

# ESG Data

Items linked to TAIYO YUDEN's medium-term management plan 2025 targets

		Period/As-of-Date	Coverage	FY2018	FY2019	FY2020	FY2021	FY2022	Unit		
Environment	Greenhouse gas (GHG)  Medium-term management plan 2025 Target GHG absolute emissions Reduction by 42%* in FY2030 *compared with FY2020	GHG emissions (SCOPE 1+SCOPE 2)		Full year	Consolidated	430,000	432,000	484,000	459,000	-	t-CO <sub>2</sub> e
		SCOPE 1		Full year	Consolidated	36,000	39,000	42,000	44,000	-	t-CO <sub>2</sub> e
		SCOPE 2		Full year	Consolidated	394,000	393,000	442,000	415,000	-	t-CO <sub>2</sub> e
		SCOPE 3		Full year	Consolidated	345,000	311,000	392,102	379,879	-	t-CO <sub>2</sub> e
		1. Purchased goods and services		Full year	Consolidated	-	-	122,262	83,697	-	t-CO <sub>2</sub> e
		2. Capital goods		Full year	Consolidated	-	-	19,286	75,642	-	t-CO <sub>2</sub> e
		3. Fuel- and energy-related activities		Full year	Consolidated	-	-	42,950	47,668	-	t-CO <sub>2</sub> e
		4. Upstream transportation & distribution		Full year	Consolidated	39,517	38,868	42,950	47,668	-	t-CO <sub>2</sub> e
		5. Waste generated in operations		Full year	Consolidated (Japan)*	5,651	6,343	7,559	21,235	-	t-CO <sub>2</sub> e
		6. Business travel		Full year	Consolidated (Japan)	462	462	340	570	-	t-CO <sub>2</sub> e
		7. Employee commuting		Full year	Consolidated (Japan)	7,608	7,614	7,656	9,060	-	t-CO <sub>2</sub> e
		8. Upstream leased assets		Full year	Consolidated	-	-	0	0	-	t-CO <sub>2</sub> e
		10. Processing of sold products		Full year	Consolidated	-	-	11	17	-	t-CO <sub>2</sub> e
		12. End-of-life treatment of sold products		Full year	Consolidated	-	-	158	244	-	t-CO <sub>2</sub> e
		GHG emissions (sales unit)		Full year	Consolidated	1.57	1.53	1.61	1.31	-	-
GHG emissions reduction ratio (absolute amount) *compared with FY2020		Full year	Consolidated	-	-	(Reference year)	-5.2	-	%		
Energy (Manufacturing)	Non-renewable electricity purchased		Full year	Consolidated	817,560	828,500	919,484	954,088	-	MWh	
	Total renewable energy purchased or generated		Full year	Consolidated	-	294	730	87,179	-	MWh	
Water	Total net fresh water consumption		Full year	Consolidated	4,422	4,249	4,149	4,027	-	thousand m <sup>3</sup>	
	Withdrawal: Total municipal water supplies (or from other water utilities)		Full year	Consolidated	3,967	3,914	3,808	3,668	-	thousand m <sup>3</sup>	
	Withdrawal: Fresh groundwater		Full year	Consolidated	455	335	341	359	-	thousand m <sup>3</sup>	
	Water usage reduction ratio (sales unit) *compared with FY2020		Full year	Consolidated	-	-	(Reference year)	-2.8	-	%	
Waste	Total waste generated		Full year	Consolidated	23.3	24.0	25.6	28.9	-	kt	
	Total waste recycled		Full year	Consolidated	21.5	22.0	23.4	26.6	-	kt	
	Final disposal of waste		Full year	Consolidated	1.8	2.0	2.2	2.3	-	kt	
	Recycling rate		Full year	Consolidated	92.2	91.7	91.4	92.0	-	%	
	Waste reduction ratio (sales unit) *compared with FY2020		March 31	Consolidated	-	-	(Reference year)	12.8	-	%	
Social	Human rights and labor		Compliance rate of ban on child labor and forced labor	March 31	Consolidated	100	100	100	100	-	%
	Work engagement	Work engagement		March 31	Non-consolidated	-	-	2.27	2.25	-	-
Survey response rate		March 31	Non-consolidated	-	-	93.3	92.7	-	%		
Human resource development	Number of level-specific training (new employee training, promotion training, etc.)		March 31	Non-consolidated	-	-	583	589	-	Persons	
	Number of leader training recipients (leader training, selective training for junior level, etc.)		March 31	Non-consolidated	-	-	77	77	-	Persons	
	Number of career development support training recipients (career plan training, etc.)		March 31	Non-consolidated	-	-	198	339	-	Persons	
	Number of theme based training (quality training, 5S training, statistics training, etc.)		March 31	Non-consolidated	-	-	1,392	1,303	-	Persons	
Diversity	Number of employees (consolidated)		March 31	Consolidated	21,300	21,723	22,852	22,312	-	Persons	
	Number of employees (non-consolidated)		March 31	Non-consolidated	2,681	2,785	2,837	2,873	-	Persons	
	Male		March 31	Non-consolidated	2,128	2,182	2,183	2,211	-	Persons	
	Female		March 31	Non-consolidated	553	603	654	662	-	Persons	
	Ratio of females		March 31	Non-consolidated	20.6	21.7	23.1	23.0	-	%	

\* The coverage of calculations is consolidated from FY2021.

Detailed data can be viewed on our website.  
 • ESG Data <https://www.yuden.co.jp/or/company/sustainability/misc/sdata/>  
 • Environment Performance <https://www.yuden.co.jp/or/company/sustainability/environment/performance/>  
 • Diversity <https://www.yuden.co.jp/or/company/sustainability/society/diversity/>

		Period/As-of-Date	Coverage	FY2018	FY2019	FY2020	FY2021	FY2022	Unit				
Social	Diversity  Target Rate of newly recruited female graduates 30% or higher Female manager ratio 10% or higher (FY2030)	Number of managerial positions		April 1	Non-consolidated	280	278	286	287	295	Persons		
		Male		April 1	Non-consolidated	276	273	279	280	284	Persons		
		Female		April 1	Non-consolidated	4	5	7	7	11	Persons		
		Ratio of females in managerial roles		April 1	Non-consolidated	1.4	1.8	2.5	2.4	3.7	%		
		Ratio of female managerial roles among female employees		April 1	Non-consolidated	0.7	0.8	1.1	1.0	1.6	%		
		Length of service		March 31	Non-consolidated	18.3	18.2	18.8	17.8	-	Years		
		Male		March 31	Non-consolidated	18.2	18.2	18.9	17.9	-	Years		
		Female		March 31	Non-consolidated	19.0	18.3	18.7	17.5	-	Years		
		Number of new graduates		April 1	Non-consolidated	72	96	101	122	129	Persons		
		Male		April 1	Non-consolidated	51	61	58	88	80	Persons		
		Female		April 1	Non-consolidated	21	35	43	34	49	Persons		
		Rate of newly recruited female graduates		April 1	Non-consolidated	29.2	36.5	42.6	27.9	38.0	%		
		Average number of paid leave days taken		March 31	Non-consolidated	15.2	14.4	12.7	14.8	-	Days		
		Utilization rate of childcare leave / special paid holiday (when spouse gives birth)		March 31	Non-consolidated	92.9	88.1	91.8	88.9	-	%		
		Social	Occupational health and safety  Target Incidence rate of injuries and illness < 0.016 Accident frequency rate < 0.08	Male		March 31	Non-consolidated	93.3	85.5	90.2	89.2	-	%
Female				March 31	Non-consolidated	90.0	100.0	100.0	100.0	-	%		
Ratio of employees who return to work after childcare leave (Female)				March 31	Non-consolidated	100	100	100	100	-	%		
Incidence rate of injuries and illness				March 31	Consolidated	0.015	0.008	0.015	0.021	-	-		
Accident frequency rate				March 31	Consolidated	0.08	0.04	0.08	0.10	-	-		
Governance	The Board of Directors			Chairperson		July 1	Non-consolidated	President					-
				Terms of Directors		July 1	Non-consolidated	1	1	1	1	1	Years
				Directors		July 1	Non-consolidated	6	8	8	7	7	Persons
				Inside Directors		July 1	Non-consolidated	4	5	5	4	4	Persons
				Outside Directors		July 1	Non-consolidated	2	3	3	3	3	Persons
				Ratio of Outside Directors		July 1	Non-consolidated	33.3	37.5	37.5	42.9	42.9	%
				Female Directors		July 1	Non-consolidated	0	1	1	1	1	Persons
				Ratio of female Directors		July 1	Non-consolidated	0.0	12.5	12.5	14.3	14.3	%
				Inside Directors Audit & Supervisory Board Members		July 1	Non-consolidated	2	2	2	2	2	Persons
				Outside Audit & Supervisory Board Members		July 1	Non-consolidated	2	2	2	2	2	Persons
		Ratio of Outside Audit & Supervisory Board Members		July 1	Non-consolidated	50.0	50.0	50.0	50.0	50.0	%		
		Female Audit & Supervisory Board Members		July 1	Non-consolidated	0	1	1	1	1	Persons		
		Ratio of female Audit & Supervisory Board Members		July 1	Non-consolidated	0.0	25.0	25.0	25.0	25.0	%		
		Governance	Nomination Committee	Chairperson		July 1	Non-consolidated	Outside Director					-
				Nomination Committee members		July 1	Non-consolidated	4	5	5	5	5	Persons
Outside Directors				July 1	Non-consolidated	2	3	3	3	3	Persons		
Governance	Remuneration Committee	Chairperson		July 1	Non-consolidated	Outside Director					-		
		Remuneration Committee members		July 1	Non-consolidated	4	5	5	5	5	Persons		
		Outside Directors		July 1	Non-consolidated	2	3	3	3	3	Persons		
Governance	Operating Officers	Operating Officers (including those concurrently serving as Director)		July 1	Non-consolidated	16	16	15	13	17	Persons		
		Male		July 1	Non-consolidated	16	16	15	13	17	Persons		
		Female		July 1	Non-consolidated	0	0	0	0	0	Persons		