

ESG Data

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

				Period/ As-of-Date	Coverage	FY2020	FY2021	FY2022	FY2023	FY2024	Unit	
Environ- ment	Greenhouse gas (GHG)	GHG emissions (Scope1 + Scope2)		Full year	Consolidated	484,000	459,000	396,000	418,000	—	t-CO ₂ e	
	Medium-term manage- ment plan 2025 Target GHG absolute emissions Reduction by 42%* in FY2030 *compared with FY2020	Scope1		Full year	Consolidated	42,000	44,000	42,000	51,000	—	t-CO ₂ e	
		Scope2		Full year	Consolidated	442,000	415,000	354,000	367,000	—	t-CO ₂ e	
		Scope3	1. Purchased goods and services		Full year	Consolidated	392,102	379,879	482,072	601,000	—	t-CO ₂ e
			2. Capital goods		Full year	Consolidated	122,262	83,697	122,350	225,000	—	t-CO ₂ e
			3. Fuel- and energy-related activities		Full year	Consolidated	19,286	75,642	70,983	77,000	—	t-CO ₂ e
			4. Upstream transportation & distribution		Full year	Consolidated	42,950	47,668	37,239	36,000	—	t-CO ₂ e
			5. Waste generated in operations		Full year	Consolidated (Japan)* ¹	7,559	21,235	12,379	11,000	—	t-CO ₂ e
			6. Business travel		Full year	Consolidated (Japan)	340	570	792	900	—	t-CO ₂ e
			7. Employee commuting		Full year	Consolidated (Japan)	7,656	9,060	8,833	9,000	—	t-CO ₂ e
			8. Upstream leased assets		Full year	Consolidated	0	0	0	0	—	t-CO ₂ e
			10. Processing of sold products		Full year	Consolidated	6,507	7,459	6,625	7,000	—	t-CO ₂ e
			12. End-of-life treatment of sold products		Full year	Consolidated	158	244	121	100	—	t-CO ₂ e
	GHG emissions reduction ratio (absolute amount) *compared with FY2020		Full year	Consolidated	(Reference year)	-5.2	-18.3	-13.5	—	%		
	Energy (Manufacturing)	Non-renewable electricity purchased		Full year	Consolidated	919,484	954,088	891,139	944,301	—	MWh	
		Total renewable energy purchased or generated		Full year	Consolidated	730	87,179	123,212	151,256	—	MWh	
	Water	Total net fresh water consumption		Full year	Consolidated	4,149	4,027	3,609	3,764	—	thousand m ³	
		Target Average water use per unit (production volume) FY2025 10% reduction *compared with FY2020	Withdrawal: Total municipal water supplies (or from other water utilities)		Full year	Consolidated	3,808	3,668	3,283	3,424	—	thousand m ³
			Withdrawal: Fresh groundwater		Full year	Consolidated	341	359	326	340	—	thousand m ³
		Water usage reduction ratio per unit* ² *compared with FY2020		Full year	Consolidated	(Reference year)	-17.2	-4.5	-7.6	—	%	
	Waste	Total waste generated		Full year	Consolidated	25.6	28.9	26.3	25.7	—	kt	
		Target Average waste genera- tion per unit (production volume) FY2025 10% reduction *compared with FY2020	Total waste recycled		Full year	Consolidated	23.4	26.6	24.2	23.7	—	kt
			Final disposal of waste		Full year	Consolidated	2.2	2.3	2.1	2.0	—	kt
			Recycling rate		Full year	Consolidated	91.4	92.0	92.1	92.3	—	%
		Waste generation reduction ratio per unit* ² *compared with FY2020		Full year	Consolidated	(Reference year)	-3.8	12.6	1.9	—	%	
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	—	%	
	Work engagement	Work engagement		March 31	Non-consolidated	2.27	2.25	2.28	2.30	—	—	
		Target Work engagement 2.5 or higher	Survey response rate		March 31	Non-consolidated	93.3	92.7	92.6	90.1	—	%
	Human resource development	Number of level-specific training recipients (new employee training, promotion training, etc.)		March 31	Non-consolidated	583	589	1,229	1,016	—	Persons	
		Number of leadership training recipients (leadership training, selective training for junior level, etc.)		March 31	Non-consolidated	77	77	64	104	—	Persons	
		Number of career development support training recipients (career plan training, etc.)		March 31	Non-consolidated	198	339	321	302	—	Persons	
		Number of theme based training recipients (quality training, 5S training, statistics training, etc.)		March 31	Non-consolidated	1,392	1,303	1,406	1,587	—	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/en/sustainability/misc/sdata/>
• Environment Performance <https://www.yuden.co.jp/en/sustainability/environment/performance/>
• Diversity <https://www.yuden.co.jp/en/sustainability/society/diversity/>

				Period/ As-of-Date	Coverage	FY2020	FY2021	FY2022	FY2023	FY2024	Unit
Social	Diversity	Number of employees (consolidated)		March 31	Consolidated	22,852	22,312	21,819	21,823	—	Persons
		Number of employees (non-consolidated)		March 31	Non-consolidated	2,837	2,873	2,903	2,853	—	Persons
		Male	March 31	Non-consolidated	2,183	2,211	2,206	2,141	—	Persons	
		Female	March 31	Non-consolidated	654	662	697	712	—	Persons	
		Ratio of females		March 31	Non-consolidated	23.1	23.0	24.0	25.0	—	%
		Number of managerial positions		April 1	Non-consolidated	286	287	295	283	273	Persons
		Male	April 1	Non-consolidated	279	280	284	271	257	Persons	
		Female	April 1	Non-consolidated	7	7	11	12	16	Persons	
		Ratio of females in managerial roles (consolidated)		April 1	Consolidated* ³	—	—	—	17.0	17.4	%
		Ratio of females in managerial roles (non-consolidated)		April 1	Non-consolidated	2.5	2.4	3.7	4.2	5.9	%
		Ratio of female managerial roles among female employees		April 1	Non-consolidated	1.1	1.0	1.5	1.6	2.1	%
		Length of service		March 31	Non-consolidated	18.8	17.8	17.4	16.9	—	Years
		Male	March 31	Non-consolidated	18.9	17.9	17.6	17.2	—	Years	
		Female	March 31	Non-consolidated	18.7	17.5	16.6	15.8	—	Years	
		Number of new graduates		April 1	Non-consolidated	101	122	129	116	129	Persons
		Male	April 1	Non-consolidated	58	88	80	75	87	Persons	
		Female	April 1	Non-consolidated	43	34	49	41	42	Persons	
		Rate of newly recruited female graduates		April 1	Non-consolidated	42.6	27.9	38.0	35.3	32.6	%
		Number of mid-careers		March 31	Non-consolidated	59	40	60	67	—	Persons
		Male	March 31	Non-consolidated	37	38	39	48	—	Persons	
		Female	March 31	Non-consolidated	22	2	21	19	—	Persons	
		Employment rate of disabled people		June 1	Non-consolidated	—	—	2.13	2.36	2.58	%
		Average number of paid leave days taken		March 31	Non-consolidated	12.7	14.8	15.6	16.1	—	Days
		Utilization rate of childcare leave		March 31	Non-consolidated	—	—	41	62	—	%
		Male	March 31	Non-consolidated	—	—	29	52	—	%	
		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	91	91	93	96	—	%
		Male	March 31	Non-consolidated	90	89	92	96	—	%	
		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	69.9	—	%
		Regular employees	March 31	Non-consolidated	—	—	67.2	69.2	—	%	
		Non-regular employees	March 31	Non-consolidated	—	—	68.6	67.4	—	%	
	Occupational health and safety	Incidence rate of injuries and illness		March 31	Consolidated	0.015	0.021	0.015	0.020	—	—
		Accident frequency rate		March 31	Consolidated	0.08	0.10	0.07	0.10	—	—
		Number of Lost time accidents		March 31	Consolidated	4	6	4	5	—	Number of cases

*3 Excluding TAIYO YUDEN CO., LTD.

ESG Data

			Coverage	As of June 27, 2024	Unit
Governance	The Board of Directors	Chairperson	Non-consolidated	Chairperson	—
		Directors	Non-consolidated	10	Persons
		Inside Directors	Non-consolidated	5	Persons
		Outside Directors	Non-consolidated	5	Persons
		Ratio of Outside Directors	Non-consolidated	50	%
		Female Directors	Non-consolidated	3	Persons
		Ratio of female Directors	Non-consolidated	30	%
	Audit & Supervisory Committee	Chairperson	Non-consolidated	Outside Director	—
		Audit & Supervisory Committee members	Non-consolidated	3	Persons
		Outside Audit & Supervisory Committee members	Non-consolidated	2	Persons
	Nomination Committee	Chairperson	Non-consolidated	Outside Director	—
		Nomination Committee members	Non-consolidated	4	Persons
		Outside Directors	Non-consolidated	3	Persons
	Remuneration Committee	Chairperson	Non-consolidated	Outside Director	—
		Remuneration Committee members	Non-consolidated	4	Persons
		Outside Directors	Non-consolidated	3	Persons
	Operating Officers	Operating Officers	Non-consolidated	15	Persons
		Male	Non-consolidated	15	Persons
		Female	Non-consolidated	0	Persons