country, region, and business must deal with unique challenges, and we promote initiatives specific to them, outside of our focus areas.

1) Multi-Cultural Inclusion

We shape environments where people of different backgrounds (race, ethnicity, nationality, culture, etc.) can accept each other's differences and use them to the organization's advantage, without fear of discrimination because of those differences.

2) Gender Equality

We create operational structures where all people, regardless of gender, can constantly play an active role.

3) LGBT+ & Allyship

We promote environments where LGBT+ people can work safely, free from discrimination, cultivate allies who understand and support LGBT+ people, and aim to create an organization free from discrimination and prejudice.

(*) LGBT+ is the abbreviation of lesbian, gay, bisexual, transgender, and plus (people with non-binary sexual orientations and gender identities other than LGBT).

4) Persons with Disabilities

We realize environments where employees with disabilities can utilize their individuality (characteristics) and abilities, and constantly perform at their best.

Positioning and Scope

This policy complements the Standards of Conduct for Toshiba Group, the Toshiba Group Sustainability Policy, and the Toshiba Group Human Rights Policy, and its scope extends to everyone who works for Toshiba Group, including directors, officers and employees.

Information disclosure

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

Policy revision

Toshiba Group regularly reviews and improves this policy.

Established: March 25, 2024

This policy was established based on Toshiba Group Sustainability Policy resolved by the Board of Directors and was approved by the President and CEO through the corporate management decision.