

ESG Data

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

				Period/ As-of-Date	Coverage	FY2019	FY2020	FY2021	FY2022	FY2023	Unit		
Environ- ment	Greenhouse gas (GHG)	GHG emissions (SCOPE 1+SCOPE 2)			Full year	Consolidated	432,000	484,000	459,000	396,000	—	t-CO ₂ e	
		SCOPE 1			Full year	Consolidated	39,000	42,000	44,000	42,000	—	t-CO ₂ e	
		SCOPE 2			Full year	Consolidated	393,000	442,000	415,000	354,000	—	t-CO ₂ e	
		SCOPE 3	1. Purchased goods and services			Full year	Consolidated	311,000	392,102	379,879	482,072	—	t-CO ₂ e
			2. Capital goods			Full year	Consolidated	—	122,262	83,697	122,350	—	t-CO ₂ e
			3. Fuel- and energy-related activities			Full year	Consolidated	—	19,286	75,642	70,983	—	t-CO ₂ e
			4. Upstream transportation & distribution			Full year	Consolidated	38,868	42,950	47,668	37,239	—	t-CO ₂ e
			5. Waste generated in operations			Full year	Consolidated (Japan)* ¹	6,343	7,559	21,235	12,379	—	t-CO ₂ e
			6. Business travel			Full year	Consolidated (Japan)	462	340	570	792	—	t-CO ₂ e
			7. Employee commuting			Full year	Consolidated (Japan)	7,614	7,656	9,060	8,833	—	t-CO ₂ e
			8. Upstream leased assets			Full year	Consolidated	—	0	0	0	—	t-CO ₂ e
			10. Processing of sold products			Full year	Consolidated	—	11	17	8	—	t-CO ₂ e
		12. End-of-life treatment of sold products			Full year	Consolidated	—	158	244	121	—	t-CO ₂ e	
	GHG emissions reduction ratio (absolute amount) *compared with FY2020			Full year	Consolidated	—	(Reference year)	-5.2	-18.3	—	%		
	Energy (Manufacturing)	Non-renewable electricity purchased			Full year	Consolidated	828,500	919,484	954,088	891,139	—	MWh	
		Total renewable energy purchased or generated			Full year	Consolidated	294	730	87,179	123,212	—	MWh	
	Water	Total net fresh water consumption			Full year	Consolidated	4,249	4,149	4,027	3,609	—	thousand m ³	
			Withdrawal: Total municipal water supplies (or from other water utilities)			Full year	Consolidated	3,914	3,808	3,668	3,283	—	thousand m ³
			Withdrawal: Fresh groundwater			Full year	Consolidated	335	341	359	326	—	thousand m ³
			Water usage reduction ratio per unit* ² *compared with FY2020			Full year	Consolidated	—	(Reference year)	-17.2	-4.5	—	%
		Waste	Total waste generated			Full year	Consolidated	24.0	25.6	28.9	26.3	—	kt
			Total waste recycled			Full year	Consolidated	22.0	23.4	26.6	24.2	—	kt
			Final disposal of waste			Full year	Consolidated	2.0	2.2	2.3	2.1	—	kt
			Recycling rate			Full year	Consolidated	91.7	91.4	92.0	92.1	—	%
	Waste generation reduction ratio per unit* ² *compared with FY2020			Full year	Consolidated	—	(Reference year)	-3.8	12.6	—	%		
Social	Human rights and labor	Compliance rate of ban on child labor and forced labor			March 31	Consolidated	100.0	100.0	100.0	100.0	—	%	
	Work engagement	Work engagement			March 31	Non-consolidated	—	2.27	2.25	2.28	—	—	
		Target Work engagement 2.5 or higher	Survey response rate			March 31	Non-consolidated	—	93.3	92.7	92.6	—	%
	Human resource development		Number of level-specific training recipients (new employee training, promotion training, etc.)			March 31	Non-consolidated	—	583	589	1,229	—	Persons
		Number of leadership training recipients (leadership training, selective training for junior level, etc.)			March 31	Non-consolidated	—	77	77	64	—	Persons	
		Number of career development support training recipients (career plan training, etc.)			March 31	Non-consolidated	—	198	339	321	—	Persons	
		Number of theme based training recipients (quality training, 5S training, statistics training, etc.)			March 31	Non-consolidated	—	1,392	1,303	1,406	—	Persons	

*1 The coverage of calculations is consolidated from FY2021.
*2 Figures for FY2021 have been changed retroactively due to the change of the basic unit to production volume.

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	FY2019	FY2020	FY2021	FY2022	FY2023	Unit		
Social	Diversity	Number of employees (consolidated)		March 31	Consolidated	21,723	22,852	22,312	21,819	–	Persons	
		Number of employees (non-consolidated)		March 31	Non-consolidated	2,785	2,837	2,873	2,903	–	Persons	
		Male	March 31	Non-consolidated	2,182	2,183	2,211	2,206	–	Persons		
			Female	March 31	Non-consolidated	603	654	662	697	–	Persons	
		Ratio of females		March 31	Non-consolidated	21.7	23.1	23.0	24.0	–	%	
		Number of managerial positions		April 1	Non-consolidated	278	286	287	295	283	Persons	
		Male	April 1	Non-consolidated	273	279	280	284	271	Persons		
			Female	April 1	Non-consolidated	5	7	7	11	12	Persons	
		Ratio of females in managerial roles (consolidated)		April 1	Consolidated*3	–	–	–	–	17.0	%	
		Ratio of females in managerial roles (non-consolidated)		April 1	Non-consolidated	1.8	2.5	2.4	3.7	4.2	%	
		Ratio of female managerial roles among female employees		April 1	Non-consolidated	0.8	1.1	1.0	1.5	1.6	%	
		Length of service		March 31	Non-consolidated	18.2	18.8	17.8	17.4	–	Years	
		Male	March 31	Non-consolidated	18.2	18.9	17.9	17.6	–	Years		
			Female	March 31	Non-consolidated	18.3	18.7	17.5	16.6	–	Years	
		Number of new graduates		April 1	Non-consolidated	96	101	122	129	118	Persons	
		Male	April 1	Non-consolidated	61	58	88	80	77	Persons		
			Female	April 1	Non-consolidated	35	43	34	49	41	Persons	
		Rate of newly recruited female graduates		April 1	Non-consolidated	36.5	42.6	27.9	38.0	34.7	%	
		Number of mid-careers		March 31	Non-consolidated	46	59	40	60	–	Persons	
		Male	March 31	Non-consolidated	34	37	38	39	–	Persons		
			Female	March 31	Non-consolidated	12	22	2	21	–	Persons	
		Employment rate of disabled people		June 1	Non-consolidated	–	–	–	2.13	2.36	%	
		Average number of paid leave days taken		March 31	Non-consolidated	14.4	12.7	14.8	15.6	–	Days	
		Utilization rate of childcare leave		March 31	Non-consolidated	–	–	–	41	–	%	
		Male	March 31	Non-consolidated	–	–	–	29	–	%		
			Female	March 31	Non-consolidated	100	100	100	100	–	%	
		Utilization rate of childcare leave / special paid holiday (when spouse gives birth)		March 31	Non-consolidated	88	91	88	93	–	%	
		Male	March 31	Non-consolidated	85	90	89	92	–	%		
			Female	March 31	Non-consolidated	100	100	100	100	–	%	
		Ratio of employees who return to work after childcare leave (Female)		March 31	Non-consolidated	100	100	100	100	–	%	
		Gender pay gap		March 31	Non-consolidated	–	–	–	68.0	–	%	
		Regular employees	March 31	Non-consolidated	–	–	–	67.2	–	%		
			Non-regular employees	March 31	Non-consolidated	–	–	–	68.6	–	%	
	Occupational health and safety	Target Incidence rate of injuries and illness < 0.016 Accident frequency rate < 0.08	Incidence rate of injuries and illness		March 31	Consolidated	0.008	0.015	0.021	0.015	–	–
			Accident frequency rate		March 31	Consolidated	0.04	0.08	0.10	0.07	–	–

*3 Excluding TAIYO YUDEN CO., LTD.

ESG Data

			Period/ As-of-Date	Coverage	FY2019	FY2020	FY2021	FY2022	FY2023	Unit
Governance	The Board of Directors	Chairperson	July 1	Non-consolidated	President				Chairperson	—
		Terms of Directors	July 1	Non-consolidated	1	1	1	1	1	Years
		Directors	July 1	Non-consolidated	8	8	7	7	7	Persons
		Inside Directors	July 1	Non-consolidated	5	5	4	4	4	Persons
		Outside Directors	July 1	Non-consolidated	3	3	3	3	3	Persons
		Ratio of Outside Directors	July 1	Non-consolidated	37.5	37.5	42.9	42.9	42.9	%
		Female Directors	July 1	Non-consolidated	1	1	1	1	1	Persons
		Ratio of female Directors	July 1	Non-consolidated	12.5	12.5	14.3	14.3	14.3	%
		Inside 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	1	1	1	1	1	Persons
		Ratio of female Audit & Supervisory Board Members	July 1	Non-consolidated	25.0	25.0	25.0	25.0	25.0	%
	Nomination Committee	Chairperson	July 1	Non-consolidated	Outside Director				—	
		Nomination Committee members	July 1	Non-consolidated	5	5	5	5	5	Persons
		Outside Directors	July 1	Non-consolidated	3	3	3	3	3	Persons
	Remuneration Committee	Chairperson	July 1	Non-consolidated	Outside Director				—	
		Remuneration Committee members	July 1	Non-consolidated	5	5	5	5	5	Persons
		Outside Directors	July 1	Non-consolidated	3	3	3	3	3	Persons
	Operating Officers	Operating Officers (including those concurrently serving as Director)	July 1	Non-consolidated	16	15	13	17	17	Persons
		Male	July 1	Non-consolidated	16	15	13	17	17	Persons
		Female	July 1	Non-consolidated	0	0	0	0	0	Persons