

DIVERSITY & INCLUSION INITIATIVE

We at Toshiba Global Commerce Solutions firmly believe that our people are an integral part to the success of our customers. Furthermore, we're committed to Diversity, Equity and Inclusion for all our people as highlighted by our 5 core principles. We're passionate about our customers, the retail industry and becoming a more responsible company as we help create a brighter future.

I believe that new ideas can be generated from diversity and small successes and innovation will follow accordingly."

HIRONOBU NISHIKORI
PRESIDENT & CEO OF TOSHIBA TEC

CORE PRINCIPLES



CREATE OUTREACH

Support diversity and inclusion in the world around us through outreach to the community that sparks interest in Toshiba and career opportunities in STEM and other business units.

- > *Recruitment Focus including HBCU, Women's College, and Veteran Career Fairs*
- > *Internship Program with D&I Targets*

FOSTER BELONGING

Foster an environment within our company that demonstrates we value all people and want to see them shine.

- > *Employee Resources Groups*
- > *Promote our D&I Principles and Learning*
- > *Create a Welcoming and Inclusive Work Environment*



UNLEASH OPPORTUNITY

Embrace diversity, inclusion and equity in our workforce to create opportunities that matter and paths forward for all employees that allow their fullest potential to be unleashed.

- > *Career Pathing*
- > *Mentorship Program*
- > *D&I Training for Employees, Managers, and Executives*
- > *Professional Development*
- > *Social Events between Employees, & Executives*

DIVERSE CORPORATE ENGAGEMENT

Be intentional in our business dealings, partnerships and suppliers to empower diverse business relationships

- > *Supplier Diversity*
- > *Partner with Local D&I Organizations*



CULTURE OF TRANSPARENCY

Commit to diversity, inclusion and equity goals and metrics, report and track our progress and discuss those results with transparency.

- > *Employee Diversity Targets*
- > *Annual Reporting*