

GRI Content Index

This report contains Standard Disclosures from the GRI G4 Sustainability Reporting Guidelines.

C: CSR website

E: Environmental website

IR: IR website

O: Other website

*Core performance indicator


(as of December 2015)

General Standard Disclosures

Section	Indicator	References
Strategy and Analysis		
G4-1*	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	C: CEO Commitment E: CEO Commitment IR: From the CEO IR: An Interview with the President (Japanese)
G4-2	a. Provide a description of key impacts, risks, and opportunities.	C: CEO Commitment C: FY2014 Material Issues C: Our Approach to Solving Global Social Issues C: FY2014 Performance Indicators C: Achievements of Key Performance Indicators (KPIs) E: CEO Commitment E: Environmental Vision 2050 E: Progress in the Fifth Environmental Action Plan IR: From the CEO IR: An Interview with the President (Japanese)
Organizational Profile		
G4-3*	a. Report the name of the organization.	C: Company Overview
G4-4*	a. Report the primary brands, products, and services.	C: Toshiba Group Business Overview
G4-5*	a. Report the location of the organization's headquarters.	C: Company Overview
G4-6*	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	C: Toshiba Group Business Overview
G4-7*	a. Report the nature of ownership and legal form.	C: Company Overview C: Stakeholders
G4-8*	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	C: Toshiba Group Business Overview

G4-9*	<p>a. Report the scale of the organization, including:</p> <ul style="list-style-type: none"> ▪ Total number of employees ▪ Total number of operations ▪ Net sales (for private sector organizations) or net revenues (for public sector organizations) ▪ Total capitalization broken down in terms of debt and equity (for private sector organizations) ▪ Quantity of products or services provided 	<p>C: Toshiba Group Business Overview C: Company Overview IR: Financial Data</p>
G4-10*	<p>a. Report the total number of employees by employment contract and gender.</p> <p>b. Report the total number of permanent employees by employment type and gender.</p> <p>c. Report the total workforce by employees and supervised workers and by gender.</p> <p>d. Report the total workforce by region and gender.</p> <p>e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</p> <p>f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).</p>	<p>C: Diversity Promotion C: Number of Employees by Region and Business Segment (as of March 31, 2015)</p>
G4-11*	<p>a. Report the percentage of total employees covered by collective bargaining agreements.</p>	<p>C: Number of Employees by Region and Business Segment (as of March 31, 2015)</p>
G4-12*	<p>a. Describe the organization's supply chain.</p>	<p>C: Sustainability Issues and Initiatives by Business Segments</p>
G4-13*	<p>a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> ▪ Changes in the location of, or changes in, operations, including facility openings, closings, and expansions ▪ Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) ▪ Changes in the location of suppliers, the 	<p>C: CSR Reporting Policy (Significant Change during the Reporting Period) IR: Corporate History</p>
Commitments to External Initiatives		
G4-14*	<p>a. Report whether and how the precautionary approach or principle is addressed by the organization.</p>	<p>IR: Business Risk Factors C: Human Rights C: Risk Management and Compliance C: Quality Control C: Product Safety E: Greening of Products (Environmentally Conscious Products)</p>
G4-15*	<p>a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.</p>	<p>C: Participation in External CSR Organizations C: Company Overview (Membership in CSR-related organizations) C: CEO Commitment/UN Global Compact</p>

G4-16*	<p>a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:</p> <ul style="list-style-type: none"> ▪ Holds a position on the governance body ▪ Participates in projects or committees ▪ Provides substantive funding beyond routine membership dues ▪ Views membership as strategic 	<p><u>C: Company Overview (Membership in CSR-related organizations)</u> <u>C: Stakeholders</u> <u>C: Participation in External CSR Organizations</u></p>
Identified Material Aspects and Boundaries		
G4-17*	<p>a. List all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p>	<p><u>C: Toshiba Group Business Overview (Business Structure)</u> <u>IR: Organization Chart</u> <u>O: Management Structure</u> <u>O: Business Overview (Business Domains)</u></p>
G4-18*	<p>a. Explain the process for defining the report content and the Aspect Boundaries.</p> <p>b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</p>	<p><u>C: CSR Reporting Policy</u> <u>C: Identifying Material Issues</u> <u>E: Editing Policy</u></p>
G4-19*	<p>a. List all the material Aspects identified in the process for defining report content.</p>	<p><u>C: FY2014 Material Issues</u></p>
G4-20*	<p>a. For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> ▪ Report whether the Aspect is material within the organization ▪ If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> – The list of entities or groups of entities included in G4-17 for which the Aspect is not material or – The list of entities or groups of entities included in G4-17 for which the Aspects is material ▪ Report any specific limitation regarding the Aspect Boundary within the organization 	<p><u>C: CSR Reporting Policy</u> <u>C: Identifying Material Issues</u> <u>E: Editing Policy</u></p>
G4-21*	<p>a. For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> ▪ Report whether the Aspect is material outside of the organization ▪ If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified ▪ Report any specific limitation regarding the Aspect Boundary outside the organization 	<p><u>C: CSR Reporting Policy</u> <u>C: Sustainability Issues and Initiatives by Business Segments</u> <u>E: Editing Policy</u></p>
G4-22*	<p>a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.</p>	<p><u>C: Financial Results</u></p>
G4-23*	<p>a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.</p>	<p><u>C: CSR Reporting Policy (Significant Change during the Reporting Period)</u></p>

Stakeholder Engagement		
G4-24*	a. Provide a list of stakeholder groups engaged by the organization.	C: Stakeholders
G4-25*	a. Report the basis for identification and selection of stakeholders with whom to engage.	C: Stakeholders
G4-26*	a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	C: Stakeholders
G4-27*	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	C: Stakeholders
Report Profile		
G4-28*	a. Reporting period (such as fiscal or calendar year) for information provided.	C: CSR Reporting Policy E: Editing Policy
G4-29*	a. Date of most recent previous report (if any).	
G4-30*	a. Reporting cycle (such as annual, biennial).	
G4-31*	a. Provide the contact point for questions regarding the report or its contents.	C: Inquiries about CSR and Environmental Activities
GRI Content Index		
G4-32*	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	C: CSR Reporting Policy
Assurance		
G4-33*	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	 C: The Third-Party Assurance for FY2014 Performance Data (PDF:90KB) E: Third-Party Evaluation

Section	Indicator	References
Governance		
Governance Structure and Composition		
G4-34*	a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	IR: Corporate Governance
G4-35	a. Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	C: CSR Management
G4-36	a. Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	C: CSR Management IR: Corporate Governance E: Environmental Management Structure
G4-37	a. Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	IR: Corporate Governance E: Performance Evaluation
G4-38	a. Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> ▪ Executive or non-executive ▪ Independence ▪ Tenure on the governance body ▪ Number of each individual's other significant positions and commitments, and the nature of the commitments ▪ Gender ▪ Membership of under-represented social groups ▪ Competences relating to economic, environmental and social impacts ▪ Stakeholder representation 	IR: Corporate Governance
G4-39	a. Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	IR: Corporate Governance O: Directors and Executives
G4-40	a. Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: <ul style="list-style-type: none"> ▪ Whether and how diversity is considered ▪ Whether and how independence is considered ▪ Whether and how expertise and experience relating to economic, environmental and social topics are considered ▪ Whether and how stakeholders (including shareholders) are involved 	IR: Corporate Governance

G4-41	<p>a. Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none"> ▪ Cross-board membership ▪ Cross-shareholding with suppliers and other stakeholders ▪ Existence of controlling shareholder ▪ Related party disclosures 	<p><u>IR: Corporate Governance</u> <u>C: Toshiba Group Standards of Conduct</u></p>
Highest Governance Body'S Role in Setting Purpose, Values, and Strategy		
G4-42	<p>a. Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.</p>	<p><u>C: CSR Management</u> <u>IR: Corporate Governance</u> <u>E: Environmental Management Structure</u></p>
Highest Governance Body'S Competencies and Performance Evaluation		
G4-43	<p>a. Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.</p>	<p><u>C: CSR Management</u> <u>E: Environmental Management Structure</u></p>
G4-44	<p>a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.</p> <p>b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.</p>	<p><u>IR: Corporate Governance</u></p>
G4-45	<p>a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</p> <p>b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.</p>	<p><u>C: Identifying Material Issues</u> <u>IR: Corporate Governance</u> <u>C: CSR Management</u></p>
G4-46	<p>a. Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.</p>	<p><u>C: Identifying Material Issues</u> <u>C: CSR Management</u></p>
G4-47	<p>a. Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.</p>	<p><u>C: Identifying Material Issues</u> <u>C: CSR Management</u></p>
G4-48	<p>a. Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.</p>	<p><u>C: Identifying Material Issues</u></p>

Highest Governance Body'S Role in Evaluating Economic, Environmental and Social Performance		
G4-49	a. Report the process for communicating critical concerns to the highest governance body.	<u>C: Stakeholders</u> <u>C: Risk Management and Compliance (Whistleblower System)</u> <u>IR: Shareholders' Meeting</u>
G4-50	a. Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	-
Remuneration and Incentives		
G4-51	<p>a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:</p> <ul style="list-style-type: none"> ▪ Fixed pay and variable pay: <ul style="list-style-type: none"> – Performance-based pay – Equity-based pay – Bonuses – Deferred or vested shares ▪ Sign-on bonuses or recruitment incentive payments ▪ Termination payments ▪ Clawbacks ▪ Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees <p>b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.</p>	<u>IR: Compensation</u> <u>E: Performance Evaluation</u>
G4-52	a. Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	<u>IR: Compensation</u>
G4-53	a. Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	<u>C: Stakeholders</u> <u>C: Risk Management and Compliance (Whistleblower System)</u> <u>IR: Shareholders' Meeting</u>
G4-54	a. Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-
G4-55	a. Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-

Section	Indicator	References
Ethics and Integrity		
G4-56*	a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	C: Toshiba Group Standards of Conduct
G4-57	a. Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	C: Risk Management and Compliance (Whistleblower System)
G4-58	a. Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	C: Risk Management and Compliance (Whistleblower System)

Specific Standard Disclosures

Section	Indicator	References
Economic		
Aspect: Economic Performance		
G4-EC1	Direct economic value generated and distributed	IR: Financial Indicators
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	IR: Mid-to Long-term Vision and Basic Strategic Policies E: Environmental Vision 2050
G4-EC3	Coverage of the organization's defined benefit plan obligations	C: Toshiba Corporate Pension Plan IR: Business Risk Factors
G4-EC4	Financial assistance received from government	-
Aspect: Market Presence		
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	-
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	C: Fair Evaluation and Talent Development
Aspect: Indirect Economic Impacts		
G4-EC7	Development and impact of infrastructure investments and services supported	C: Social Contribution Activities C: Support for Disaster Recovery
G4-EC8	Significant indirect economic impacts, including the extent of impacts	E: Environmental Accounting
Aspect: Procurement Practices		
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	C: CSR Management in the Supply Chain C: Support for Local Communities Developments

Environmental		
Aspect: Materials		
G4-EN1	Materials used by weight or volume	E: Overview of Environmental Impacts
G4-EN2	Percentage of materials used that are recycled input materials	E: Efficient Use of Resources
Aspect: Energy		
G4-EN3	Energy consumption within the organization	E: Overview of Environmental Impacts
G4-EN4	Energy consumption outside of the organization	E: Making GHG emissions in the supply chain visible for all categories
G4-EN5	Energy intensity	E: Reducing energy-derived CO₂ emissions
G4-EN6	Reduction of energy consumption	E: Progress in the Fifth Environmental Action Plan E: Reducing total GHG emissions E: Reducing energy-derived CO₂ emissions E: Reducing CO₂ emissions associated with product logistics E: Reductions in CO₂ emissions from employees' business travel E: Use of renewable energy E: Introducing electric vehicles E: Making GHG emissions in the supply chain visible for all categories E: Mitigation of Climate Change E: Accelerating the implementation of energy conservation measures through energy-saving diagnosis
G4-EN7	Reductions in energy requirements of products and services	E: Creation of Excellent ECPs E: Mitigation of Climate Change E: Product Eco-efficiency E: Greening by Technology/Low-Carbon Energy Technologies
Aspect: Water		
G4-EN8	Total water withdrawal by source	E: Overview of Environmental Impacts E: Efficient use of water resources
G4-EN9	Water sources significantly affected by withdrawal of water	-
G4-EN10	Percentage and total volume of water recycled and reused	E: Overview of Environmental Impacts E: Efficient use of water resources
Aspect: Biodiversity		
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	E: Conservation of Biodiversity
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	E: Conservation of Biodiversity
G4-EN13	Habitats protected or restored	E: Conservation of Biodiversity

G4-EN14	Total number of iucn red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	E: Conservation of Biodiversity
Aspect: Emissions		
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	E: Overview of Environmental Impacts E: Reducing total GHG emissions E: Reducing energy-derived CO₂ emissions E: Reducing CO₂ emissions associated with product logistics E: Reductions in CO₂ emissions from employees' business travel E: Use of renewable energy E: Making GHG emissions in the supply chain visible for all categories
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	E: Making GHG emissions in the supply chain visible for all categories
G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	E: Making GHG emissions in the supply chain visible for all categories
G4-EN18	Greenhouse gas (GHG) emissions intensity	-
G4-EN19	Reduction of greenhouse gas (GHG) emissions	E: Reducing energy-derived CO₂ emissions E: Mitigation of Climate Change E: Greening by Technology/Low-Carbon Energy Technologies
G4-EN20	Emissions of ozone-depleting substances (ODS)	E: Management of ozone-depleting substances
G4-EN21	NOx, SOx, and other significant air emissions	E: Overview of Environmental Impacts E: Management of substances that have impacts on the atmosphere and hydrosphere
Aspect: Effluents and Waste		
G4-EN22	Total water discharge by quality and destination	E: Overview of Environmental Impacts E: Management of substances that have impacts on the atmosphere and hydrosphere
G4-EN23	Total weight of waste by type and disposal method	E: Overview of Environmental Impacts E: Reducing the total waste volume
G4-EN24	Total number and volume of significant spills	E: Soil and groundwater purification
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	-
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	E: Conservation of Biodiversity

Aspect: Products and Services		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	E: Greening of Products/Creation of Products with the Highest Level of Environmental Performance
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	E: Overview of Environmental Impacts E: Recycling end-of-life products globally E: Recycling of end-of-life products in Japan
Aspect: Compliance		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	E: Risks and compliance
Aspect: Transport		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	E: Overview of Environmental Impacts E: Reducing CO₂ emissions associated with product logistics
Aspect: Overall		
G4-EN31	Total environmental protection expenditures and investments by type	E: Environmental Accounting
Aspect: Supplier Environmental Assessment		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	-
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	E: Making GHG emissions in the supply chain visible for all categories
Aspect: Environmental Grievance Mechanisms		
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	-
Social		
Labor Practices and Decent Work		
Aspect: Employment		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	-
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or parttime employees, by significant locations of operation	C: Diversity Promotion (Toshiba Corporate Pension Plan)
G4-LA3	Return to work and retention rates after parental leave, by gender	C: Diversity Promotion
Aspect: Labor/Management Relations		
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	-

Aspect: Occupational Health and Safety		
G4-LA5	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programs	-
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<u>C: Frequency of Occupational Accidents Leading to Absence at Toshiba Group</u>
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	-
G4-LA8	Health and safety topics covered in formal agreements with trade unions	<u>C: Occupational Health and Safety (Promotion Framework)</u>
Aspect: Training and Education		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	-
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<u>C: Fair Evaluation and Talent Development</u>
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	-
Aspect: Diversity and Equal Opportunity		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<u>C: Diversity Promotion</u>
Aspect: Equal Remuneration for Women and Men		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	No discrimination with regard to male and female compensation within the same category
Aspect: Supplier Assessment for Labor Practices		
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	-
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	<u>C: CSR Management in the Supply Chain</u>
Aspect: Labor Practices Grievance Mechanisms		
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	<u>C: Risk Management and Compliance</u>

Human Rights		
Aspect: Investment		
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	C: Key Issue: Respect for Human Rights C: Risk Management and Compliance Education
Aspect: Non-discrimination		
G4-HR3	Total number of incidents of discrimination and corrective actions taken	-
Aspect: Freedom of Association and Collective Bargaining		
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	C: Policy and Management System on Human Rights C: CSR Management in the Supply Chain/Thorough Implementation measures based on the Toshiba Group Procurement Policy and its monitoring
Aspect: Child Labor		
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	C: CSR Management in the Supply Chain/Thorough Implementation measures based on the Toshiba Group Procurement Policy and its monitoring
Aspect: Forced or Compulsory Labor		
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	C: CSR Management in the Supply Chain/Thorough Implementation measures based on the Toshiba Group Procurement Policy and its monitoring
Aspect: Security Practices		
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	-
Aspect: Indigenous Rights		
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	-
Aspect: Assessment		
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	C: Policy and Management System on Human Rights

Aspect: Supplier Human Rights Assessment		
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	<u>C: CSR Management in the Supply Chain/Thorough Implementation measures based on the Toshiba Group Procurement Policy and its monitoring</u>
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	<u>C: CSR Management in the Supply Chain</u>
Aspect: Human Rights Grievance Mechanisms		
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	<u>C: Risk Management and Compliance</u>
Society		
Aspect: Local Communities		
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	<u>C: Community Relations</u> <u>E: Conservation of Biodiversity/Initiatives at production sites</u> <u>E: Management of Chemicals/Reducing emissions of chemical substances</u> <u>E: Environmental Management at Production Sites/Soil and groundwater purification</u>
G4-SO2	Operations with significant actual and potential negative impacts on local communities	<u>C:Community Relations (Structure for Community-related Corporate Citizenship Activities)</u>
Aspect: Anti-corruption		
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<u>C: Risk Management and Compliance</u>
G4-SO4	Communication and training on anti-corruption policies and procedures	<u>C: Risk Management and Compliance</u>
Aspect: Public Policy		
G4-SO5	Confirmed incidents of corruption and actions taken	<u>C: Risk Management and Compliance (Response to Compliance Violations)</u>
G4-SO6	Total value of political contributions by country and recipient/beneficiary	-
Aspect: Anti-competitive Behavior		
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	<u>C: Risk Management and Compliance</u>
Aspect: Compliance		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	<u>C: Risk Management and Compliance</u>
Aspect: Supplier Assessment for Impacts on Society		
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	-
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	<u>C:CSR Management in the Supply Chain</u>

Aspect: Grievance Mechanisms for Impacts on Society		
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	<u>C: Risk Management and Compliance</u>
Product Responsibility		
Aspect: Customer Health and Safety		
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	<u>C: Quality Control</u> <u>C: Product Safety</u> <u>E: Greening of Products/Creation of Products with the Highest Level of Environmental Performance</u>
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	<u>C: Product Safety</u>
Aspect: Product and Service Labeling		
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	<u>C: Risk Management and Compliance (Product Safety Information and Advertising)</u> <u>E: Greening of Products/Creation of Products with the Highest Level of Environmental Performance</u>
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	<u>C: Risk Management and Compliance (Product Safety Information and Advertising)</u>
G4-PR5	Results of surveys measuring customer satisfaction	<u>C: Customer Satisfaction (CS) Survey</u>
Aspect: Marketing Communications		
G4-PR6	Sale of banned or disputed products	<u>C: Risk Management and Compliance (Product Safety Information and Advertising)</u>
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	<u>C: Risk Management and Compliance (Product Safety Information and Advertising)</u>
Aspect: Customer Privacy		
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	<u>C: Risk Management and Compliance (Information Security Management)</u>
Aspect: Compliance		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	<u>C: Product Safety</u>