

## Performance summary: Social

The scope for calculating social data is the Tokyo Electron group (34 consolidated companies), and the calculating period is fiscal year 2020 (April 1, 2019 to March 31, 2020).  
 Japan: Tokyo Electron Ltd. and six consolidated subsidiaries (including Tokyo Electron Technology Solutions Ltd., Tokyo Electron Kyushu Ltd., Tokyo Electron Miyagi Ltd., and Tokyo Electron FE Ltd.)  
 Overseas: 27 consolidated subsidiaries (including Tokyo Electron America, Inc., Tokyo Electron Europe Ltd., Tokyo Electron Korea Ltd., Tokyo Electron Taiwan Ltd., Tokyo Electron (Shanghai) Ltd., and Tokyo Electron Singapore Pte. Ltd.)

### Composition of employees

		FY2016	FY2017	FY2018	FY2019	FY2020
Regular employees (Region/Group)	Number of regular employees	10,306	10,920	11,696	12,469	13,542
	Japan	6,737	6,967	7,268	7,526	7,806
	Rest of Asia	1,543	1,850	2,218	2,832	3,494
	Europe and Middle East	440	448	492	513	528
	North America	1,586	1,655	1,718	1,598	1,714

		FY2016	FY2017	FY2018	FY2019	FY2020
Employees (Employment type/Japan)	Number of employees	7,060	7,288	7,516	7,797	8,100
	Regular employees	6,737	6,967	7,268	7,526	7,806
	Men	5,874	6,079	6,292	6,479	6,681
	Women	863	888	976	1,047	1,125
	Non-regular employees	323	321	248	271	294
	Men	201	209	181	220	263
	Women	122	112	67	51	31

### Recruitment/employment (Japan)

		FY2016	FY2017	FY2018	FY2019	FY2020
New graduates hired	Number hired	25	72	167	199	281
	Under 30 yrs old	24	72	163	198	280
	Men	20	70	131	166	233
	Women	4	2	32	32	47
	30-49 yrs old	1	0	4	1	1
	Men	1	0	4	1	1
	Women	0	0	0	0	0
	50 and over yrs old	0	0	0	0	0
	Men	0	0	0	0	0
	Women	0	0	0	0	0
Career-track recruits	Percentage of women	16.0	2.8	19.2	16.1	16.7
	Number hired	66	279	262	239	150
	Under 30 yrs old	17	102	102	85	42
	Men	13	85	85	67	35
	Women	4	17	17	18	7
	30-49 yrs old	47	170	156	145	96
	Men	31	155	135	119	82
	Women	16	15	21	26	14
	50 and over yrs old	2	7	4	9	12
	Men	2	6	3	5	10
Employees with disabilities	Women	0	1	1	4	2
	Percentage of women	30.3	11.8	14.9	20.1	15.3
	Percentage hired (TEL)	1.96	2.13	2.22	2.18	2.06
Female managers (Group) <sup>1,2,3</sup>	Percentage hired (Group)	1.98	1.98	1.91	2.04	2.01
	Number of people	39	42	20	22	23
Reemployment system	Percentage	1.5	1.6	1.8	2.0	2.0
	Number of users	101	125	156	201	242
	Men	98	123	155	196	235
	Women	3	2	1	5	7

<sup>1</sup> Percentage of female managers Calculation method: Number of female managers/Number of managers × 100  
<sup>2</sup> Grade resetting through global human resources system since FY2018  
<sup>3</sup> As of March 31

		FY2016	FY2017	FY2018	FY2019	FY2020
Second career support system	Number of users	49	34	31	30	23
	Men	43	30	30	28	18
	Women	6	4	1	2	5
Percentage of regular employees who received regular performance and career evaluations		100.0	100.0	100.0	100.0	100.0

### Employee retention (Japan)

		FY2016	FY2017	FY2018	FY2019	FY2020
Employee retention	Retention after three years of joining TEL <sup>1</sup>	93.6	92.9	93.4	93.0	93.8
	Men	94.1	94.1	94.3	93.5	94.6
	Women	90.2	85.2	87.1	88.0	88.6
	Average service years	17 yrs. 0 mos.	17 yrs. 1 mos.	17 yrs. 1 mos.	17 yrs. 2 mos.	17 yrs. 2 mos.
	Men	17 yrs. 2 mos.	17 yrs. 4 mos.	17 yrs. 4 mos.	17 yrs. 5 mos.	17 yrs. 5 mos.
Turnover	Women	16 yrs. 0 mos.	15 yrs. 5 mos.	15 yrs. 7 mos.	15 yrs. 8 mos.	15 yrs. 11 mos.
	Employee turnover	131	102	103	108	82
	Men	94	82	82	88	54
	Women	37	20	21	20	28
	Turnover percentage	1.8	1.4	1.4	1.4	1.0

<sup>1</sup> Average in recent five years

### Work-life balance (Japan)

denotes data with third-party assurance.

		FY2016	FY2017	FY2018	FY2019	FY2020
Annual paid leave	Take-up rate <sup>2</sup>	62.6	64.1	64.3	67.2	72.6
	Number of those who took leave	1,045	586	639	605	901
Refreshment leave	Men	926	499	556	507	773
	Women	119	87	83	98	128
Paternity leave	Number of those who took leave	172	179	180	155	184
	Men	42	44	41	56	46
Childcare leave	Men	2	2	4	8	12
	Women (percentage who took leave)	40 (93.3)	42 (95.7)	37 (93.2)	48 (100.0)	34 (97.9)
	Number of those who returned to work after leave	46	44	44	43	48
	Men	1	2	6	6	8
	Women	45	42	38	37	40
Shorter working hour system	Percentage reinstated	85.2	93.6	93.6	93.5	94.1
	Retention rate	91.3	95.7	90.0	88.9	91.3
	Number of those who used	188	170	176	153	149
Leave to care for a sick/injured child	Men	13	23	24	8	11
	Women	175	147	152	145	138
Childcare support leave	Number of those who took leave	453	464	455	517	625
	Men	245	263	281	334	428
Extended nursing care leave	Women	208	201	174	183	197
	Number of those who took leave	103	106	120	129	125
Short nursing care leave	Men	15	16	19	26	26
	Women	88	90	101	103	99
Shorter working hour system for nursing care	Number of those who took leave	0	2	3	5	2
	Men	0	1	2	2	2
Customers	Women	0	1	1	3	0
	Number of those who took leave	31	50	47	63	95
Customers	Men	10	31	25	38	56
	Women	21	19	22	25	39
Customers	Number of those who used	0	0	0	2	2
	Men	0	0	0	0	1
Customers	Women	0	0	0	2	1

<sup>2</sup> Take-up rate of annual paid leave Calculation method: (Days of paid leave taken by employees\*\*)/(Days of paid leave provided to employees\*\*) × 100 \*\* Incl. non-regular employees

### Customers

	FY2016	FY2017	FY2018	FY2019	FY2020
Percentage of respondents who selected "Very Satisfied" or "Satisfied" in the customer satisfaction survey <sup>3</sup>	46.2	67.6	59.4	84.4	93.3

<sup>3</sup> Past figures have been revised due to change in indicator

## Performance summary: Social

### Products/Innovation

	FY2016	FY2017	FY2018	FY2019	FY2020
Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services	0	0	0	0	0
Number of active issued patents	16,300	16,023	16,767	17,473	18,137
Active issued patents (Region/Country)					
Japan	5,172	4,984	5,091	5,304	5,348
North America	4,361	4,224	4,321	4,415	4,606
Europe	241	199	185	179	191
Korea	2,784	2,672	2,864	3,076	3,223
Taiwan	2,131	2,387	2,675	2,817	2,948
China	1,611	1,557	1,631	1,682	1,821
Global patent application rate	CY2014 <sup>1</sup> 68.0	CY2015 <sup>1</sup> 70.0	CY2016 <sup>1</sup> 76.1	CY2017 <sup>1</sup> 81.2	CY2018 <sup>1</sup> 79.8
Patent application success rate	Japan 78.0	66.5	71.5	82.9	83.1
	North America 71.2	72.3	78.0	85.1	85.5

<sup>1</sup> Calendar year when patents were filed/granted

### Safety

	FY2016	FY2017	FY2018	FY2019	FY2020
Percentage of employees who received training on basic safety	100	100	100	100	100
Percentage of employees who received training on advanced safety	100	100	100	100	100
Lost time incident rate (LTIR)	0.42	0.46	0.77	0.40	0.51
Number of workplace injuries per 200,000 work hours (TCIR)	0.21	0.28	0.38	0.20	0.23

### Procurement

	FY2016	FY2017	FY2018	FY2019	FY2020
Percentage of new important suppliers screened using social criteria	100	100	100	100	100
Rate of improvement after supply chain CSR assessment (including green procurement survey)	33.8	16.9	20.7	— <sup>2</sup>	35.8
Rate of improvement after supply chain BCP assessment	26.5	32.3	21.2	19.4	16.0
Number of identified RMAP conformant smelters	204	237	249	253	261

<sup>2</sup> Unable to compare with previous fiscal year due to comprehensive revisions, including the survey

### Governance

	FY2016	FY2017	FY2018	FY2019	FY2020
Total number of critical incidents notified to Board of Directors	—	1	0	0	0
Total number of incidents subject to legal action on the basis of anti-competitive conduct, anti-trust activity, or monopolistic practices where the governance body's involvement was revealed	0	0	0	0	0
Number of executive officers who received training on anti-corruption <sup>3</sup>	—	12	13	0	0
Total number (percentage) of directors who provided instructions on the body's policies and procedures in relation to anti-corruption <sup>3</sup>	—	11 (100)	12 (100)	12 (100)	11 (100)
Total number (percentage) of directors who received training on anti-corruption <sup>3</sup>	—	9 (81.8)	9 (75.0)	0 (0)	11 (100)
Payment to industry groups, etc. (thousand yen)	—	—	16,616	17,374	26,042
Payment to politically affiliated organizations (yen)	—	—	0	0	0
Average tenure of directors	—	—	8.04	7.36	4.84
Average rate of attendance for board meetings	—	—	99.46	98.24	99.39

<sup>3</sup> Scope: Japan

### Compliance

	FY2016	FY2017	FY2018	FY2019	FY2020
Percentage of employees who have received online training on business ethics and compliance <sup>4</sup>	98.4	98.0	99.4	99.2	63.7 <sup>5</sup>
Percentage of employees who have consented to the information security agreement	99.9	99.9	99.9	100.0	100.0
Significant fines and non-monetary sanctions for noncompliance with laws and regulations in the social and economic area	0	0	0	0	0

<sup>4</sup> Scope: Japan <sup>5</sup> Value from March 16 (start date for training) to March 31. Training will continue to be provided in fiscal year 2021.

### Social contribution

	FY2016	FY2017	FY2018	FY2019	FY2020
Spending on social contribution (million yen)	277	242	238	281	250
Cash donations breakdown					
Charity donations (providing donations/relief supplies to charity organizations)	14	17	13	11	4
Community investment (charitable expenses for long-term cause for community)	52	43	49	55	68
Commercial initiatives (charitable expenses with anticipated effects on business growth)	34	40	38	34	28

## Performance summary: Environment

The scope for calculating environmental data is the Tokyo Electron group (34 consolidated companies), and the calculating period is fiscal year 2020 (April 1, 2019 to March 31, 2020).

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### Greenhouse gas consumption/emissions

☑ denotes data with third-party assurance.

	Scope	FY2016	FY2017	FY2018	FY2019	FY2020
CO <sub>2</sub> from energy consumption	Emissions metric (sales) (t-CO <sub>2</sub> /billion yen)	2.22	1.77	1.34	1.24	1.38
	Emissions (kt-CO <sub>2</sub> )	148	141	152	159	155
	Japan	115	110	119	127	127
	Overseas	33	31	33	32	28
CO <sub>2</sub> by scope	Scope 1 <sup>1</sup> emissions (kt-CO <sub>2</sub> )	8	8	9	9	11
	Japan, energy-derived	6	6	7	7	10
	Overseas, energy-derived	2	2	2	2	2
	Scope 2 <sup>2</sup> emissions (kt-CO <sub>2</sub> )	140	133	143	150	144
Japan	109	104	112	120	118	
Overseas	30	29	31	30	26	
	Scope 3 <sup>3</sup> emissions (kt-CO <sub>2</sub> )	3,491	4,028	5,855	6,467	5,874
Non-energy-derived greenhouse gas	Emissions (kt-CO <sub>2e</sub> ) (Japan)	33	28	26	47	59
	HFCs	1	3	3	3	6
	PFCS	8	8	11	18	24
	SF6	17	9	4	11	11
	Other	6	8	8	15	18
	Scope 1 <sup>4</sup> emissions (kt-CO <sub>2e</sub> )	12	9	8	15	16

<sup>1</sup> Scope 1: Direct GHG emissions from use of fuel and gas owned or controlled by TEL.

Calculation method: Emissions =  $\sum$  (fuel consumed × CO<sub>2</sub> emission factor)

Emission factor based on Japan's Act on Promotion of Global Warming Countermeasures

<sup>2</sup> Scope 2: Indirect GHG emissions from use of electricity purchased by TEL.

Calculation method: Emissions =  $\sum$  (purchased electricity × CO<sub>2</sub> emission factor)

Adjusted emission factors for the electrical power providers concerned based on Japan's Act on Promotion of Global Warming Countermeasures were used as the emission factor for Japan

Emission factors based on values from the Emissions Factors 2019 edition published by the International Energy Agency (IEA) were used as the emission factor for overseas electricity consumption

<sup>3</sup> Scope 3: Emissions from corporate value chains (excluding scope 1 and 2 emissions), such as product transportation, employee business travel, and major outsourced production processes. The entire scope is divided into 15 categories, of which calculations were made for categories 1, 2, 3, 4, 5, 6, 7, 9, 11, and 12. Calculations for categories 8, 10, 13, 14, and 15 were not made as they are either not included in TEL's activities, or have already been included in other categories.

<sup>4</sup> Scope 1: Non-energy-derived CO<sub>2</sub> and greenhouse gases other than CO<sub>2</sub>.

Calculation method: Emissions =  $\sum$  (consumption × emission per unit consumption – amount recovered and properly treated) × global warming factor

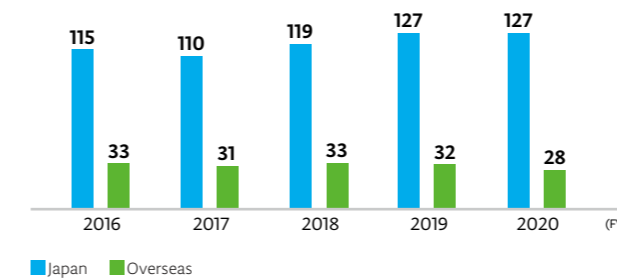
Global warming factor is based on Japan's Act on Promotion of Global Warming Countermeasures

### Resource consumption

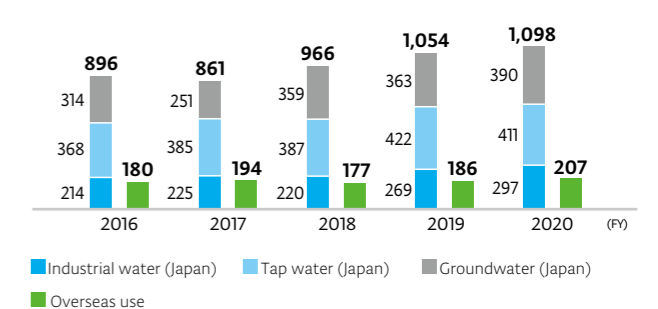
☑ denotes data with third-party assurance.

	Scope	FY2016	FY2017	FY2018	FY2019	FY2020
Water	Consumption (thousand m <sup>3</sup> )	1,076	1,055	1,143	1,240	1,305
	Japan	896	861	966	1,054	1,098
	Groundwater	314	251	359	363	390
	Tap water	368	385	387	422	411
	Industrial water	214	225	220	269	297
Overseas	180	194	177	186	207	
Copier paper	Use (t) (Japan)	128	157	194	165	132

### CO<sub>2</sub> emissions from energy consumption (kt-CO<sub>2</sub>)



### Water consumption (thousand m<sup>3</sup>)



# Performance summary: Environment

## Energy consumption/generation

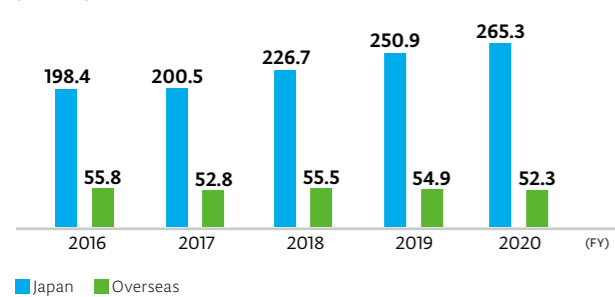
Scope		FY2016	FY2017	FY2018	FY2019	FY2020
Energy	Emissions metric (sales) (kL/billion yen)	1.02	0.84	0.66	0.63	0.75
	Consumption (crude oil equivalent) (kL)	67,499	67,457	75,033	80,918	84,931
	Japan	52,002	52,676	59,613	65,757	70,520
	Overseas	15,497	14,781	15,420	15,161	14,411
Electricity	Consumption (MWh)	254,201	253,300	282,274	305,795	317,614
	Japan	198,404	200,547	226,747	250,911	265,293
	Overseas	55,797	52,753	55,527	54,884	52,321
Gas	Consumption (crude oil equivalent) (kL)	2,748	2,877	3,083	2,991	3,565
	Japan	1,602	1,666	1,947	1,948	2,611
	Overseas	1,146	1,211	1,136	1,043	954
Fuel	Consumption (crude oil equivalent) (kL)	706	797	875	915	1,482
	Japan	706	796	874	915	1,481
	Overseas	0	1	1	0	1
Green power	Purchase (MWh)	3,833	3,334	3,458	3,834	3,334
	Japan	0	0	0	0	0
	Overseas	3,833	3,334	3,458	3,834	3,334
PV power generation system	Power generation (MWh)	4,486	4,436	4,414	4,392	3,804
	Japan	4,486	4,436	4,414	4,392	3,804
	Overseas	0	0	0	0	0
Power sales	Power sales (MWh)*	1,331	1,346	1,386	1,382	1,225
	Japan	1,331	1,346	1,386	1,382	1,225
	Overseas	0	0	0	0	0

\* Heating, cooling and steam not sold

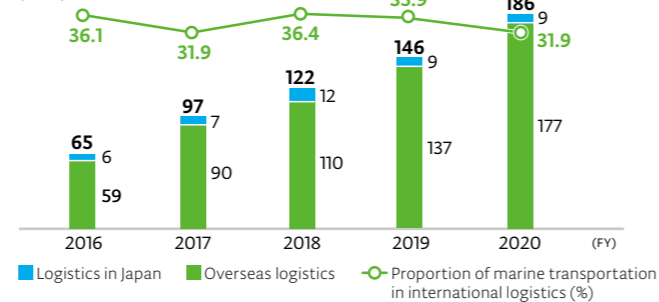
## Environmental impact of logistics

Scope		FY2016	FY2017	FY2018	FY2019	FY2020
CO <sub>2</sub>	Emissions (kt-CO <sub>2</sub> )	65	97	122	146	186
	Japan	6	7	12	9	9
	Overseas	59	90	110	137	177
Proportion of marine transportation (international)		36.1	31.9	36.4	35.9	31.9

## Electricity consumption



## CO<sub>2</sub> emissions from logistics and the proportion of marine transportation



## Amount of waste generated

Scope		FY2016	FY2017	FY2018	FY2019	FY2020
Waste	Amount generated (t)	8,384	12,318	14,435	14,960	13,989
	Japan	7,721	11,393	13,694	14,208	12,973
	Overseas	663	925	741	752	1,016
Specially controlled industrial waste	Emissions (t) (Japan)	2,125	3,683	4,904	6,619	5,911
	Recycled amount (t)	8,182	12,128	14,211	14,770	13,748
Recycling	Japan	7,599	11,281	13,561	14,092	12,831
	Overseas	583	847	650	678	917
	Amount of waste (t)	202	190	224	190	241
Incinerated and landfill waste	Japan	122	112	133	116	142
	Overseas	80	78	91	74	99
	Water discharge volume (thousand m <sup>3</sup> )	904	874	905	1,006	1,078
Water discharges	Japan	750	709	759	850	900
	Overseas	154	165	146	156	178

## Chemical substances consumption/emissions (Japan)

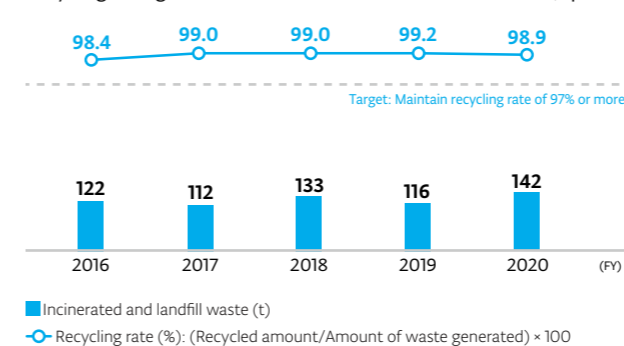
Scope		FY2016	FY2017	FY2018	FY2019	FY2020
PRTR Class I designated chemical substances	Volume handled (t)	35	64	100	101	121
	Ferric chloride	21	33	82	84	98
	Hydrogen fluoride and its water-soluble salts	9	25	12	11	12
	Methylnaphthalene	4	5	5	5	10
	Other	1	1	1	1	1
	Amount transported (waste amount) (t)	31	59	95	96	111
	Consumption (t)	4	5	5	5	10
NO <sub>x</sub>	Emissions (t)	7.5	7.9	11.5	9.6	11.9
SO <sub>x</sub>	Emissions (t)	2.2	2.5	2.7	2.8	4.0

## Other

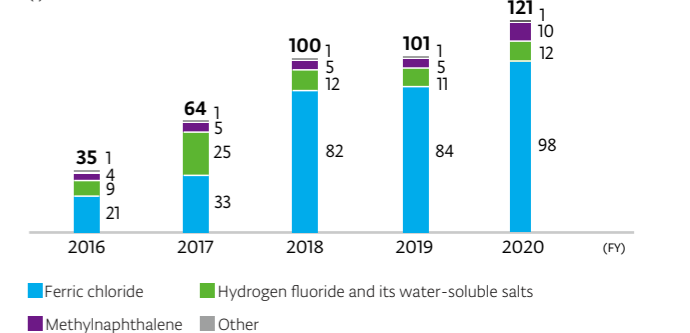
Scope		FY2016	FY2017	FY2018	FY2019	FY2020
ISO 14001	Number of certified offices	7	8	9	9	9
	Japan	4	5	5	5	5
	Overseas	3	3	4	4	4
Biodiversity	Number of ecosystem tours*	15	18	22	17	18
	Number of ecosystem tour participants*	281	396	718	595	368
Environmental laws and regulations	Number of breaches of environmental laws and regulations	0	0	0	0	0
	Amount of fines for breaches of laws and regulations	0	0	0	0	0
Total product shipment (t)*		17,342	20,445	34,110	32,715	31,184

\* Scope: Japan

## Recycling rate/generation of incinerated and landfill waste in Japan



## Volume of PRTR Class I designated chemical substances handled in Japan



**Deloitte.**

デロイト トーマツ

(TRANSLATION)

Independent Practitioner's Assurance Report

July 3, 2020

Mr. Toshiki Kawai,  
Representative Director, President & CEO,  
Tokyo Electron Ltd.

Masahiko Sugiyama  
Representative Director  
Deloitte Tohmatsu Sustainability Co., Ltd.  
3-2-3, Marunouchi, Chiyoda-ku, Tokyo

We have undertaken a limited assurance engagement of the CO<sub>2</sub> Emissions from energy consumption in Japan, the Water consumption in Japan, Female managers percentage in Japan and Annual paid leave take-up rate in Japan indicated with ☒ for the year ended March 31, 2020 (the "Sustainability Information") included in the "TOKYO ELECTRON SUSTAINABILITY REPORT 2020" (the "Report") of Tokyo Electron Ltd. (the "Company").

**The Company's Responsibility**

The Company is responsible for the preparation of the Sustainability Information in accordance with the calculation and reporting standard adopted by the Company (indicated with the Sustainability Information included in the Report). CO<sub>2</sub> quantification is subject to inherent uncertainty for reasons such as incomplete scientific knowledge used to determine emissions factors and numerical data.

**Our Independence and Quality Control**

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. We apply International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Our Responsibility**

Our responsibility is to express a limited assurance conclusion on the Sustainability Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB"), ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the IAASB and the *Practical Guideline for the Assurance of Sustainability Information*, issued by the Japanese Association of Assurance Organizations for Sustainability Information.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. These procedures also included the following:

- Evaluating whether the Company's methods for estimates are appropriate and had been consistently applied. However, our procedures did not include testing the data on which the estimates are based or reperforming the estimates.
- Performing interviews of responsible persons and inspecting documentary evidence to assess the completeness of the data, data collection methods, source data and relevant assumptions applicable to the sites.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

**Limited Assurance Conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Information is not prepared, in all material respects, in accordance with the calculation and reporting standard adopted by the Company.

The above represents a translation, for convenience only, of the original Independent Practitioner's Assurance report issued in the Japanese language.

Member of  
**Deloitte Touche Tohmatsu Limited**