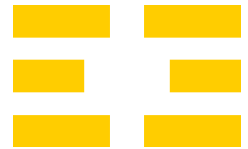


TOSHIBA**Toshiba**

Subsidiaries: Canon Medical Systems Corporation, Japan Semiconductor Corporation

Locations: Japan (HQ)

Industries: Energy, Software and Services, Technology Hardware and Equipment

RISK LEVEL:**Medium Risk****DESCRIPTION:**

Toshiba Corporation is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Lower Risk

Toshiba has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk

Toshiba does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "protection of the natural environment, science and technology education, promotion of sports and culture, social welfare, and international exchange and friendship" (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Toshiba appears to prioritize diversity over merit in its recruitment and hiring. From its Promotion of DEIB (Diversity, Equity, Inclusion, Belonging) page: "Toshiba Group actively recruits non-Japanese employees as part of its policy to promote DEIB as well as to secure talent in fields where hiring is difficult in Japan" (1). The company appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition. The company is seeking 8% female managers and executives by 2025 (2). The company offers unconscious bias and DEIB training to its employees (3). The company is an affirmative action employer: "it is COMPANY's policy to take affirmative action to employ and advance in employment protected veterans and individuals with disabilities" (4). The company protects its employees against viewpoint discrimination (5).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.

High Risk

Toshiba supports ESG within its business practices. From its Procurement Policy: "Suppliers are requested to understand that Toshiba Group positions environmental initiatives as an important management issue, and to promote proactive initiatives for the production of products that are in harmony with the environment" (1). From its 2023 Sustainability Report: "we revised the Toshiba Group Procurement Policy with the aim of clarifying the criteria for selecting suppliers with reference to ESG and to update requests to suppliers" (2). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (3). The company supports DEI within its business practices. From its Sustainability Report 2023: "Toshiba Group strives to create an organizational culture where diverse individuality and employee values are accepted and respected and where each employee can fully demonstrate their capabilities and strengths. Our efforts include education programs on diversity and human rights for all employees" (4). Toshiba "participated in external events 'Ally Project' pertaining to LGBT+ issues three times, and presented our internal efforts for these issues online" (5).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.

Medium Risk

Toshiba Corp sponsored "Tokyo Rainbow Pride (LGBTQ) 2024" (1). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.

N/A

Toshiba Corp does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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