







CSR goals and results

Tokyo Electron (TEL) establishes annual goals and medium-term goals, based on material issues and their priority themes. Initiatives aimed at the achievement of goals are promoted throughout TEL, and the results are linked to evaluation and improvement with the aim of increasing corporate value further.

FY2018

Material issues	Priority themes	Annual goals	Results
Enhancing product competitiveness	Technological innovation aimed at creating value	<ul style="list-style-type: none"> Ensure that 5% or more (three-year moving average) of all equipment models are new products for next-generation technologies Maintain the previous year's global patent application rate 	<ul style="list-style-type: none"> Achieved 9.2% Achieved 76.0% (maintained programs at the level of the previous fiscal year)
	Environmental contribution of products	<ul style="list-style-type: none"> Reduce per-wafer consumption of energy and pure water by 10% by fiscal year 2019 (as compared with fiscal year 2014) 	<ul style="list-style-type: none"> Achieved for the four models
Reinforcing responsiveness to customers	Accurate grasp of customer needs	<ul style="list-style-type: none"> Get 3 points ("Satisfied") or more on 100% of customer satisfaction survey items 	<ul style="list-style-type: none"> Achieved 64.9%
	Solutions that create value for customers	<ul style="list-style-type: none"> Increase TEL's value to customers Increase field solutions business sales from the fiscal year 2017 level 	<ul style="list-style-type: none"> Achieved increased adoption of TEL equipment by major customers against the background of vigorous demand for memory Increase of 31.4% from the fiscal year 2017 level
Strengthening earnings power	High quality products	<ul style="list-style-type: none"> Reduce quality improvement costs from the fiscal year 2017 level 	<ul style="list-style-type: none"> Reduction of 9.8% from the fiscal year 2017 level
	Increase added value of processes	<ul style="list-style-type: none"> Revise business processes to reduce man-hours used for sales operations from the fiscal year 2017 level 	<ul style="list-style-type: none"> Partially introduced systems to support sales operations
Invigorating people and workplaces	Human rights and diversity	<ul style="list-style-type: none"> Retain 100% of new employees for the first three years Reach 70% of take-up rate of annual paid leave Increase the use of the company's "Pep Up" healthcare platform from the fiscal year 2017 level 	<ul style="list-style-type: none"> Increased from 92.9% to 93.4% Implemented initiatives such as Step-up Activity Training for employees in their second year Increased from 64.1% to 64.3% (increase of 0.2 points from the fiscal year 2017 level) Communicate the policy for overtime reduction at the start of the period 20% increase (from 47.1% to 67.2%) Distribute activity monitors to promote health awareness
	Work-life balance		
	Human resource development		
	Health		
Establishing a sustainable management foundation	Corporate governance	<ul style="list-style-type: none"> Improve on issues identified in evaluations of the effectiveness of the Board of Directors Revise the internal reporting system (set up new external hotlines, revise range of persons covered, etc.) 	<ul style="list-style-type: none"> In response to the issue of increasing discussion time, hold a two-day one-night off-site conference to provide more discussion time to consider management policies and strategies such as medium- to long-term growth strategies. Established external reporting system for group companies in Japan and set up hotlines for supplies
	Safety management	<ul style="list-style-type: none"> Ensure that the number of workplace injuries per 200,000 work hours (the total case incident rate) is less than 0.5 	<ul style="list-style-type: none"> Achieved 0.38
	Environmental management	<ul style="list-style-type: none"> Reduce energy consumption by 1% from the fiscal year 2017 level (on a per-unit basis) Maintain water consumption at the fiscal year 2012 level (on a per-unit basis) 	<ul style="list-style-type: none"> Achieved at 6 out of 11 factories or offices* Achieved 11 out of 14 goals * According to new per-unit basis after revision
	Supply chain management	<ul style="list-style-type: none"> Implement supply chain CSR assessments for 80% or more of suppliers (procurement volume basis) 	<ul style="list-style-type: none"> Assessed key suppliers accounting for more than 80% of our procurement spend

FY2019

Material issues	Priority themes	Annual goals	Medium-term goals	Relevant SDGs
Product competitiveness	Tackling technological innovation	<ul style="list-style-type: none"> Ensure that 20% or more (three-year moving average) of all equipment models are new products for next-generation technologies Maintain the previous year's global patent application rate 	Create strong next-generation products	 
	Environmental contribution of products	<ul style="list-style-type: none"> Reduce per-wafer consumption of energy and pure water by 10% by fiscal year 2019 (as compared with fiscal year 2014) 		
Responsiveness to customers	Solutions that create value for customers	<ul style="list-style-type: none"> Increase TEL's value to customers Increase field solutions business sales from the fiscal year 2018 level 	Become the best and sole strategic partner	 
	Improvement of customer satisfaction	<ul style="list-style-type: none"> Get 3 points ("Satisfied") or more on 100% of customer satisfaction survey items 		
Higher productivity	Quality management	<ul style="list-style-type: none"> Reduce quality improvement costs from the fiscal year 2018 level 	Constantly pursue higher management efficiency	 
	Improvement of quality in the value chain	<ul style="list-style-type: none"> Revise business processes to reduce man-hours used for sales operations from the fiscal year 2018 level 		
People and workplaces	Diversity	<ul style="list-style-type: none"> Double percentage of female managers by fiscal year 2021 (as compared with fiscal year 2018) 	Maximize dreams and drive	  
	Career development	<ul style="list-style-type: none"> Increase number of training sessions attended per person by 10% from the fiscal year 2018 level 		
	Work-life balance	<ul style="list-style-type: none"> Reach 70% of take-up rate of annual paid leave 		
	Health and safety	<ul style="list-style-type: none"> Reduce gap between health age* and actual age by 1.5 points by fiscal year 2021 (as compared with fiscal year 2018) * An indication of the risk of lifestyle diseases by age based on the results of health checkups Ensure that the number of workplace injuries per 200,000 work hours (the total case incident rate) is less than 0.5 		
Management foundation	Governance and compliance	<ul style="list-style-type: none"> Improve on issues identified in evaluations of the effectiveness of the Board of Directors Establishment of external hotline overseas and reorganize internal hotline 	Build a management foundation for increasing value	  
	Human rights	<ul style="list-style-type: none"> 100% participation in human rights training 		
	Environmental management	<ul style="list-style-type: none"> Reduce energy consumption by 1% from the fiscal year 2017 level (per-unit basis*) at each factory or office * Per-unit basis: Calculated using complex weighting of the number of developed evaluation machines, units produced, floor area, and labor-hours for each district Maintain water consumption at the fiscal year 2012 level according to per-unit basis* set at each factory or office * Per-unit basis: Calculated based on floor area and labor-hours, etc. for each district 		
	Supply chain management	<ul style="list-style-type: none"> Implement supply chain CSR assessments for 80% or more of suppliers (procurement volume basis) 		