The Tokyo Electron Group CSR Policy

The Tokyo Electron Group is committed to promoting ethical and sustainable practices in all its business activities. Here are some key points from its CSR Policy:

1. Compliance with Applicable Laws
   Tokyo Electron Group board members and employees must comply with all applicable laws and regulations.

2. Acting in Accordance with Social Conscience
   Tokyo Electron Group board members and employees must act in accordance with social conscience.

3. Maintaining Harmonious Relationships with Local Communities
   Tokyo Electron Group board members and employees must maintain harmonious relationships with local communities.

4. Ensuring Safety and Pursuing Quality
   Tokyo Electron Group board members and employees must ensure safety and pursue quality in all business activities.

5. Promoting Environmental/Preservation Activities
   Tokyo Electron Group must conduct business activities that maintain harmony with the global environment.

6. Ethics in Manufacturing
   Tokyo Electron Group must maintain harmonious relationships with suppliers and manufactures.

7. Implementing Fair and Open Competition
   Tokyo Electron Group must not engage in any conduct that hinders competition in fair and open markets.

8. Fair Business with Suppliers
   Tokyo Electron Group selects suppliers based on fair standards. In conducting business with suppliers, we must use our dominant bargaining position in a way to ultimately harm the interests of suppliers.

9. Handling of Confidential/Information
   Tokyo Electron Group board members and employees must properly manage confidential information.

10. Strict Import/Export Controls
    Tokyo Electron Group board members and employees must comply with applicable laws and regulations.

11. Reasonable Exchanges of Gifts and Entertainment within the Bounds of Common Sense
     Tokyo Electron Group board members and employees must not give or receive gifts or entertainment.

12. Prohibition of Conflict Causing Conflicts of Interests
     Tokyo Electron Group board members and employees must not engage in activities that create conflicts of interest.

13. Prohibition of the Improper Use of Company Assets
     Tokyo Electron Group board members and employees must not improperly use company assets.

14. Prohibition of Conduct of Harassment
     Tokyo Electron Group does not allow any form of harassment in the workplace.

Personnel Policy

Respect for Human Rights
   We respect the character and individuality of each person and strive to create work environments in which each person is valued as an individual.

Diverse Workforce
   We strive to respect and understand differences in values arising from gender, nationality, age, race, creed, religion, and other attributes.

Human Resource Development
   We believe that each employee is the source of value creation and support the development of skills by employees.

Employee Assessment and Treatment
   We provide opportunities to employees for personal growth and engagement in fair evaluation of skills.

Occupational Safety and Health
   We place the highest priority on ensuring the safety and health of employees.

Work-Life Balance
   We implement measures to support employees' work-life balance.

Safety Policy

Safety First
   Our safety policy is based on the principle of "safety first." We strive to create safer and more secure workplaces.

Pursuit of Safe Technologies
   We prioritize the safety and health of our employees and work to create safer workplaces.

Management and Employee Responsibility
   All employees are responsible for maintaining a safe and secure work environment.

Legal Compliance
   We comply with the laws and regulations applicable to our business activities.

Collaboration and Cooperation with Society
   We actively promote collaboration and cooperation with stakeholders.

Quality Policy

Quality Always
   We prioritize quality over temporary cost increases.

Quality Design and Assurance
   We build quality into all products during the design phase.

Quality and Trust
   We ensure the safety and health of our employees and work to maintain a safe and healthy work environment.

Continuous Improvement Activities
   We continuously improve our quality management system.

Communication with Shareholders
   We provide shareholders with precise and timely information.

Environment Policy

Environmental Goals and Continuous Improvement
   We continuously enhance our knowledge of environmental issues to establish voluntary goals.

Promotion of Environmental Technology
   We aim to invest in the development of leading-edge technology.

Environmental Contribution with Products
   We develop high-quality products that contribute to a sustainable society.

Operational Environmental Impact Reduction and Preservation
   We periodically analyze and reduce the environmental impact of our operations.

Collaboration and Cooperation with Stakeholders and Society
   We actively promote collaboration and cooperation with all stakeholders.

Procurement Policy

Compliance with Applicable Laws and Social Norms
   We comply with procurement activities while ensuring integrity in compliance with laws.

Priority on the Environment
   We conduct procurement with full consideration for environmental impact.

Fair Business Practices
   We prioritize the trust in our business practices based on mutual understanding.

Information Management
   We manage the confidential information of suppliers in compliance with regulations.