

Action Plan

Tokyo Electron Group respects and understands the diversity of values arising from differences in gender, nationality, age, race, creed, religion, or any other category. Our goal is to become a business organization in which diverse people can and do live up to their full potential.

Since 2005, the company has been taking diverse measures to promote active involvement of women, including the initiative to establish a women-friendly work environment with an array of childcare support programs. Going forward, we plan on increasing the number of women in leadership position at each workplace. As the first step, we are going to hire more women and raise the percentage of female employees. In addition to our previous efforts to improve the work environment, we are also supporting the employees' work-life balance so we can further invigorate the company.

1. Period: Five years (from April 1, 2016 to March 31, 2021)

2. Our issues

- Too few female employees
- The take-up rate of paid annual leave is over 60% but short of 70%

3. Goals and schedules of the action

Goal 1: Increase the percentage of female employees from current 14% to 16%.

<Benchmark>

- Make the percentage of women in annual new hires 20% or more.

<Action>

- April 2016 –

Female employees attend career fairs at target schools

- April 2016 -

Encourage female students registered on company's recruitment site to apply for a job

- April 2016 -

Carry comments by female employees on company's recruitment site, inviting female candidates to apply

Goal 2: Achieve over 70% take-up rate of annual paid leave.

< Action >

- April 2016 –
 1. Grasp the actual take-up of annual paid leave.
 2. Create a workplace environment that welcomes the use of annual paid leave, and encourage employees to plan their leave.
 3. Periodically monitor the employees' use of annual leave and further encourage them to take the paid leave.
- April 2017 –

Review performance of the past 12 months and implement the PDCA cycle to promote paid-leave taking.

(Note) In addition, keep the employees better informed about available public support programs and correct long work hours.