

Conducting a wide range of business activities for sustainable growth of companies and society

The details of T-Gaia's CSR activities are on its website.

CSR website URL: <https://www.t-gaia.co.jp/company/csr.html>
(in Japanese)



Environmental Initiatives

■ Installment of solar panels at T-Gaia's directly-managed carrier shops and logistics warehouses

■ Model-T Inc., T-Gaia's subsidiary company, operates a renewable energy electric power business

In FY 2018, T-Gaia's subsidiary company (80% investment), Model-T Inc., started a renewable energy electric power business, utilizing spaces on rooftops of mainly mobile phone shops nationwide.



Solar panels on T-Gaia's logistics warehouse rooftops

■ Activities with Employee Participation

Participation in the "Eye City Eco Project," an activity that promotes collecting empty cases of disposable contact lens.



Cleaning activities in the neighborhood area of head office of Ebisu.



Social Initiatives

■ e-Net Caravan Activities - What T-Gaia can do as a mobile phone distributor

To fulfill the responsibilities of a mobile phone distributor, T-Gaia takes active participation in enlightenment activities, the e-Net Caravan, to promote the safe and secure use of the Internet and smartphones. T-Gaia has 411 e-Net Caravan certified instructors (as of March 2019) within the company. Most of these instructors are mobile phone shop staff, and they offer seminars nationwide for guardians, teachers, and elementary school children. One of the shop managers of our directly-managed shop went on stage as the instructor for "Celebrating the e-Net Caravan Twenty Thousandth Seminar" held in April 2019.



The details on T-Gaia's actions can be checked on the special "e-NET Caravan website."
https://www.t-gaia.co.jp/e-net_caravan/ (in Japanese)



Organizations supported by T-Gaia



NPO TABLE FOR TWO International



Eye Mate Inc.



Japanese Para-Sports Association



Shougaisha Jiritsu Suishin Kikou Association



Japan Philharmonic Orchestra

Governance Initiatives

Smooth relationships with all stakeholders under a solid governance system

T-Gaia website Corporate Governance

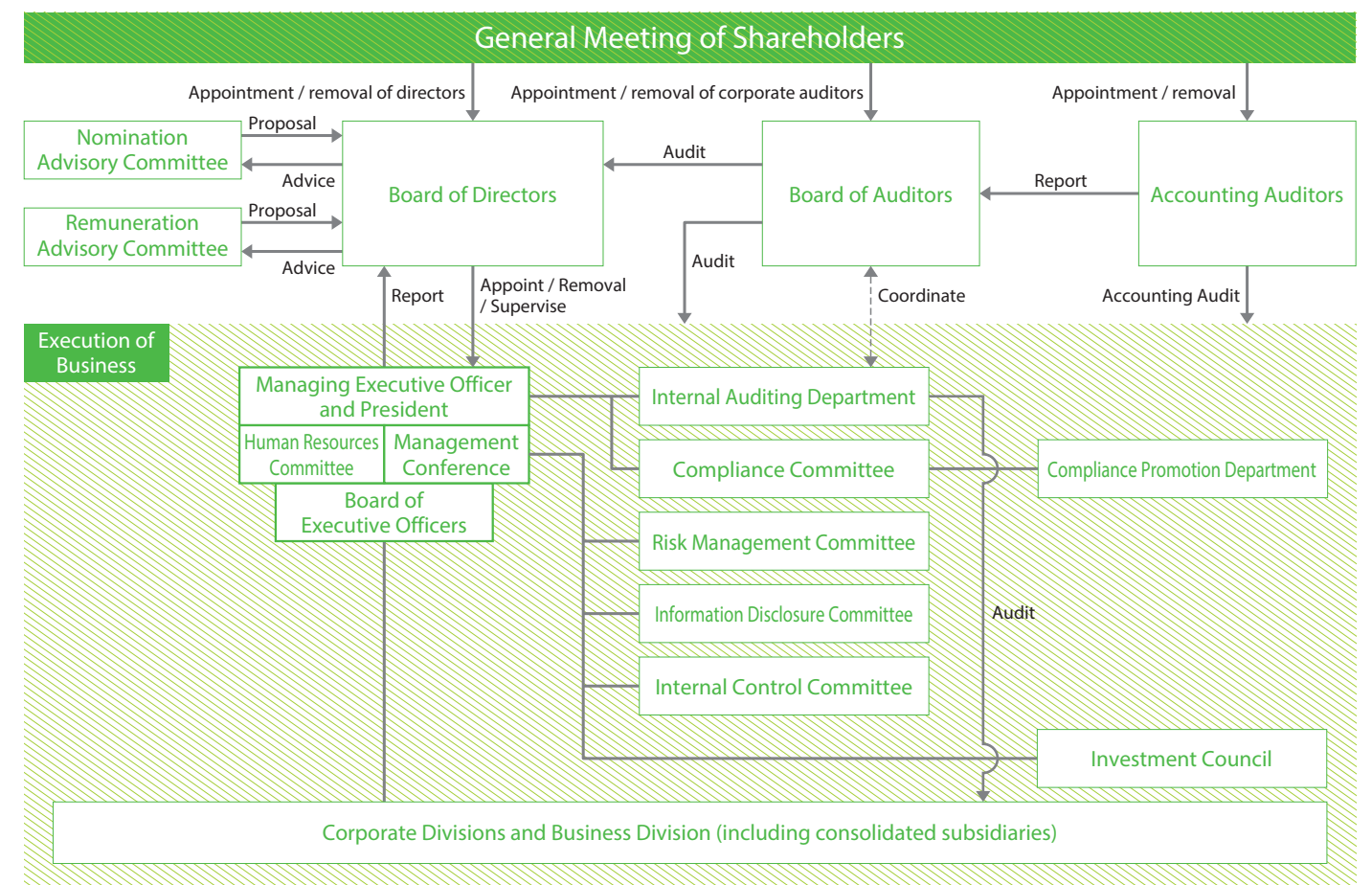
URL: <https://www.t-gaia.co.jp/company/governance.html>
(in Japanese)



Corporate Governance

T-Gaia deems Corporate Governance as a framework to control its business activities. It believes that it is essential to build smooth relationships with not only the shareholders, but also with customers, business partners, employees, and local communities. It also believes that it is essential to respect their rights and interests. T-Gaia promotes everyday activities from two sides, "ensuring transparency in

management" and "improving corporate value," based on the understanding that a company's mission is to perform business activities while also establishing and maintaining a better governance system. The Basic Policy and Reports regarding Corporate Governance are also on the company website.



Compliance

T-Gaia Corporation positions "compliance" as one of the top priorities in business management and it is set in the Code of Conduct of its Corporate Philosophy. It has a system organized for the company to respond promptly to compliance related issues, and it is continuously making efforts to maintain and improve its employees' compliance awareness. The compliance organization and rules are also on the company's website.

T-Gaia website Corporate Governance

URL: <https://www.t-gaia.co.jp/company/compliance/index.html>
(in Japanese)

