

# Tokyo Electron Sustainability Data 2023

## Environment

The scope of calculation for environmental data is the Tokyo Electron Group (27 consolidated companies), and the calculating period is fiscal year 2023 (April 1, 2022 to March 31, 2023).

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: 20 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.)

\*  denotes data with third-party assurance

### Greenhouse Gas Emissions

|   | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3         |
|---|--------|--------|--------|--------|----------------|
| <b>Scope 1 emissions (kt-CO<sub>2</sub>)</b>  | 24     | 28     | 29     | 16     | 22             |
| Japan, energy-derived <sup>1</sup>  | 7      | 10     | 10     | 10     | 10             |
| Overseas, energy-derived <sup>1</sup>   | 2      | 2      | 2      | 2      | 2              |
| Non-energy-derived greenhouse gas emissions total <sup>2</sup> (kt-CO <sub>2</sub> e) | 15     | 16     | 17     | 4      | 10             |
| <b>Non-energy-derived greenhouse gas emissions (kt-CO<sub>2</sub>e) (Japan)</b>       | 15     | 16     | 17     | 4      | 10             |
| Japan – HFCs  | 0.7    | 0.2    | 0.1    | 0.7    | 3.4            |
| Japan – PFCs  | 8.5    | 10.6   | 13.2   | 1.3    | 5.6            |
| Japan – SF <sub>6</sub>   | 5.1    | 5.0    | 3.1    | 1.4    | 1.2            |
| Japan – Other   | 0.3    | 0.4    | 0.6    | 0.4    | 0.2            |
| <b>Non-energy-derived greenhouse gas emissions (kt-CO<sub>2</sub>e) (Overseas)</b>    | —      | —      | —      | 0.1    | 0.0            |
| Overseas – HFCs   | —      | —      | —      | 0.0    | 0.0            |
| Overseas – PFCs   | —      | —      | —      | 0.0    | 0.0            |
| Overseas – SF <sub>6</sub>  | —      | —      | —      | 0.0    | 0.0            |
| Overseas – Other  | —      | —      | —      | 0.1    | 0.0            |
| <b>Scope 2 emissions (Market standard) (kt-CO<sub>2</sub>)</b>                        | 150    | 144    | 157    | 74     | 20             |
| Japan   | 120    | 118    | 128    | 55     | 0 <sup>4</sup> |
| Overseas  | 30     | 26     | 29     | 19     | 20             |
| <b>Scope 2 emissions (Location standard) (kt-CO<sub>2</sub>)</b>                      | 156    | 156    | 169    | 168    | 180            |
| Japan   | 125    | 129    | 138    | 136    | 144            |
| Overseas  | 30     | 26     | 31     | 33     | 36             |
| <b>Scope 3 emissions (kt-CO<sub>2</sub>)</b>  | 8,847  | 7,910  | 9,386  | 12,554 | 14,333         |
| Category 1 Purchased goods and services   | 2,177  | 1,796  | 2,395  | 3,332  | 4,053          |
| Category 2 Capital goods  | 150    | 164    | 162    | 172    | 224            |
| Category 3 Fuel- and energy-related activities  | 22     | 23     | 25     | 27     | 27             |
| Category 4 Upstream transportation and distribution                                   | 9      | 9      | 9      | 15     | 19             |
| Category 5 Waste generated in operations  | 2      | 2      | 2      | 3      | 3              |
| Category 6 Business travel  | 27     | 2      | 1      | 4      | 14             |
| Category 7 Employee commuting   | 12     | 12     | 11     | 12     | 14             |
| Category 9 Downstream transportation and distribution                                 | 80     | 90     | 80     | 121    | 120            |
| Category 11 Use of sold products  | 6,365  | 5,808  | 6,696  | 8,865  | 9,854          |
| Category 12 End-of-life treatment of sold products                                    | 3      | 3      | 3      | 4      | 5              |

<sup>1</sup> Scope 1: Direct GHG emissions from use of fuel and gas we owned or controlled. Calculation method: Emissions = Σ (fuel consumed × CO<sub>2</sub> emission factor). Emission factor based on Japan's Act on Promotion of Global Warming Countermeasures

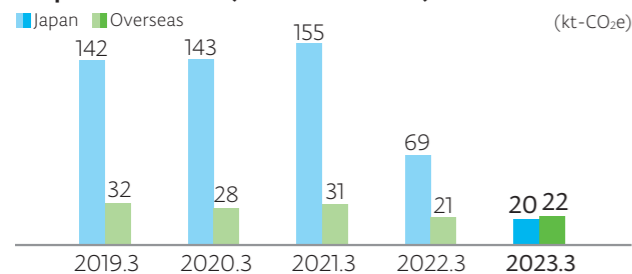
<sup>2</sup> Scope 1: Non-energy-derived CO<sub>2</sub> and greenhouse gases other than CO<sub>2</sub>. Calculation method: Emissions = Σ (consumption × emission per unit consumption – amount recovered and properly treated) × global warming factor. Global warming factor is based on Japan's Act on Promotion of Global Warming Countermeasures. From fiscal year 2022, the value for the amount recovered and properly treated have been reviewed to match actual conditions.

<sup>3</sup> Scope 2: Indirect GHG emissions from use of electricity we purchased. Calculation method: Emissions = Σ (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.

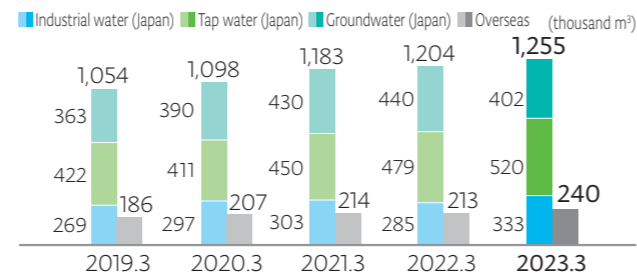
<sup>4</sup> Figure after Non-Fossil Certificate Equivalent Amount Deduction. Scope 2 emissions prior to Non-Fossil Certificate Equivalent Amount Deduction is 6 kt-CO<sub>2</sub>. Non-Fossil Certificate Equivalent Amount is 6 kt-CO<sub>2</sub>.

<sup>5</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. Revised past figures. Calculations for categories 8, 10, 13, 14 and 15 were not made as they are either not included in our activities or have already been included in other categories.

### Scope 1 Emissions and Scope 2 Emissions (Market standard)



### Water Consumption



### Resource Consumption

|   | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|---|--------|--------|--------|--------|--------|
| <b>Consumption (thousand m<sup>3</sup>)</b> | 1,240  | 1,305  | 1,397  | 1,417  | 1,495  |
| Japan                                       | 1,054  | 1,098  | 1,183  | 1,204  | 1,255  |
| Overseas                                    | 186    | 207    | 214    | 213    | 240    |
| <b>Water</b>                                |        |        |        |        |        |
| Groundwater                                 | 363    | 390    | 430    | 440    | 402    |
| Tap water                                   | 422    | 411    | 450    | 479    | 520    |
| Industrial water                            | 269    | 297    | 303    | 285    | 333    |
| <b>Copier paper</b>                         |        |        |        |        |        |
| Use (t) (Japan)                             | 165    | 132    | 38     | 32     | 138    |

### Energy Consumption/Generation

|  | 2019.3  | 2020.3  | 2021.3  | 2022.3  | 2023.3  |
|--|---------|---------|---------|---------|---------|
| <b>Consumption metric (sales) (kL/billion yen)</b>                             | 0.63    | 0.75    | 0.68    | 0.50    | 0.48    |
| <b>Consumption (crude oil equivalent) (kL)<sup>1</sup></b>                     | 81,074  | 85,074  | 94,746  | 100,265 | 106,637 |
| Japan  | 65,897  | 70,642  | 78,126  | 82,703  | 87,137  |
| Overseas   | 15,177  | 14,432  | 16,620  | 17,562  | 19,499  |
| <b>Consumption (MWh)</b>   | 305,795 | 317,614 | 354,961 | 377,432 | 402,183 |
| Japan  | 250,911 | 265,293 | 294,652 | 313,322 | 330,791 |
| Overseas   | 54,884  | 52,321  | 60,309  | 64,110  | 71,392  |
| <b>Consumption (crude oil equivalent) (kL)<sup>1</sup></b>                     | 2,991   | 3,565   | 3,820   | 3,796   | 3,898   |
| Japan  | 1,948   | 2,611   | 2,728   | 2,738   | 2,776   |
| Overseas   | 1,043   | 954     | 1,092   | 1,058   | 1,122   |
| <b>Consumption (crude oil equivalent) (kL)<sup>1</sup></b>                     | 1,072   | 1,624   | 1,667   | 1,625   | 1,526   |
| Japan  | 1,055   | 1,603   | 1,651   | 1,612   | 1,513   |
| Overseas   | 17      | 21      | 16      | 13      | 13      |
| <b>Purchase (MWh)</b>  | 3,834   | 3,334   | 4,980   | 227,523 | 365,876 |
| Japan  | 0       | 0       | 0       | 197,137 | 330,791 |
| Overseas   | 3,834   | 3,334   | 4,980   | 30,386  | 35,085  |
| <b>Power generation (MWh)</b>  | 4,392   | 3,804   | 4,068   | 3,890   | 4,110   |
| Japan  | 4,392   | 3,804   | 4,068   | 3,890   | 4,110   |
| Overseas   | 0       | 0       | 0       | 0       | 0       |
| <b>Amount of self-consumption through onsite solar power generation system</b> |         |         |         |         |         |
| Amount of self-consumption (MWh)   | 3,010   | 2,579   | 2,783   | 2,695   | 2,780   |
| Japan  | 3,010   | 2,579   | 2,783   | 2,695   | 2,780   |
| Overseas   | 0       | 0       | 0       | 0       | 0       |
| <b>Power sales (MWh)<sup>2</sup></b>   | 1,382   | 1,225   | 1,285   | 1,195   | 1,330   |
| Japan  | 1,382   | 1,225   | 1,285   | 1,195   | 1,330   |
| Overseas   | 0       | 0       | 0       | 0       | 0       |
| <b>Electricity use rate (%)</b>  | 2       | 2       | 2       | 60      | 91      |
| Japan  | 1       | 1       | 1       | 63      | 100     |
| Overseas   | 7       | 6       | 8       | 47      | 49      |

<sup>1</sup> Calculated using the conversion factors for fuel, gas and electricity in relation to the Act on Rationalizing Use of Energy and Shifting to Non-fossil Energy

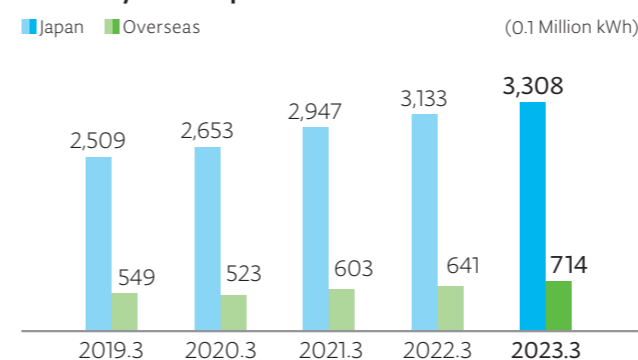
<sup>2</sup> Heat and steam not sold

### Environmental Impact of Logistics

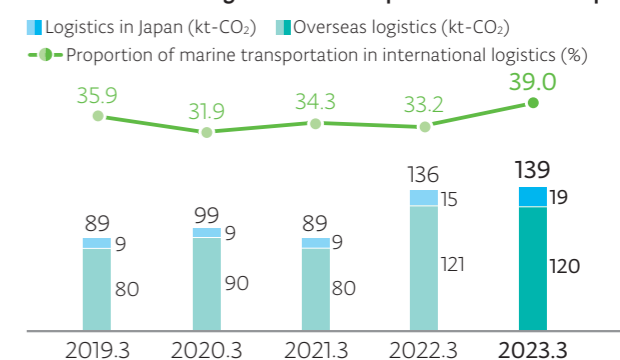
|   | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|---|--------|--------|--------|--------|--------|
| <b>Emissions (kt-CO<sub>2</sub>)</b>                                    | 89     | 99     | 89     | 136    | 139    |
| Japan   | 9      | 9      | 9      | 15     | 19     |
| Overseas*   | 80     | 90     | 80     | 121    | 120    |
| <b>Proportion of marine transportation (international) (%)</b>          | 35.9   | 31.9   | 34.3   | 33.2   | 39.0   |
| <b>Reduction in amount of wooden packaging materials used (t) Japan</b> | —      | —      | —      | —      | 2,000  |

\* Revised past CO<sub>2</sub> emissions

### Electricity Consumption



### CO<sub>2</sub> Emissions from Logistics and the Proportion of Marine Transportation



## Data Section

### Amount of Waste Generated

|                                |   | 2019.3 | 2020.3 | 2021.3 | 2022.3  | 2023.3 |
|--------------------------------|---|--------|--------|--------|---------|--------|
| Waste                          | Amount generated (t)                              | 14,960 | 13,989 | 14,997 | 14,459  | 18,249 |
|                                | Japan   | 14,208 | 12,973 | 13,705 | 12,921* | 17,047 |
|                                | Overseas  | 752    | 1,016  | 1,292  | 1,538   | 1,202  |
| Dangerous/Hazardous waste      | Amount generated (t)                              | 6,951  | 6,228  | 7,227  | 5,231   | 5,634  |
|                                | Japan (Specially controlled industrial waste)     | 6,619  | 5,911  | 6,718  | 4,705*  | 5,239  |
|                                | Overseas (Dangerous/Hazardous waste per country)  | 332    | 317    | 509    | 526     | 395    |
| Recycling                      | Recycled amount (t)                               | 14,770 | 13,748 | 14,814 | 14,189  | 17,978 |
|                                | Japan   | 14,092 | 12,831 | 13,587 | 12,789* | 16,912 |
|                                | Overseas  | 678    | 917    | 1,227  | 1,400   | 1,066  |
| Incinerated and landfill waste | Amount of waste (t)                               | 190    | 241    | 183    | 270     | 271    |
|                                | Japan   | 116    | 142    | 118    | 132     | 135    |
|                                | Overseas  | 74     | 99     | 65     | 138     | 136    |
| Water discharges               | Water discharge volume (thousand m <sup>3</sup> ) | 1,006  | 1,078  | 1,195  | 1,194   | 1,272  |
|                                | Japan   | 850    | 900    | 1,006  | 1,009   | 1,062  |
|                                | Overseas  | 156    | 178    | 189    | 185     | 210    |

\* Revised past amount generated

### Chemical Substances Consumption/Emissions (Japan)

|   |   | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|---|---|--------|--------|--------|--------|--------|
| PRTR Class I designated chemical substances | Volume handled (t)                            | 101    | 121    | 144    | 119    | 104    |
|   | Ferric chloride                               | 84     | 98     | 106    | 85     | 76     |
|   | Hydrogen fluoride and its water-soluble salts | 11     | 12     | 24     | 22     | 16     |
|   | Methylnaphthalene                             | 5      | 10     | 13     | 11     | 10     |
|   | VOCs*   | 0.0    | 0.1    | 0.1    | 0.1    | 0.1    |
|   | Other   | 1      | 1      | 1      | 1      | 1      |
|   | Amount transported (waste amount) (t)         | 96     | 111    | 131    | 108    | 94     |
|   | Consumption (t)                               | 5      | 10     | 13     | 11     | 10     |
| NOx   | Emissions (t)                                 | 9.6    | 11.9   | 13.0   | 13.1   | 12.7   |
| SOx   | Emissions (t)                                 | 2.8    | 4.0    | 4.9    | 4.8    | 4.5    |

\* VOCs: Volatile Organic Compounds

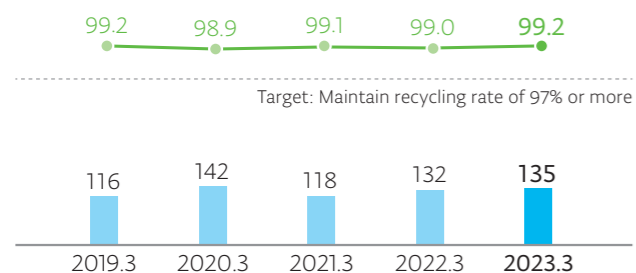
### Other

|                                    |  | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|------------------------------------|--|--------|--------|--------|--------|--------|
| ISO 14001                          | Number of certified offices                              | 9      | 9      | 11     | 11     | 11     |
|                                    | Japan  | 5      | 5      | 5      | 5      | 5      |
|                                    | Overseas   | 4      | 4      | 6      | 6      | 6      |
| Biodiversity                       | Number of ecosystem tours*                               | 17     | 18     | 18     | 16     | 22     |
|                                    | Number of ecosystem tour participants*                   | 595    | 368    | 52     | 87     | 138    |
| 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)*        |  | 32,715 | 31,184 | 28,862 | 41,352 | 48,922 |

\* Scope: Japan

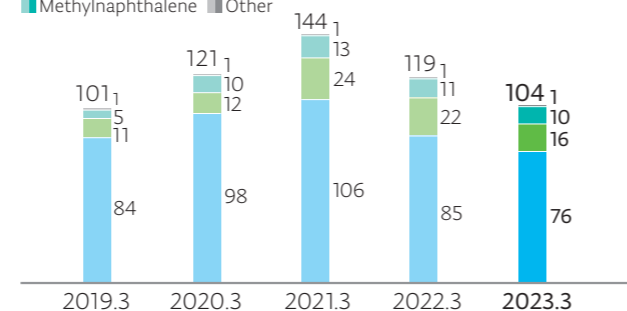
### Recycling Rate/Generation of Incinerated and Landfill Waste in Japan

■ Incinerated and landfill waste (t)  
● Recycling rate (%): (Recycled amount/Amount of waste generated) × 100



### Volume of PRTR Class I Designated Chemical Substances Handled in Japan

■ Ferric chloride ■ Hydrogen fluoride and its water-soluble salts (t)  
■ Methylnaphthalene ■ Other



## Social

The scope of calculation for social data is the Tokyo Electron Group (27 consolidated companies), and the calculating period is fiscal year 2023 (April 1, 2022 to March 31, 2023).  
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: 20 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.)

\* ☑ denotes data with third-party assurance

### Number of Employees (Entire Group)

|                            |                             | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|----------------------------|-----------------------------|--------|--------|--------|--------|--------|
| Regular employees (Region) | Number of regular employees | 12,469 | 13,542 | 14,022 | 15,140 | 16,605 |
|                            | Japan                       | 7,526  | 7,806  | 7,921  | 8,234  | 8,796  |
|                            | Rest of Asia                | 2,832  | 3,494  | 3,796  | 4,328  | 4,819  |
|                            | Europe and Middle East      | 513    | 528    | 509    | 578    | 669    |
|                            | North America               | 1,598  | 1,714  | 1,796  | 2,000  | 2,321  |

### Composition of Employees (Japan)

|                             |                       | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|-----------------------------|-----------------------|--------|--------|--------|--------|--------|
| Employees (Employment type) | Number of employees   | 7,797  | 8,100  | 8,296  | 8,661  | 9,325  |
|                             | Regular employees     | 7,526  | 7,806  | 7,921  | 8,234  | 8,796  |
|                             | Men                   | 6,479  | 6,681  | 6,722  | 6,944  | 7,429  |
|                             | Women                 | 1,047  | 1,125  | 1,199  | 1,290  | 1,367  |
|                             | Non-regular employees | 271    | 294    | 375    | 427    | 529    |
|                             | Men                   | 220    | 263    | 348    | 403    | 490    |
| Women                       | 51                    | 31     | 27     | 24     | 39     |        |

### Recruitment/Employment (Japan)

|   |                                   | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|---|-----------------------------------|--------|--------|--------|--------|--------|
| New graduates hired   | Number hired                      | 199    | 281    | 253    | 209    | 231    |
|   | Under 30 yrs. old                 | 198    | 280    | 252    | 208    | 231    |
|   | Men                               | 166    | 233    | 207    | 177    | 193    |
|   | Women                             | 32     | 47     | 45     | 31     | 38     |
|   | 30-49 yrs. old                    | 1      | 1      | 1      | 1      | 0      |
|   | Men                               | 1      | 1      | 1      | 0      | 0      |
|   | Women                             | 0      | 0      | 0      | 1      | 0      |
|   | 50 yrs. old and over              | 0      | 0      | 0      | 0      | 0      |
|   | Men                               | 0      | 0      | 0      | 0      | 0      |
|   | Women                             | 0      | 0      | 0      | 0      | 0      |
| Career-track recruits   | Percentage of women               | 16.1   | 16.7   | 17.8   | 15.3   | 16.5   |
|   | Number hired                      | 239    | 150    | 191    | 400    | 580    |
|   | Under 30 yrs. old                 | 85     | 42     | 56     | 131    | 209    |
|   | Men                               | 67     | 35     | 49     | 96     | 185    |
|   | Women                             | 18     | 7      | 7      | 35     | 24     |
|   | 30-49 yrs. old                    | 145    | 96     | 123    | 250    | 355    |
|   | Men                               | 119    | 82     | 92     | 202    | 306    |
|   | Women                             | 26     | 14     | 31     | 48     | 49     |
|   | 50 yrs. old and over              | 9      | 12     | 12     | 19     | 16     |
|   | Men                               | 5      | 10     | 11     | 17     | 13     |
| Women   | 4                                 | 2      | 1      | 2      | 3      |        |
| Employees with disabilities   | Percentage of women               | 20.1   | 15.3   | 20.4   | 21.3   | 13.1   |
|   | Percentage hired (TEL)            | 2.18   | 2.06   | 2.43   | 2.32   | 2.03   |
|   | Percentage hired (Group in Japan) | 2.04   | 2.01   | 2.30   | 2.37   | 2.27   |
| Reemployment system   | Number of users                   | 201    | 242    | 313    | 389    | 475    |
|   | Men                               | 196    | 235    | 305    | 376    | 451    |
|   | Women                             | 5      | 7      | 8      | 13     | 24     |
| Percentage of regular employees who received regular performance and career evaluations |                                   | 100.0  | 100.0  | 100.0  | 100.0  | 100.0  |

### Female managers (Entire Group)

|   |   | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|---|---|--------|--------|--------|--------|--------|
| Ratio of Female Managers <sup>1,2</sup> | Number of people  | 22     | 23     | 26     | 163    | 182    |
|   | Percentage  | 2.0    | 2.0    | 2.2    | 5.5    | 5.7    |
|   | Number of people (senior directors and above <sup>3</sup> ) | —      | —      | —      | 10     | 16     |
|   | Percentage (senior directors and above <sup>3</sup> )       | —      | —      | —      | 2.2    | 3.3    |

<sup>1</sup> Percentage of female managers, calculation method: (Number of female managers/Number of managers) × 100 (Include individual contributors in the number of managers from fiscal 2022)

<sup>2</sup> As of March 31 <sup>3</sup> Employees of a certain level or position based on the global human resources system

## Data Section

### Female managers (Japan)

|                                |                  | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|--------------------------------|------------------|--------|--------|--------|--------|--------|
| Female managers <sup>1,2</sup> | Number of people | 22     | 23     | 26     | 46     | 51     |
|                                | Percentage       | 2.0    | 2.0    | 2.2    | 2.6    | 2.7    |

<sup>1</sup> Percentage of female managers, calculation method: (Number of female managers/Number of managers) × 100 (Include individual contributors in the number of managers from fiscal 2022) <sup>2</sup> As of March 31

### Employee retention (Japan)

|                    |   | 2019.3         | 2020.3          | 2021.3          | 2022.3         | 2023.3          |
|--------------------|---|----------------|-----------------|-----------------|----------------|-----------------|
| Employee retention | Retention after three years of joining TEL* | 93.0           | 93.8            | 94.1            | 94.7           | 92.7            |
|                    | Men   | 93.5           | 94.6            | 94.8            | 95.0           | 93.2            |
|                    | Women                                       | 88.0           | 88.6            | 89.3            | 93.5           | 90.6            |
|                    | Average service years                       | 17 yrs. 2 mos. | 17 yrs. 2 mos.  | 17 yrs. 4 mos.  | 17 yrs. 2 mos. | 16 yrs. 8 mos.  |
|                    | Men   | 17 yrs. 5 mos. | 17 yrs. 5 mos.  | 17 yrs. 7 mos.  | 17 yrs. 6 mos. | 16 yrs. 10 mos. |
|                    | Women                                       | 15 yrs. 8 mos. | 15 yrs. 11 mos. | 15 yrs. 10 mos. | 15 yrs. 8 mos. | 15 yrs. 7 mos.  |

\* Average in recent five years

### Employee turnover (Entire Group)

|           |                     | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|-----------|---------------------|--------|--------|--------|--------|--------|
| Turnover* | Employee turnover   | —      | —      | —      | 589    | 599    |
|           | Men                 | —      | —      | —      | 507    | 509    |
|           | Women               | —      | —      | —      | 82     | 90     |
|           | Turnover percentage | —      | —      | —      | 4.2    | 3.9    |

\* Turnover due to personal circumstances

### Employee turnover (Japan)

|           |                     | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|-----------|---------------------|--------|--------|--------|--------|--------|
| Turnover* | Employee turnover   | 108    | 82     | 87     | 87     | 98     |
|           | Men                 | 88     | 54     | 75     | 69     | 81     |
|           | Women               | 20     | 28     | 12     | 18     | 17     |
|           | Turnover percentage | 1.4    | 1.0    | 1.0    | 1.0    | 1.1    |

\* Turnover due to personal circumstances

### Work-life Balance (Japan)

|  |  | 2019.3    | 2020.3   | 2021.3   | 2022.3   | 2023.3   |
|--|--|-----------|----------|----------|----------|----------|
| Annual paid leave                            | Take-up rate <sup>1</sup>                        | 67.2      | 72.6     | 62.5     | 64.6     | 70.0     |
|  | Number of those who took leave                   | 605       | 901      | 688      | 512      | 1,731    |
| Refreshment leave                            | Men  | 507       | 773      | 610      | 435      | 1,485    |
|  | Women  | 98        | 128      | 78       | 77       | 246      |
| Paternity leave                              | Number of those who took leave                   | 155       | 184      | 148      | 137      | 149      |
|  | Number of those who took leave                   | 8         | 12       | 16       | 36       | 96       |
|  | Men  | 8         | 12       | 16       | 36       | 57       |
| Childcare leave                              | Women (percentage who took leave)                | 48(100.0) | 34(97.1) | 25(92.6) | 34(97.1) | 39(97.5) |
|  | Number of those who returned to work after leave | 43        | 48       | 54       | 60       | 76       |
|  | Men  | 6         | 8        | 15       | 32       | 43       |
| Shorter working hour system                  | Women  | 37        | 40       | 39       | 28       | 33       |
|  | Percentage reinstated                            | 93.5      | 94.1     | 96.4     | 95.2     | 98.7     |
|  | Retention rate                                   | 88.9      | 93.3     | 95.0     | 90.0     | 97.9     |
| Leave to care for sick/injured child         | Number of those who used                         | 153       | 149      | 132      | 110      | 105      |
|  | Men  | 8         | 11       | 9        | 7        | 10       |
|  | Women  | 145       | 138      | 123      | 103      | 95       |
| Childcare support leave                      | Number of those who took leave                   | 517       | 625      | 510      | 547      | 599      |
|  | Men  | 334       | 428      | 353      | 373      | 424      |
|  | Women  | 183       | 197      | 157      | 174      | 175      |
| Extended nursing care leave                  | Number of those who took leave                   | 129       | 125      | 86       | 80       | 98       |
|  | Men  | 26        | 26       | 29       | 23       | 33       |
|  | Women  | 103       | 99       | 57       | 57       | 65       |
| Short nursing care leave                     | Number of those who took leave                   | 5         | 2        | 2        | 1        | 4        |
|  | Men  | 2         | 2        | 0        | 0        | 4        |
|  | Women  | 3         | 0        | 2        | 1        | 0        |
| Shorter working hour system for nursing care | Number of those who used                         | 63        | 95       | 110      | 87       | 85       |
|  | Men  | 38        | 56       | 69       | 57       | 53       |
|  | Women  | 25        | 39       | 41       | 30       | 32       |
| Shorter working hour system for nursing care | Number of those who used                         | 2         | 2        | 0        | 4        | 0        |
|  | Men  | 0         | 1        | 0        | 2        | 0        |
|  | Women  | 2         | 1        | 0        | 2        | 0        |

<sup>1</sup> Take-up rate of annual paid leave calculation method: (Days of paid leave taken by employees<sup>2</sup>) / (Days of paid leave provided to employees<sup>2</sup>) × 100 <sup>2</sup> Incl. non-regular employees

### Products/Innovation

|  |                                 | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3         |
|--|---------------------------------|--------|--------|--------|--------|----------------|
| 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 | 17,473 | 18,137 | 18,692 | 19,572 | 21,645         |
| Active issued patents (Region/Country) <sup>1</sup>  | Japan                           | 5,304  | 5,348  | 5,484  | 5,703  | 6,307          |
|  | U.S.                            | 4,415  | 4,606  | 4,822  | 4,988  | 5,360          |
|  | Europe                          | 179    | 191    | 206    | 167    | — <sup>2</sup> |
|  | Korea                           | 3,076  | 3,223  | 3,363  | 3,731  | 4,683          |
|  | Taiwan                          | 2,817  | 2,948  | 2,925  | 3,014  | 3,120          |
|  | China                           | 1,682  | 1,821  | 1,892  | 1,969  | 2,175          |

|                                 |       | 2017.12 <sup>3</sup> | 2018.12 <sup>3</sup> | 2019.12 <sup>3</sup> | 2020.12 <sup>3</sup> | 2021.12 <sup>3</sup> |
|---------------------------------|-------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Global patent application rate  |       | 81.2                 | 79.8                 | 74.3                 | 74.6                 | 80.1 <sup>4</sup>    |
|                                 | Japan | 82.9                 | 83.1                 | 84.9                 | 79.8                 | 74.5                 |
| Patent application success rate | U.S.  | 85.1                 | 85.5                 | 87.3                 | 83.9                 | 81.5                 |

<sup>1</sup> Figures for fiscal 2019 to fiscal 2022 are based on our database; figures for fiscal 2023 are based on LexisNexis® PatentSight® database. <sup>2</sup> Europe is not included in the scope.

<sup>3</sup> Calendar year when patents were filed/granted <sup>4</sup> Added international applications filed under the Patent Cooperation Treaty (PCT) to applications filed in other countries.

### Customers

|  |  | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|--|--|--------|--------|--------|--------|--------|
| Percentage of respondents who selected "Very Satisfied" or "Satisfied" in the customer satisfaction survey |  | 84.4   | 93.3   | 96.7   | 100.0  | 100.0  |

### Safety

|  |  | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|--|--|--------|--------|--------|--------|--------|
| 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)                                   |  | 0.40   | 0.51   | 0.63   | 0.66   | 0.83   |
| Number of workplace injuries per 200,000 work hours (TCIR)       |  | 0.20   | 0.23   | 0.27   | 0.30   | 0.33   |

### Procurement

|  |  | 2019.3    | 2020.3    | 2021.3    | 2022.3    | 2023.3    |
|--|--|-----------|-----------|-----------|-----------|-----------|
| Percentage of new important suppliers screened using social criteria   |  | 100       | 100       | 100       | 100       | 100       |
| Rate of improvement after supply chain sustainability assessment       |  | —*        | 35.8      | 23.1      | 31.5      | 30.5      |
| Rate of improvement after supply chain BCP assessment                  |  | 19.4      | 16.0      | 20.3      | 24.4      | 22.2      |
| Number of identified RMAP conformant smelters (rate of identification) |  | 253 (100) | 261 (100) | 236 (100) | 243 (100) | 234 (100) |

\* Unable to compare with previous fiscal year due to comprehensive revisions, including the survey

### Governance

|   |  | 2019.3  | 2020.3   | 2021.3   | 2022.3   | 2023.3  |
|---|--|---------|----------|----------|----------|---------|
| Total number of critical incidents notified to the Board of Directors   |  | 0       | 0        | 0        | 0        | 0       |
| Total number of incidents subject to legal action on the basis of anti-competitive conduct, antitrust 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>1</sup>  |  | 0       | 0        | 15       | 20       | 28      |
| Total number (percentage) of directors who provided instructions on the body's policies and procedures in relation to anti-corruption <sup>1</sup>  |  | 12(100) | 11 (100) | 11 (100) | 12 (100) | 6 (100) |
| Total number (percentage) of directors who received training on anti-corruption <sup>1</sup>  |  | 0(0)    | 11 (100) | 0 (0)    | 0 (0)    | 3 (50)  |
| Payment to industry groups, etc. (thousand yen) <sup>2</sup>  |  | 21,093  | 29,927   | 32,036   | 56,374   | 73,313  |
| Payment to politically affiliated organizations (yen)   |  | 0       | 0        | 0        | 0        | 0       |
| Average tenure of directors   |  | 7.36    | 4.84     | 6.09     | 6.58     | 5.16    |
| Average rate of attendance for Board meetings   |  | 98.24   | 99.39    | 98.96    | 99.50    | 98.62   |

<sup>1</sup> Scope: Japan <sup>2</sup> Industry groups were reviewed from fiscal year 2022

### Compliance

|   |  | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|---|--|--------|--------|--------|--------|--------|
| Education on TEL's Code of Ethics/pledge rate*  |  | —      | —      | 98.8   | 91.6   | 96.1   |
| Percentage of employees who have consented to the information security agreement  |  | 100.0  | 100.0  | 99.4   | 99.9   | 100.0  |
| Significant fines and non-monetary sanctions for non-compliance with laws and regulations in the social and economic area |  | 0      | 0      | 0      | 0      | 0      |

\* Scope: Entire Group

### Social Contribution

|  |  | 2019.3 | 2020.3 | 2021.3 | 2022.3 | 2023.3 |
|--|--|--------|--------|--------|--------|--------|
| Spending on social contribution (million yen)* |  | 281    | 250    | 244    | 170    | 301    |
|  | Charity donations (providing donations/relief supplies to charity organizations)         | 11     | 4      | 13     | 15     | 9      |
|  | Community investment (charitable expenses for long-term cause for community)             | 55     | 68     | 62     | 75     | 40     |
| Cash donations breakdown                       | Commercial initiatives (charitable expenses with anticipated effects on business growth) | 34     | 28     | 25     | 10     | 51     |

\* Spending on social contribution activities excluding disaster relief contributions

## Independent Practitioner's Assurance Report

July 27, 2023

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

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

We have undertaken a limited assurance engagement of the environmental data and the social data indicated with  for the year ended March 31, 2023 (the "Sustainability Information") included in the "Tokyo Electron Sustainability Data 2023" (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.