

Health and Safety

We are promoting health and safety for all our stakeholders, including employees and customers, in every aspect of our business operations, believing that ensuring their health and safety is one of our social responsibilities and as a basis on which to conduct business in a smooth manner.

For the Safety of All

The Tokyo Electron Group believes that one of the Group's corporate social responsibilities is to ensure the health and safety of all employees working for the Group, customers who use our products, and all other stakeholders in its business operations.

In FY 2007, we held safety seminars for middle-level managers, following those held for top managers in FY 2006. At the seminars for middle-level managers, the heads of each department, section, and business group learned about safety, including case studies and discussions.

Team Resources Management (TRM) training for on-site work leaders was also held consecutively from FY 2006. One of the objectives of this training is to make participants more aware of the importance of communication and teamwork, which they regard as a matter of course in their daily operations. In addition, we hold seminars to teach emergency medical care, including how to use automated external defibrillators (AED), which we have installed at our sites across Japan.



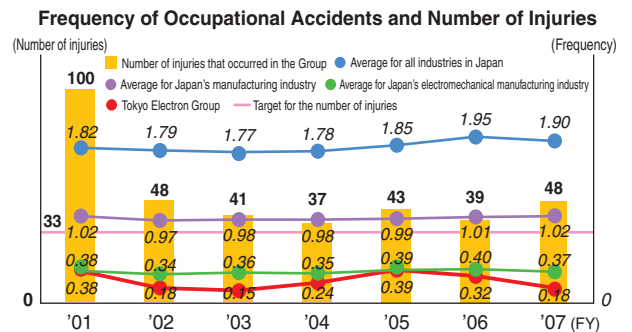
Emergency medical care seminar

Preventing Accidents

In FY 2007, the number of occupational accidents at the Tokyo Electron Group decreased over the FY 2006 level. The work volume, however, increased in accordance with an increase in production quantities, and the number of injuries excluding minor injuries is on an upward trend.

According to the statistics created by the Group, accidents caused by ergonomic factors* and accidents that took place at our offices account for approximately 30% of all the accidents occurring within the Group. From the ergonomic aspect, as equipment becomes larger and more complex, employees are forced to work in unnatural postures and they have to manhandle heavy objects, bringing new risks. To deal with this problem, we gave employees training in ergonomics in FY 2007 (see the following page).

* Ergonomic factors mean factors that may cause musculoskeletal disorders in employees who are engaged in heavy labor, do repetitive movements, or hold unnatural postures over extended periods.



* The number of injuries is shown, taking the number in FY 2001 as 100.
 * Frequency of occupational accidents: Number of occupational accidents per one million labor hours = Number of accidents resulting in at least four days absence/Total labor hours × 1,000,000



Comment from Mr. Hidetaka Takahashi, M.D., an industrial physician who advises the Health and Safety Committees of the Group's Yamanashi, Fuchu, and Akasaka sites on the health and safety activities of the Tokyo Electron Group

Mr. Hidetaka Takahashi, M.D.

Industrial physician
 Industrial health consultant

The Tokyo Electron Group is enhancing its system to manage the health of its employees focusing on overwork, mental health, and metabolic syndrome, which are topics that are attracting the attention of contemporary society, so that employees can work in good health and with ease of mind. To this end, business management plays an important role in cooperation with the staff in charge of industrial health.

The Tokyo Electron Group manufactures semiconductor production equipment using special gases and liquid chemicals as well as

special work methods. It is therefore especially important that the Group's management ensure safety and a good working environment for its employees. With regard to the working hours of employees and leveling their work loads, it is necessary to make managers more aware of their responsibilities. Accordingly, the Group is holding training sessions to encourage managers to change their ideas and assume more responsibility for the care of their subordinates.

In my capacity as an industrial doctor, I expect each and every employee to be more aware of the importance of taking their own responsibility for maintaining their physical and mental health, so that the entire Group can be committed to creating a safe and comfortable workplace. I will continue contributing to the steady improvement in health management for the Group's employees.

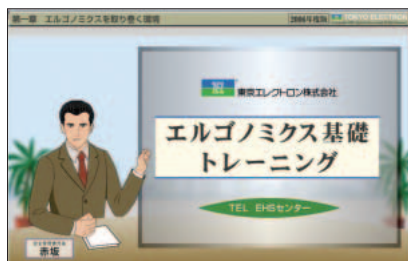
Taking an Ergonomic Approach

Basic Ergonomics[®] Training

In response to an increase in the number of occupational accidents caused by ergonomic factors, we held a basic ergonomics training seminar on the Web in FY 2007.

This seminar was composed of topics on the ergonomic environment, examples of accidents caused by ergonomic factors, symptoms of musculoskeletal disorders (MSD) and their risk factors, and measures to reduce ergonomic accidents. At the end of the seminar, participants sat an examination to check their level of understanding. The seminar helped employees to learn that unnatural postures and pressure, heavy objects, and repetitive movements can cause accidents, and highlighted the

things that the designers of facilities and workers must focus on to prevent accidents.



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Web-based basic ergonomics training



* Ergonomics is the study of design for user-friendliness.

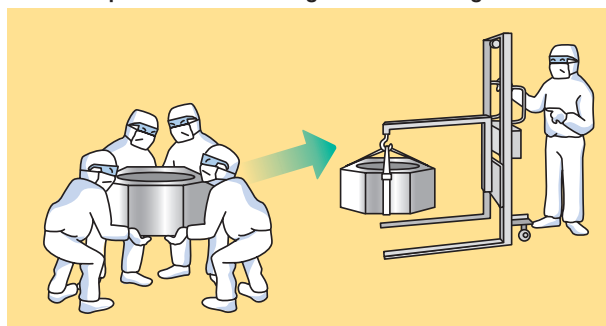
Example of Ergonomic Approach

Reducing Ergonomic Risks for Workers Dealing with Heavy Objects

As equipment becomes larger, employees are forced to handle heavier parts. The load on employees who handle these heavy objects will vary depending upon how high these objects must be lifted or where they are installed. The Tokyo Electron Group is implementing various solutions to prevent ergonomic accidents caused while handling heavy objects.

For example, for etching systems, in the past replacement chambers weighing approximately 70 kg had to be lifted into position by four employees. However, this work could lead to accidents or the chamber accidentally slipping. Also, employees might step on other parts while lifting the chamber into position. To avoid these, we designed and manufactured a special ergonomic lifter for these chambers and they are now lifted into position by the lifter and not by employees. This has reduced the ergonomic risk and also reduces the number of employees needed for installation.

Improvements Resulting from Introducing Lifter

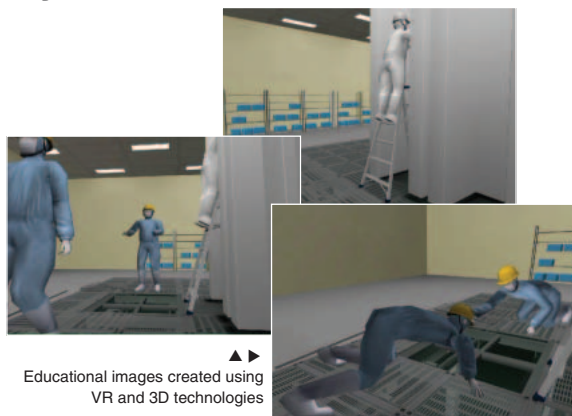


TOPICS

Safety Education Using Virtual Reality and 3D Image Technologies

We had been providing employees with safety education and risk simulation experiences using photos and pictures showing accidents that took place in clean rooms. In addition, in cooperation with Solidray Co., Ltd., we created images of clean room accidents using virtual reality (VR) and 3D image technologies. These technologies enable us to prepare more realistic case study materials and give employees who usually have no opportunity to enter a clean room greater awareness of the situation in a clean room and the associated risks.

For the future, we are examining how to increase the sample images and introduce elements of behavioral selection and role-play to this safety education.



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Educational images created using VR and 3D technologies