

## Composition of employees

		FY2014	FY2015	FY2016	FY2017
Number of regular employees by region	Japan	6,985	6,853	6,737	6,967
	Rest of Asia	1,443	1,386	1,543	1,850
	Europe and Middle East	955	670	440	448
	U.S.	1,652	1,622	1,586	1,655
	Total	11,035	10,531	10,306	10,920

		FY2014			FY2015			FY2016			FY2017		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Number of employees by employment type (Japan)	Regular employees	6,985	6,100	885	6,853	5,982	871	6,737	5,874	863	6,967	6,079	888
	Non-regular employees	286	162	124	313	183	130	323	201	122	321	209	112
	Total	7,271	6,262	1,009	7,166	6,165	1,001	7,060	6,075	985	7,288	6,288	1,000

Scope: Group companies in Japan (excluding Tokyo Electron Device Limited)

## Recruitment/employment (Japan)

		FY2014			FY2015			FY2016			FY2017		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Number of new graduates hired	Under 30 yrs old	154	132	22	73	65	8	24	20	4	72	70	2
	30-49 yrs old	3	3	0	0	0	0	1	1	0	0	0	0
	Over 50 yrs old	0	0	0	0	0	0	0	0	0	0	0	0
	Total (percentage of women)*	157	135	22 (14.0)	73	65	8 (11.0)	25	21	4 (16.0)	72	70	2 (2.8)
Number of career-track recruits	Under 30 yrs old	5	0	5	11	3	8	17	13	4	102	85	17
	30-49 yrs old	27	16	11	45	29	16	47	31	16	170	155	15
	Over 50 yrs old	2	2	0	6	4	2	2	2	0	7	6	1
	Total	34	18	16	62	36	26	66	46	20	279	246	33
Retirees who used reemployment system		68	68	0	74	74	0	101	98	3	125	123	2
Users of second career support system		82	68	14	69	59	10	49	43	6	34	30	4
Percentage of regular employees who received regular performance and career evaluations		100	100	100	100	100	100	100	100	100	100	100	100
Percentage of employees with disabilities	TEL (non-consolidated)	1.80			2.00			1.96			2.13		
	Group	1.90			1.94			1.98			1.98		
Number (percentage) of women among managers	Group	30 (1.2)			32 (1.3)			39 (1.5)			42 (1.6)		

Scope: Group companies in Japan (excluding Tokyo Electron Device Limited)

\* Change from last year's report: Updated figures due to change in calculation method

## Employee retention

		FY2014			FY2015			FY2016			FY2017		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Retention after three years of joining TEL (average in recent five years)*		95.0	95.8	91.3	94.2	95.0	90.3	93.6	94.1	90.2	92.9	94.1	85.2
Average service years		15 yrs. 7 mos.	15 yrs. 9 mos.	14 yrs. 3 mos.	16 yrs. 4 mos.	16 yrs. 6 mos.	15 yrs. 3 mos.	17 yrs. 0 mos.	17 yrs. 2 mos.	16 yrs. 0 mos.	17 yrs. 1 mos.	17 yrs. 4 mos.	15 yrs. 5 mos.
Employee turnover (percentage)		122 (1.6)	89	33	198 (2.7)	164	34	131 (1.8)	94	37	102 (1.4)	82	20

Scope: Group companies in Japan (excluding Tokyo Electron Device Limited)

\* Change from last year's report: Updated figures due to change in calculation method

## Work-life balance (Japan)

	FY2014			FY2015			FY2016			FY2017		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Use of annual paid leave	59.6			61.8			62.6			64.1		
Number of those who took refreshment leave	772	663	109	1,285	1,091	194	1,045	926	119	586	499	87
Number of those who took paternity leave	211			192			172			179		
Number (percentage) of those who took childcare leave	70	3	67 (94.6)	52	3	49 (94.5)	42	2	40 (93.3)	44	2	42 (95.7)
Number (percentage) of those who returned to work after childcare leave	53 (93.0)	3	50	46 (88.5)	2	44	46 (85.2)	1	45	44 (93.6)	2	42
Employee retention after childcare leave	97.4			94.3			91.3			95.7		
Number of those who used the shorter working hour system	159	8	151	183	11	172	188	13	175	170	23	147
Number of those who took childcare leave to care for a sick/injured child	435	240	195	460	246	214	453	245	208	464	263	201
Number of those who took childcare support leave	92	17	75	96	24	72	103	15	88	106	16	90
Number of those who took extended nursing care leave	2	0	2	2	0	2	0	0	0	2	1	1
Number of those who took short nursing care leave	22	13	9	20	11	9	31	10	21	50	31	19
Number of those who used the shorter working hour system for nursing care	1	1	0	1	1	0	0	0	0	0	0	0

Scope: Group companies in Japan (excluding Tokyo Electron Device Limited)

## Safety

	FY2014	FY2015	FY2016	FY2017
Percentage of employees who received training on basic safety	100	100	100	100
Percentage of employees who received training on advanced safety	100	100	100	100
Lost time incident rate (LTIR)*	0.82	0.53	0.42	0.46
Number of workplace injuries per 200,000 work hours (TCIR)	0.37	0.24	0.21	0.28

\* Change from last year's report: Updated figures due to change in calculation method

## Governance

	FY2014	FY2015	FY2016	FY2017
Total number of critical incidents notified to Board of Directors	—	—	—	1
Total number of incidents subject to legal action on the basis of anti-competitive conduct, anti-trust activity, or monopolistic practices where the governance body's involvement was revealed	0	0	0	0
Number of directors who received training on anti-corruption*	—	—	—	12
Total number (percentage) of directors who provided instructions on the body's policies and procedures in relation to anti-corruption*	—	—	—	11 (100)
Total number (percentage) of governance body members who received training on anti-corruption*	—	—	—	9 (81.8)

\* Scope: Japan

## Compliance

	FY2014	FY2015	FY2016	FY2017
Percentage of employees who have received web-based training on business ethics and compliance	100	99.7	98.4	98.0*
Percentage of employees who have consented to the information security agreement	100	100	99.9	99.9
Number of substantiated complaints regarding customer privacy infringement and loss of customer data	0	0	0	0

\* Fiscal 2017 figures are for Japan only. Training is continuing overseas until the end of June 2017.

## Products/Innovation

		FY2014	FY2015	FY2016	FY2017
Number of breaches of regulations and self-imposed restrictions on health and safety that occurred during product/service lifecycle		0	0	0	0
Amount of significant fines for breaches of laws and regulations on provision/use of products and services		0	0	0	0
Number of active issued patents	Japan	5,227	5,288	5,172	4,984
	U.S.	4,299	4,326	4,361	4,224
	Europe	439	354	241	199
	Korea	2,875	2,847	2,784	2,672
	Taiwan	1,889	1,983	2,131	2,387
	China	1,647	1,623	1,611	1,557
	Total	16,376	16,421	16,300	16,023

		CY2012	CY2013	CY2014	CY2015*
Global patent application rate (%)		70.3	69.5	68.0	70.0
Patent application success rate (%)	Japan	78.0	74.0	78.0	66.5
	U.S.	66.8	62.8	71.2	72.3

\* Calendar year when patents were filed/granted

## Customers

		FY2014	FY2015	FY2016	FY2017
Percentage of customers who said they were satisfied in the customer satisfaction survey		79.5	79.5	87.1	86.8

## Procurement

		FY2014	FY2015	FY2016	FY2017
Percentage of new important suppliers screened using social criteria		—	—	100	100
Rate of improvement after supply chain CSR assessment (including green procurement survey from fiscal 2016)		—	25.3	33.8	16.9
Rate of improvement after supply chain BCP assessment		—	41.2	26.5	32.3
Number of identified CFSP-certified smelters		—	117	204	237

## Social contribution

		FY2014	FY2015	FY2016	FY2017
Spending on social contribution (million yen)		259	184	277	242
Cash donations breakdown	Charity donations (providing donations/relief supplies to charity organizations)	5	2	14	17
	Community investment (charitable expenses for long-term cause for community)	38	47	52	43
	Commercial initiatives (charitable expenses with anticipated effects on business growth)	57	51	34	40

# Performance summary (Environment)

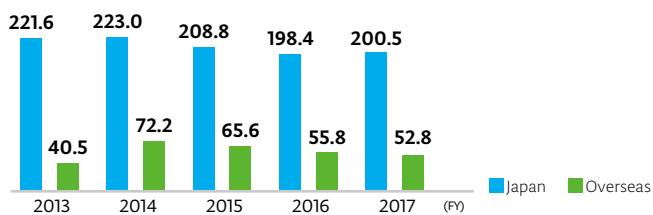
## Energy consumption/generation

	Scope	FY2014	FY2015	FY2016	FY2017
Energy consumption metric (energy consumption/sales) (kL/billion yen)	Group	1.30	1.20	1.02	0.84
Energy consumption (crude oil equivalent) (kL)	Japan	58,927	54,973	52,002	52,676
	Overseas	20,432	18,448	15,497	14,781
	Total	79,359	73,421	67,499	67,457
Electricity consumption (MWh)	Japan	222,976	208,753	198,404	200,547
	Overseas	72,239	65,615	55,797	52,753
	Total	295,215	274,368	254,201	253,300
Gas consumption (crude oil equivalent) (kL)	Japan	2,027	1,929	1,602	1,666
	Overseas	1,850	1,572	1,146	1,211
	Total	3,877	3,501	2,748	2,877
Fuel consumption (crude oil equivalent) (kL)	Japan	1,156	870	706	796
	Overseas	4	1	0	1
	Total	1,160	871	706	797
Green power purchase (MWh)	Japan	0	0	0	0
	Overseas	2,618	2,405	3,833	3,334
	Total	2,618	2,405	3,833	3,334
PV power generation (MWh)	Japan	4,698	4,536	4,486	4,436
	Overseas	26	23	0	0
	Total	4,724	4,559	4,486	4,436
Power sales (MWh)*	Japan	1,439	1,337	1,331	1,346
	Overseas	0	0	0	0
	Total	1,439	1,337	1,331	1,346

\* Heating, cooling and steam not sold

### Electricity consumption

(Million kWh)

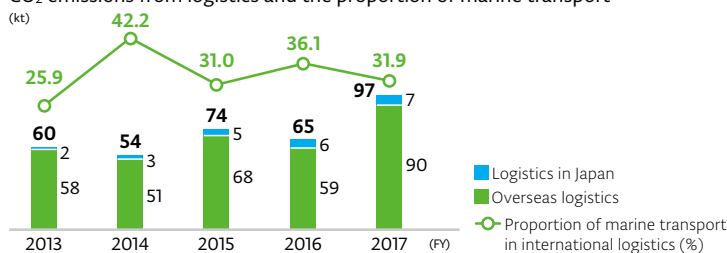


## Environmental impact of logistics

	Scope	FY2014	FY2015	FY2016	FY2017
CO <sub>2</sub> emissions from logistics (kt)	Japan	3	5	6	7
	Overseas	51	68	59	90
	Total	54	74	65	97
Proportion of marine transport in international logistics (%)	Shipped from Japan	42.2	31.0	36.1	31.9

### CO<sub>2</sub> emissions from logistics and the proportion of marine transport

(kt)

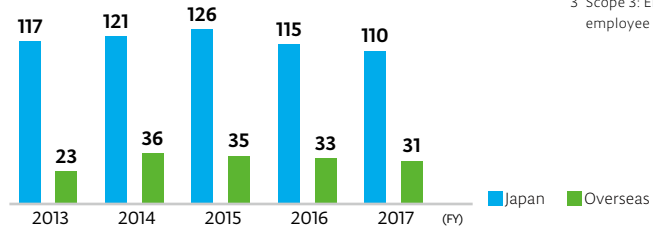


## Greenhouse gas consumption/emissions

	Scope	FY2014	FY2015	FY2016	FY2017
CO <sub>2</sub> emissions from energy consumption (kt)	Japan	121	126	115	110
	Overseas	36	35	33	31
	Total	157	160	148	141
Metric for CO <sub>2</sub> emissions from energy consumption (CO <sub>2</sub> emissions/sales) (t/billion yen)	Group	2.57	2.61	2.22	1.77
Scope 1 <sup>1</sup> CO <sub>2</sub> emissions (kt)	Japan	8	7	6	6
	Overseas	4	3	2	2
	Total	11	10	8	8
Scope 2 <sup>2</sup> CO <sub>2</sub> emissions (kt)	Japan	113	119	109	104
	Overseas	33	31	30	29
	Total	146	151	140	133
Scope 3 <sup>3</sup> CO <sub>2</sub> emissions (kt)	Group	3,651	3,566	3,491	4,028
Non-energy-derived greenhouse gas emissions (kt)	Japan	21	22	33	28
	HFCs	3	2	1	3
	PFCs	7	6	8	8
	SF <sub>6</sub>	11	14	17	9
	Other	0.01	0.01	6	8

- 1 Scope 1: Direct GHG emissions from use of fuel and gas owned or controlled by TEL
- 2 Scope 2: Indirect GHG emissions from use of electricity, steam and heat purchased by TEL
- 3 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

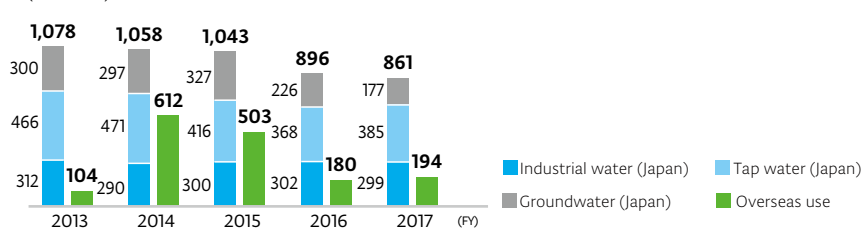
### CO<sub>2</sub> emissions from energy consumption (kt)



## Resource consumption

	Scope	FY2014	FY2015	FY2016	FY2017
Water consumption (thousand m <sup>3</sup> )	Japan	1,058	1,043	896	861
	Groundwater	297	327	226	177
	Tap water	471	416	368	385
	Industrial water	290	300	302	299
	Overseas	612	503	180	194
	Total	1,670	1,546	1,076	1,055
Use of copier paper (t)	Japan	116	162	128	157

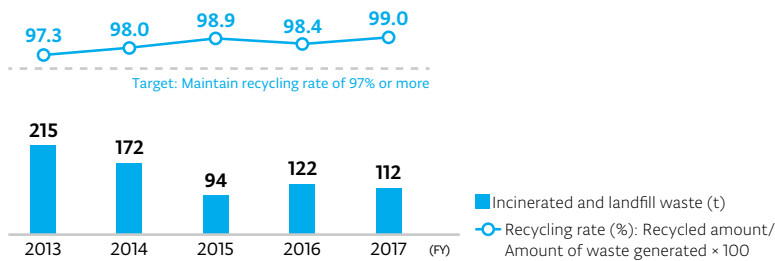
### Water consumption (thousand m<sup>3</sup>)



## Amount of waste generated

	Scope	FY2014	FY2015	FY2016	FY2017
Amount of waste generated (t)	Japan	8,780	8,858	7,721	11,393
	Overseas	1,185	1,206	663	925
	Total	9,965	10,064	8,384	12,318
Amount of specially controlled industrial waste generated (t)	Japan	2,627	2,842	2,125	3,683
Recycled amount (t)	Japan	8,608	8,764	7,599	11,281
	Overseas	813	1,064	583	847
	Total	9,421	9,828	8,182	12,128
Amount of incinerated and landfill waste (t)	Japan	172	94	122	112
	Overseas	372	142	80	78
	Total	544	236	202	190
Wastewater (thousand m <sup>3</sup> )	Japan	—	—	750	709
	Overseas	—	—	154	165
	Total	—	—	904	874

## Recycling rate/generation of incinerated and landfill waste in Japan

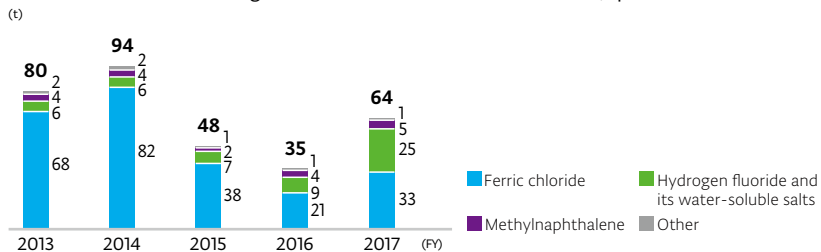


## Chemical substances consumption/emissions

	Scope	FY2014	FY2015	FY2016	FY2017
Volume of PRTR Class I designated chemical substances handled (t)	Japan	94	48	35	64
	Ferric chloride*	82	38	21	33
	Hydrogen fluoride and its water-soluble salts	6	7	9	25
	Methylnaphthalene	4	2	4	5
	Other	2	1	1	1
PRTR Law material balance (t)	Amount transported as waste	90	46	31	59
	Consumption	4	2	4	5
NOx emissions (t)	Japan	9.7	1.2	7.5	7.9
SOx emissions (t)	Japan	2.8	2.7	2.2	2.5

\* Added in accordance with the PRTR Law

## Volume of PRTR Class I designated chemical substances handled in Japan



## Other

	Scope	FY2014	FY2015	FY2016	FY2017
Number of ISO 14001-certified companies	Japan	7	4	4	5
	Overseas	3	4	3	3
	Total	10	8	7	8
Number of ecosystem tours	Japan	16	13	15	18
Number of ecosystem tour participants	Japan	42	69	281	396
Number of breaches of environmental laws and regulations	Group	0	0	0	0
Amount of fines on legal breaches	Group	0	0	0	0
Total product shipment (t)	Japan	16,331	13,596	17,342	20,445