

ESG Data

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

				Period/ As-of-Date	Coverage	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	Unit	
Environment	Greenhouse gas (GHG)	GHG emissions (Scope1 + Scope2)*1		Full year	Consolidated	484,000	459,000	396,000	419,000	383,000	—	t-CO ₂ e	
	Medium-term management plan 2025 Target GHG absolute emissions Reduction by 42% in FY2030 *compared with FY2020	Scope1*1		Full year	Consolidated	42,000	44,000	42,000	52,000	58,000	—	t-CO ₂ e	
		Scope2		Full year	Consolidated	442,000	415,000	354,000	367,000	325,000	—	t-CO ₂ e	
		Scope3*1	1. Purchased goods and services	Full year	Consolidated	490,000	631,000	482,000	601,000	683,000	—	t-CO ₂ e	
			2. Capital goods	Full year	Consolidated	122,000	84,000	122,000	225,000	158,000	—	t-CO ₂ e	
			3. Fuel- and energy-related activities	Full year	Consolidated	73,000	95,000	89,000	96,000	102,000	—	t-CO ₂ e	
			4. Upstream transportation & distribution	Full year	Consolidated	49,000	54,000	42,000	41,000	49,000	—	t-CO ₂ e	
			5. Waste generated in operations	Full year	Consolidated (Japan)	16,000	21,000	12,000	11,000	13,000	—	t-CO ₂ e	
			6. Business travel	Full year	Consolidated (Japan)	3,000	3,000	4,000	3,000	4,000	—	t-CO ₂ e	
			7. Employee commuting	Full year	Consolidated (Japan)	18,000	20,000	16,000	19,000	19,000	—	t-CO ₂ e	
			8. Upstream leased assets	Full year	Consolidated	Included in Scope2						—	t-CO ₂ e
			9. Transportation and delivery (downstream)	Full year	Consolidated	2,000	4,000	2,000	2,000	2,000	—	t-CO ₂ e	
			10. Processing of sold products	Full year	Consolidated	7,000	7,000	7,000	7,000	7,000	—	t-CO ₂ e	
		12. End-of-life treatment of sold products	Full year	Consolidated	200	200	100	100	100	—	t-CO ₂ e		
		GHG emissions reduction ratio (absolute amount)*1 *compared with FY2020		Full year	Consolidated	(Reference year)	(5.2)	(18.2)	(13.5)	(20.9)	—	%	
	Energy (Manufacturing)	Non-renewable electricity purchased		Full year	Consolidated	919,484	954,088	891,139	944,301	1,030,474	—	MWh	
Total renewable energy purchased or generated		Full year	Consolidated	730	87,179	123,212	151,256	270,662	—	MWh			
Water	Total net fresh water consumption		Full year	Consolidated	4,149	4,027	3,609	3,764	4,259	—	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	3,918	—	thousand m ³		
		Withdrawal: Fresh groundwater	Full year	Consolidated	341	359	326	340	341	—	thousand m ³		
	Water usage reduction ratio per unit *compared with FY2020		Full year	Consolidated	(Reference year)	(17.2)	(4.5)	(7.6)	(10.2)	—	%		
Waste	Total waste generated*2		Full year	Consolidated	25.0	28.3	25.7	25.0	28.1	—	kt		
Target Average waste generation per unit (production volume) FY2025 10% reduction *compared with FY2020		Total waste recycled	Full year	Consolidated	22.8	26.0	23.6	23.0	25.9	—	kt		
		Final disposal of waste	Full year	Consolidated	2.2	2.3	2.1	2.0	2.2	—	kt		
		Recycling rate	Full year	Consolidated	91.2	91.8	91.8	92.0	92.2	—	%		
	Waste generation reduction ratio per unit*2 *compared with FY2020		Full year	Consolidated	(Reference year)	(3.4)	12.8	2.0	(0.3)	—	%		
Social	Human rights and labor	Compliance rate of ban on child labor and forced labor		March 31	Consolidated	100	100	100	100	100	—	%	
	Work engagement	Work engagement		March 31	Non-consolidated	2.27	2.25	2.28	2.30	2.28	—	—	
	Occupational health and safety	Incidence rate of injuries and illness		March 31	Consolidated	0.015	0.021	0.015	0.020	0.027	—	—	
		Accident frequency rate		March 31	Consolidated	0.08	0.10	0.07	0.10	0.13	—	—	
		Number of Lost time accidents		March 31	Consolidated	4	6	4	5	7	—	Number of cases	
	Human resource development	Training expenses per employee		March 31	Non-consolidated	—	62,600	79,237	90,621	100,414	—	Yen	
		Training hours per employee		March 31	Non-consolidated	—	15.2	20.4	20.5	23.3	—	Hours	
	Diversity	Number of employees (consolidated)		March 31	Consolidated	22,852	22,312	21,819	21,823	20,779	—	Persons	
	Target Rate of newly recruited female graduates 30% or higher Female manager ratio 10% or higher (FY2030)	Number of employees (non-consolidated)		March 31	Non-consolidated	2,837	2,873	2,903	2,853	2,928	—	Persons	
		Male	March 31	Non-consolidated	2,183	2,211	2,206	2,141	2,181	—	Persons		
Female		March 31	Non-consolidated	654	662	697	712	747	—	Persons			
Ratio of females		March 31	Non-consolidated	23.1	23.0	24.0	25.0	25.5	—	%			

*1 In line with the SBT certification, some figures have been retroactively revised from FY2020 onward.
*2 Due to a change in the definition, emissions reused within the Taiyo Yuden Group have been excluded, and some figures have been retroactively revised from FY2020 onward.

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	FY2025	Unit	
Social	Diversity	Number of managerial positions		April 1	Non-consolidated	286	287	295	283	273	277	Persons
		Male	April 1	Non-consolidated	279	280	284	271	253	259	Persons	
		Female	April 1	Non-consolidated	7	7	11	12	16	18	Persons	
		Ratio of females in managerial roles (consolidated)		April 1	Consolidated*3	—	—	—	17.0	17.4	21.9	%
		Ratio of females in managerial roles (non-consolidated)		April 1	Non-consolidated	2.5	2.4	3.7	4.2	5.9	6.5	%
		Length of service		March 31	Non-consolidated	18.8	17.8	17.4	16.9	16.5	—	Years
		Male	March 31	Non-consolidated	18.9	17.9	17.6	17.2	16.8	—	Years	
		Female	March 31	Non-consolidated	18.7	17.5	16.6	15.8	15.4	—	Years	
		Number of new graduates		April 1	Non-consolidated	101	122	129	116	129	77	Persons
		Male	April 1	Non-consolidated	58	88	80	75	87	49	Persons	
		Female	April 1	Non-consolidated	43	34	49	41	42	28	Persons	
		Rate of newly recruited female graduates		April 1	Non-consolidated	42.6	27.9	38.0	35.3	32.6	36.4	%
		Number of mid-careers		March 31	Non-consolidated	59	40	60	67	50	—	Persons
		Male	March 31	Non-consolidated	37	38	39	48	36	—	Persons	
		Female	March 31	Non-consolidated	22	2	21	19	14	—	Persons	
		Employment rate of disabled people		June 1	Non-consolidated	—	—	2.13	2.36	2.58	2.79	%
		Average number of paid leave days taken		March 31	Non-consolidated	12.7	14.8	15.6	16.1	16.1	—	Days
		Utilization rate of childcare leave (Male)		March 31	Non-consolidated	—	—	29	52	65	—	%
		Utilization rate of childcare leave (Female)		March 31	Non-consolidated	100	100	100	100	100	—	%
		Utilization rate of childcare leave / special paid holiday (when spouse gives birth) (Male)		March 31	Non-consolidated	91	91	93	96	95	—	%
		Ratio of employees who return to work after childcare leave (Female)		March 31	Non-consolidated	100	100	100	100	100	—	%
		Gender pay gap		March 31	Non-consolidated	—	—	68.0	69.9	70.7	—	%
			Regular employees	March 31	Non-consolidated	—	—	67.2	69.2	69.9	—	%
			Non-regular employees	March 31	Non-consolidated	—	—	68.6	67.4	68.4	—	%

*3 Excluding TAIYO YUDEN CO., LTD.

			Coverage	As of June 27, 2025	Unit		
Governance	The Board of Directors		Chairperson	Non-consolidated	Representative Director, President and CEO	—	
			Directors	Non-consolidated	9	Persons	
			Inside Directors	Non-consolidated	4	Persons	
			Outside Directors	Non-consolidated	5	Persons	
			Ratio of Outside Directors	Non-consolidated	56	%	
			Female Directors	Non-consolidated	3	Persons	
			Ratio of female Directors	Non-consolidated	33	%	
	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