

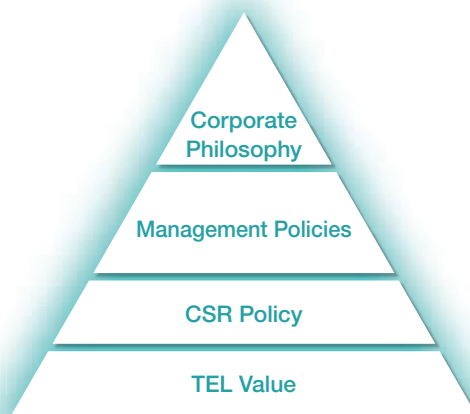
# Structure of Tokyo Electron Group Corporate Principles

To mark its 50th anniversary, the Tokyo Electron (TEL) Group has established a Corporate Philosophy and revised its Management Policies. It has done this by reviewing its values, which form the foundation of its corporate mission and activities going forward as well as its growth engine.

## Corporate Philosophy

The Corporate Philosophy defines the purpose of Tokyo Electron's existence and its mission in society. The basic way of thinking that forms the foundation for corporate activities.

We strive to contribute to the development of a dream-inspiring society through our leading-edge technologies and reliable service and support.



## Management Policies

The Management Policies contain the management values which Tokyo Electron holds as important in achieving the Corporate Philosophy. They express the manner of thinking which underscores the general rules of management in eight points.

### 1 Profit is Essential

The TEL Group aims to contribute to the development of society and industry and enhancement of corporate value while emphasizing the pursuit of profit.

### 2 Scope of Business

The TEL Group leads markets by providing high-quality products in leading-edge technology fields with a focus on electronics.

### 3 Growth Philosophy

We will tirelessly take on the challenges of technological innovation to achieve continuous growth through business expansion and market creation.

### 4 Quality and Service

The TEL Group strives to understand the true needs for achieving customer satisfaction and securing customer trust while continuously improving quality and service.

### 5 Employees

Employees are the source of the creation of value, and TEL Group employees perform their work with creativity, a sense of responsibility, and a commitment to teamwork.

### 6 Organizations

The TEL Group builds optimal organizations that maximize corporate value where each employee can work to their full potential.

### 7 Safety, Health and the Environment

The TEL Group gives the highest consideration to the safety and health of every person connected with our business activities as well as to the global environment.

### 8 Social Responsibility

With a full awareness of our corporate social responsibility, we strive to gain the esteem of society and to be a company where employees are proud to work.

## CSR Policy

The Tokyo Electron CSR Policy is a clear codification of our fundamental beliefs and values for undertaking CSR activities based on our Corporate Philosophy and Management Policies. The CSR Policy clarifies our social responsibilities and behavior as a corporation.

### 1 Corporate Activities

The Tokyo Electron Group will provide safe and high-quality products and services to customers around the world and contribute to the realization of an enriched society.

### 2 Business Ethics

The Tokyo Electron Group acts in compliance with the laws and regulations of each country, international regulations, and in accordance with strict business ethics. We do not engage in any conduct that impedes fair and open market competition.

### 3 Respect for Individuals

The Tokyo Electron Group respects the character and individuality of each person. We recognize the diversity of employees, share a sense of mission, and promote the development of workplaces with vitality.

### 4 Environment

The Tokyo Electron Group seeks to achieve harmony with the global environment. We strive to reduce our own impact on the environment and contribute to reducing the environmental impact of customers by developing and providing eco-friendly products.

### 5 Communication with Stakeholders

The Tokyo Electron Group discloses information relating to the Group in a fair, impartial, and timely manner, strives to engage in two-way communications, and works to meet the expectations of stakeholders appropriately.

### 6 Social Contribution

The Tokyo Electron Group engages in social contribution activities worldwide as a good corporate citizen to contribute to the development of local communities and society.

We promote CSR activities for sustainable corporate and social growth by referring to international frameworks, including the United Nations Global Compact and the EICC<sup>®\*</sup> Code of Conduct. We carry out self-assessments based on the EICC<sup>®</sup> Guidelines and integrate them into our management system in each of four areas of labor, health and safety, the environment and personnel to continue our improvement efforts.

#### CSR promotion framework



## TEL Values

Having identified what drives our growth, the values we cherish and the qualities our employees seek to inherit, we developed the TEL Values in April 2006.



### TEL Values

#### Pride

We take pride in providing high-value products and services.

#### Challenge

We accept the challenge of going beyond what others are doing in pursuing our goal of becoming number one globally.

#### Ownership

We will keep ownership in mind as we think things through, and engage in thorough implementation in order to achieve our goals.

#### Teamwork

We respect each other's individuality and place a high priority on teamwork.

#### Awareness

We must have awareness of and accept responsibility for our behavior as respectful members of society.

#### Glossary

\* EICC<sup>®</sup>: Electronic Industry Citizenship Coalition<sup>®</sup>, an organization that sets forth a code of conduct for labor, safety and the environment for supply chains within the electronics industry.

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