Human Rights

Basic Policy

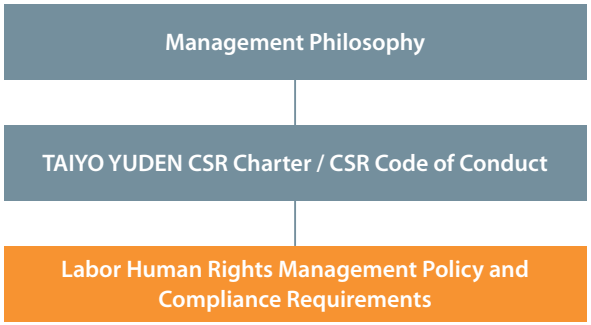
TAIYO YUDEN aims to be a company trusted by society, TAIYO YUDEN supports and respects all laws and regulations concerning labor and human rights, as well as international norms such as the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the RBA Code of Conduct.

In addition to establishing the TAIYO YUDEN Group CSR Charter and Code of Conduct, we have developed and currently operate a labor and human rights management system to ensure respect for human rights and the implementation of appropriate labor practices. In accordance with our Labor Human Rights Management Policy and Compliance Requirements, we strive to achieve continuous improvements at each site through the PDCA cycle. Furthermore, we have established and monitor procedures at all sites with greater specificity, such as the detailed Group Labor Rights Management Manual and the Management Standards for Limiting Working Hours to 60 hours per week and Preventing Six Consecutive Working Days.

As part of our risk assessment for human rights, labor, and other areas, we periodically conduct self-assessments on labor and human rights based on the RBA Code of Conduct, and carry out improvements and corrective actions based on feedback.

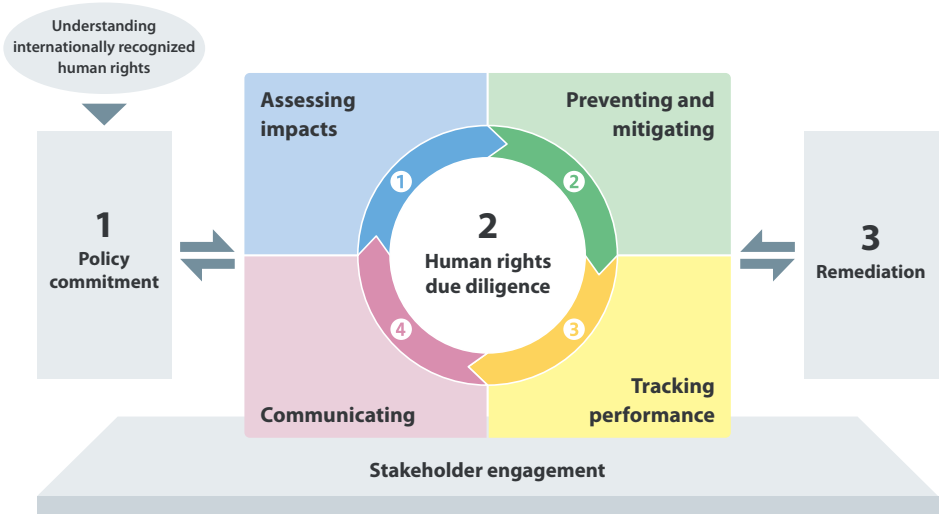
Human Rights and Labor

Human Rights and Labor / Social (S) / Sustainability



Human Rights Due Diligence

TAIYO YUDEN is engaged in formulating human rights policy, conducting human rights due diligence (Identification of adverse effects on human rights, prevention and mitigation of adverse impacts on human rights, tracking the effectiveness of responses, dissemination of information and communicating externally), and establishing a grievance mechanism.



① **Identifying adverse human rights impacts**
We analyze potential human rights risks in our value chain and identify issues that require a response.

② **Preventing and mitigating adverse human rights impacts**
We share identified human rights risks with relevant departments and promote initiatives to prevent and mitigate negative impacts.

③ **Tracking the effectiveness of response**
We conduct self-assessments on labor and human rights based on the RBA Code of Conduct. We implement improvements and corrective actions based on the results of these assessments.

④ **Disseminating information and communicating externally**
We disclose information through our corporate website, integrated reports, and other communication channels.