2024

Safety & Environmental Report



TAIYO YUDEN

CONTENTS

Building Safety and Environmental Foundation

Safety and Environmental Management System ····· 02

Safety and Environmental Audits ····· 04

Safety and Environmental Risk Management ····· 05

Employee Enrichment through Safety and Environmental Training ····· 06

Environmental Accounting ····· 07

Our Efforts toward Improving the Environment

Determining Environmental Impact of Corporate Activities ····· 08

Achievement Levels for Medium-Term Environmental Targets ····· 09

Curbing Global Warming ····· 10

Efforts to Address Climate Change ····· 11

Reducing Waste / Preserving Water Resources ····· 15

Our Efforts ····· 17

Appropriate Management of Chemical Substances ····· 18

Approach to Health and Safety Efforts

Achievement Levels for Medium-Term Occupational Health and Safety Targets ····· 19

Efforts and Status ····· 20

Editorial Policy

Why this Report was Published

The Taiyo Yuden Group strives for perpetual growth while fulfilling its corporate social responsibilities. We regard endeavoring to improve safety and the environment as an important social responsibility, so promote such activities on a global scale. Every fiscal year, we publish a Safety and Environmental Report presenting our goals, our efforts, major results, and other details in a comprehensive yet easy to understand format.

Intended Readership

This publication assumes a target readership consisting not just of customers and clients, but also local communities in the vicinity of our sites, stockholders, investors, people involved in environmental activities or occupational health and safety, NPOs, NGOs, students, group employees, and a wide range of other stakeholders. We also publish this English version to make the contents available to readers overseas.

Referenced Guidelines

This report follows the Environmental Reporting Guidelines (2018 edition) issued by the Japanese Ministry of the Environment. We have listed the core indicators of environmental performance while referring to the GRI standard. Mixing in charts and figures, it outlines the Taiyo Yuden Group's environmental impact describes our management systems, spotlights current issues and reports on specific measures for improving that impact.

Publication on our Website

This report is published on the Taiyo Yuden website, in consideration of effective use of resources, etc. We hope that this report will help you gain a deeper understanding of our environmental, health, and safety activities, and be used as a reference for making an objective judgment of the Group.

Reference : The Taiyo Yuden website
https://www.yuden.co.jp

Scope of Disclosure

Organizations Covered by this Report

This report covers TAIYO YUDEN CO., LTD. and its domestic and overseas subsidiaries.
Safety and environment data covers the following Taiyo Yuden Group members: six domestic sites, ten domestic consolidated subsidiaries, and six overseas consolidated subsidiaries.

[Within Japan]
TAIYO YUDEN CO., LTD.
Takasaki Global Center / Haruna Plant / Nakanojo Plant / Tamamura Plant / Yawatabara Plant / R&D Center /
(Hongo Photovoltaic Power Plant)

Consolidated Subsidiaries
TAIYO YUDEN CHEMICAL TECHNOLOGY CO., LTD. /
TAIYO YUDEN TECHNO SOLUTIONS CO., LTD. /
FUKUSHIMA TAIYO YUDEN CO., LTD. /
NIIGATA TAIYO YUDEN CO., LTD. /
WAKAYAMA TAIYO YUDEN CO., LTD. /
TAIYO YUDEN Mobile Technology Co., Ltd. /
Sun Vertex Co., Ltd. /
Kankyo Assist Co., Ltd. /
ELNA CO.,LTD. /
(Elna Shirakawa Photovoltaic Power Plant)

[Outside Japan]
Consolidated Subsidiaries
South Korea: KOREA KYONG NAM TAIYO YUDEN CO., LTD.
China: TAIYO YUDEN (CHANGZHOU) CO., LTD.
China: TAIYO YUDEN (GUANGDONG) CO., LTD.
Philippines: TAIYO YUDEN (PHILIPPINES), INC.
Malaysia: TAIYO YUDEN (SARAWAK) SDN. BHD.
Malaysia ELNA (MALAYSIA) SDN. BHD.
Thailand: ELNA (THAILAND) CO., LTD.

Period Covered by this Report

This Report focuses on our performance from April 1, 2023 to March 31, 2024. (Date of any activities which have taken place outside this period are specified).

Date of Issue

July 2024
(Previous issue: July 2023; Next issue scheduled for July 2025)

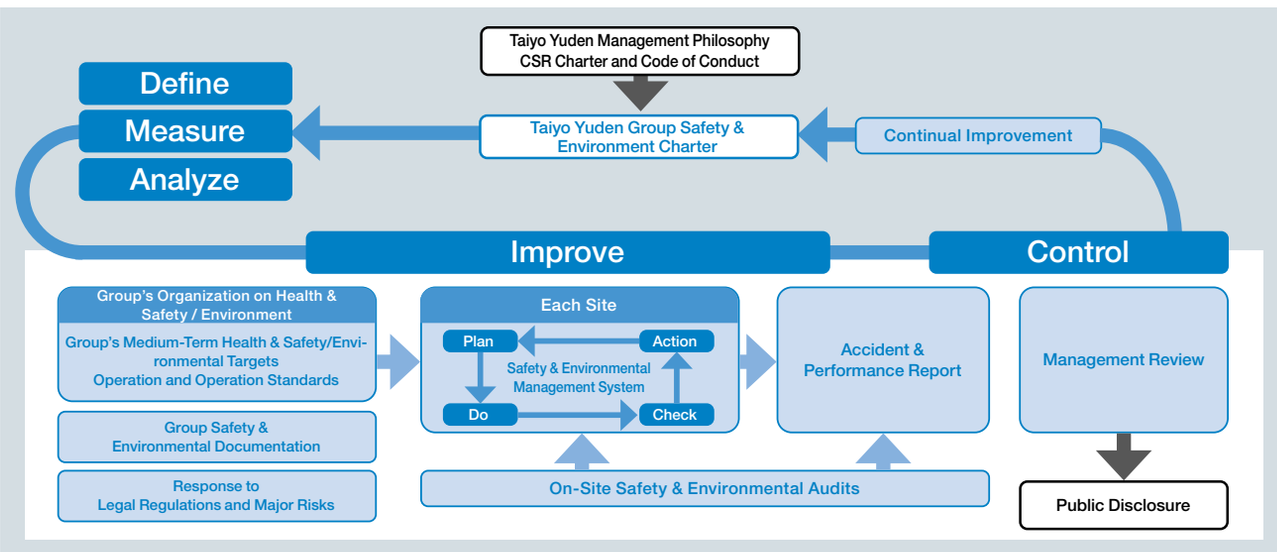
Safety and Environmental Management System 2-1

02

Our group-wide Safety and Environmental Management System keeps individual activities proceeding toward common goals under a common philosophy.

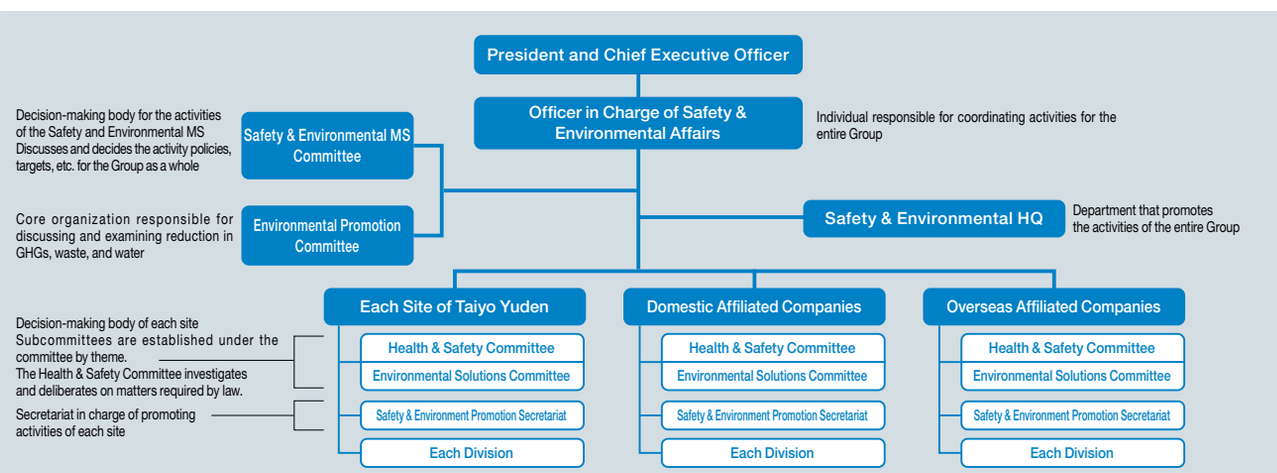
System Overview

This management system consists of long- and short-cycle activities.
In the long-cycle activities, which are designed for the entire group, we are making continuous improvements based on common goals and criteria by checking achievements based on reports about site audits and from sites and by reviewing the management system.
For site-specific short-cycle activities, we have an ISO 14001-compliant management system and the Occupational Health and Safety Management System (OHSMS) in place.



Promotion Structure

The officer in charge of safety and environmental affairs appointed by the President and Chief Executive Officer has overall responsibility for building and managing the promotion structure for Taiyo Yuden's Safety and Environmental Management System. Safety and Environmental MS Committee, the Environmental Promotion Committee debate and decide policies and issues to be addressed. Each manager of sites then converts his/her decisions into actual plans matching the characteristics of each site, and takes charge of publicizing, enforcing and promoting these concrete targets.



* MS stands for the management system.
* HQ stands for Headquarters.
* The Health and Safety Committee elects company and worker representatives.

Safety and EnvironmentalvManagement System 2-2

Certification Acquisition Status

The Taiyo Yuden Group is ISO 14001 certified for its production sites and development centers.
In addition, we address corporate responsibility in the global supply chain, and the group undergoes the Validated Assessment Program (VAP) audits by the Responsible Business Alliance (RBA) on a continuous basis in line with the set plan.

List of Certifications Acquired

Location	Name of Sites	Acquired ISO14001 Certification	Certification authorities
Japan	TAIYO YUDEN CO., LTD. Takasaki Global Center,Haruna Plant, Nakanojo Plant,Tamamura Plant, Yawatabara Plant, R&D Center TAIYO YUDEN CHEMICAL TECHNOLOGY CO., LTD. TAIYO YUDEN TECHNO SOLUTIONS CO., LTD. FUKUSHIMA TAIYO YUDEN CO., LTD. NIIGATA TAIYO YUDEN CO., LTD. WAKAYAMA TAIYO YUDEN CO., LTD. TAIYO YUDEN Mobile Technology Co., Ltd. Kankyo Assist Co., Ltd. ELNA CO., LTD.	**4669324** (as of Oct. 1998) Collectively certified in Japan	BV
South Korea	KOREA KYONG NAM TAIYO YUDEN CO., LTD.	**KR003545** (as of Mar. 2002)	BV
China	TAIYO YUDEN (GUANGDONG) CO., LTD.	**CN042006** (as of Dec. 2001)	BV
Philippines	TAIYO YUDEN (PHILIPPINES), INC.	**PH13/0920** (as of Nov. 2001)	SGS
Malaysia	TAIYO YUDEN (SARAWAK) SDN. BHD.	**EMS00226** (as of Oct. 2002)	SIRIM
	ELNA (MALAYSIA) SDN. BHD.	**17318-E** (as of Dec. 2003)	Kiwa
Thailand	ELNA (THAILAND) CO., LTD.	**04 104 990506** (as of Mar. 2004)	TUV

Safety and Environmental Audits

04

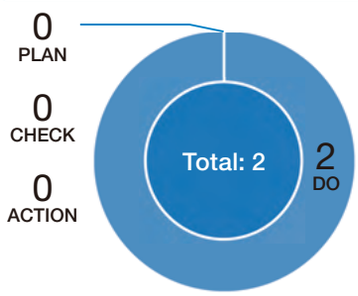
Triple audits evaluate each site's compliance, accident risk management, and the environmental impact situation aimed at producing continuous improvement.

External Audits

ISO14001 certification audits by certification authorities

Sites with ISO14001 certification underwent the audits required to update or maintain such certification. These audits uncovered 2 nonconformities. The root causes were analyzed and corrective action was promptly taken in response to each issue. The nonconformities were minor issues related to the management systems and would not cause environmental pollution or accidents.

Number of Nonconformity Instances Found with External Audits



Nonconformity Examples

Details of nonconformities	Corrective/remedial actions taken
The method to check the measures against static electricity implemented by the supplier when filling the tank with fuel has not been standardized.	The operation standards have been revised to make sure that the implementation status of the measures against static electricity can be checked and that the parties concerned have received training.
The amount of the refrigerant was not sufficiently checked when the supplier maintained the refrigeration machine.	The procedures for preventive maintenance of the refrigeration machine have been revised to make sure that the amount of the refrigerant can be checked and that the supplier and the internal parties concerned have received training.

The RBA-VAP audits for FY2023 have been completed at 7 domestic sites and 4 overseas sites.

Internal Site Audits

Audits of site safety and environmental activities at regularly scheduled intervals allow us to compare sites.

Domestic sites: Once every two years
Overseas sites: Once every three years

In FY2023, we performed site audits to examine the status of compliance with customer requirements, the RBA code of conduct's safety, health, and environmental requirements.
In each audit, auditors checked documents and performed on-site audits on matters related to customer requirements/RBA requirements such as risk management against potential hazards, management of required protective equipment, emergency preparedness, and management of chemical substances, waste, and air/water quality.
The audits revealed inadequacies including label management, emergency preparedness, management of fire extinguishers. Countermeasures were implemented for validated inadequacies found during the site audits, and verified its effectiveness.
We aim to improve the level of health, safety, and environmental protection activities for the whole group by globally incorporating societal requirements in a timely manner and sharing the results after benchmarking products from all sites.

Issue Examples

Some of the hazard labels(GHS*) on the chemical containers were inadequate.
The update and management of the first-aid equipment map were inadequate.
Some items on the list of the monthly fire extinguisher self-inspection were inadequate.

*GHS : The Globally Harmonized System of Classification and Labeling of Chemicals

Internal Audits

Audits targeting site departments on observance of safety and environment laws, target achievement, and performance.

Once or twice every year

All sites conducted internal audits of their departments in accordance with their management systems. Priority areas were determined for each site, and 36 nonconformities were uncovered as a result of conducting internal audits (at sites in Japan). Corrective action was completed in all cases without delay, and after a follow-up check, it was reported to the managers that the management system has been effective in complying with the Taiyo Yuden Group's policies and goals.

Other Audits

On-site inspection of waste disposal contractors (Sites in Japan)

During FY2023, we inspected and audited 34 companies (19 collection, delivery, and intermediate processing companies; and 15 intermediate processing companies). The results showed that all inspected operators are processing and disposing of waste appropriately. The operators have also been classified into three ranks from the results of these inspections, with the frequency of future inspections varying depending on the rank of the operator.

Safety and Environmental Risk Management

05

Various types of regularly scheduled training are implemented to respond to sudden accidents, disasters, and other risks, with the objectives of early discovery, rapid response, prevention and mitigation.
The Taiyo Yuden Group reconfirms appropriate procedures and strives for continuous improvement.

Firefighting Training



R&D Center
We conducted initial firefighting training using fire extinguishers. (December 2023)



Yawatabara Plant / TAIYO YUDEN TECHNO SOLUTIONS
We conducted water hose handling training using outdoor fire hydrants. (June 2023)



TAIYO YUDEN (MALAYSIA)
We conducted fire extinguisher handling training using a powder fire extinguisher. (November 2023)

Emergency Training for Spillage of Chemical Substances



Nakanojo Plant
We conducted collection training assuming that a chemical substance leaked. (November 2023)



TAIYO YUDEN Mobile Technology
We conducted off-site leakage prevention and collection training assuming that untreated wastewater leaked.(January 2024)



TAIYO YUDEN (MALAYSIA)
We conducted collection training assuming that a chemical substance leaked during transportation. (August 2023)

Evacuation and Medical Emergency Training



Takasaki Global Center
We learned how to use AEDs and the cardiopulmonary resuscitation technique. (January 2023)



NIIGATA TAIYO YUDEN
We conducted transportation training assuming that injuries occurred during a fire. (November 2023)



KOREA KYONG NAM TAIYO YUDEN
We conducted evacuation drill assuming a fire occurred in the employee dormitory at night. (December 2023)

Removing Soil Contamination

The investigation was conducted in accordance with the Soil Contamination Countermeasures Act at ELNA Shirakawa Factory and it was confirmed that everything was within the standard range. The investigation was conducted in accordance with the Soil Contamination Countermeasures Act at Takasaki Global Center and Tamamura Plant, and countermeasures were implemented.

Environmental Accidents

No accidents that could affect the surrounding environment have occurred.

Measures for Prevention of Fire and Explosion

We have established our own voluntary standard on the three elements of combustion (combustibles, oxygen, and heat sources) as prevention measures for fire and explosion, and we implement measures and conduct management accordingly.
In addition, we conduct training on firefighting/evacuation every year in preparation for the breakout of a fire.
No fire or explosion has occurred.

Employee Enrichment through Safety and Environmental Training

06

We provide a variety of training programs covering both general and specialized knowledge to promote employees' awareness of preventing occupational injury and illness, as well as active participation in environmental conservation.

Training Structure

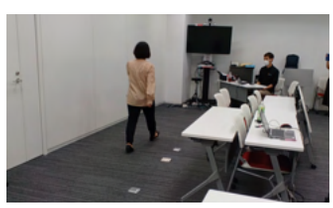
Name		Category	Purpose	Main Subjects
General Training	Training for new recruits	Awareness	Raising new recruits' awareness of occupational health and safety and environmental preservation, and ensuring they understand environmental problems pertinent to companies	General theory of Safety, Health, and Environment/ Status of Safety, Health, and Environment at the Taiyo Yuden Group
	General training		Deepening all employees' understanding of the Taiyo Yuden Group Safety, Health, and Environment Charter and Course of Action, and teaching them the skills to act accordingly	Management system (including the Safety, Health, and Environment Charter) / Mental health
	Workplace training		Understanding potential hazards and environmental impact with regard to divisional health and safety/environmental activities and work	Division activities / Matters for compliance in work
Health & Safety Training	Training for managers, instructors and supervisors	Abilities	Deepening understanding of the role of the duty for employee safety required by legal regulations and teaching foremen skills to instruct their subordinates regarding health and safety.	Role of the General Manager of Health and Safety / Role of management / Role of foreman / Chemical substance management / Hazardous material management
	Training for specialists		Teaching of specialized skills to operators of forklifts, cranes, and other heavy equipment, as well as managers of processes that handle organic solvents and the like, and employees involved in these tasks	Workplace restricted duties / Training for specific tasks / Prevention of static electricity accidents
	Training for risk assessors		Teaching the skills to recognize risks and creating a safe and sanitary workplace	Risk assessment / Health and Safety targets / Cases of Health and Safety improvements / Causes of Health and Safety accidents and their countermeasures
Environmental Training	Training for specialists		Teaching special skills to managers and relevant employees involved with equipment and facilities for which a legal notification is required	Management to prevent deterioration of water quality / Management to prevent air pollution / Waste management
	Specialized training		Training skills to integrate business activities with environmental activities in order to balance an improvement in our environmental impact with improved resource productivity	Chemical substances and their environmental impact / Environmental targets / Cases of environmental improvements / Causes of environmental accidents and their countermeasures

Training Examples

General Training

Holding events related to health and safety

We hold various events related to health and safety at all sites and these events provide opportunities for employees to raise their awareness and develop their abilities. For example, the walking form evaluation with the aim of preventing and relieving lower back pain while walking, the workshop on heat stroke prevention, and other training programs were conducted.



the walking form evaluation



the workshop on heat stroke prevention

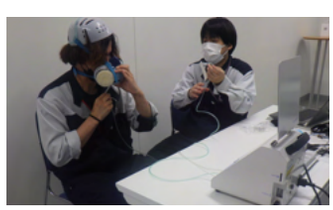
Occupational Health and Safety Training

Training on how to wear the respiratory protective equipment

We conducted training to learn the right way of wearing mask by measuring the fitness between the mask and the face in real time.

High-pressure gas safety training

The training on the properties and dangers of high-pressure gas and the daily monitoring and inspection methods was conducted to prevent accidents caused by high-pressure gas equipment.



Training on how to wear the respiratory protective equipment



High-pressure gas safety training

Environmental Training

Training for wastewater treatment facility managers wastewater

The training on the wastewater restriction standards and maintenance of the wasterwater treatment control system including on-site practice was conducted for the wasterwater treatment facility managers.

Training for waste management personnels

The training on the classification of waste, the Manifest System and how to manage waste disposal vendors was conducted to promote the proper management of waste.



Training for wastewater treatment facility managers



Training for waste management personnels

Environmental Accounting

07

We promote efficient environmental management by introducing environmental accounting to clarify the expenses incurred by our sites in Japan for their environmental protection activities.

Environment Maintenance Costs

Type of cost		Expenses (million yen)	Investment (million yen)	Main items
Business unit area costs		2,212	1,343	
Breakdown	Pollution prevention	959	115	Monitoring and measurement of atmosphere, water quality, noise, vibration, and soil; preparations for and responses to emergencies
Breakdown	Conservation of global environment	96	66	Ozone depleting substance emission reduction, water quality improvement, exhaust gas purification, resource conservation
Breakdown	Cost for global warming prevention	703	1,162	Greenhouse gas emission reduction, energy conservation
Breakdown	Resource recycling costs	454	0	Waste management, and outsourcing of waste treatment; reduction of waste; recycling
Upstream / downstream business activities		10	–	Activities to improve the environmental impact of products, green procurement
Management activity costs		568	–	Building and operating an EMS; surveillance audits; environmental training; costs for operating secretariat; department operations costs
R&D		132	–	R&D costs to improve the environmental impact of product processes etc.
Social activities		21	–	Donations to environmental groups; participation in communities' global environmental preservation events
Response to environmental damage		157	–	
Total		3,100	1,343	

Environment Maintenance Effectiveness

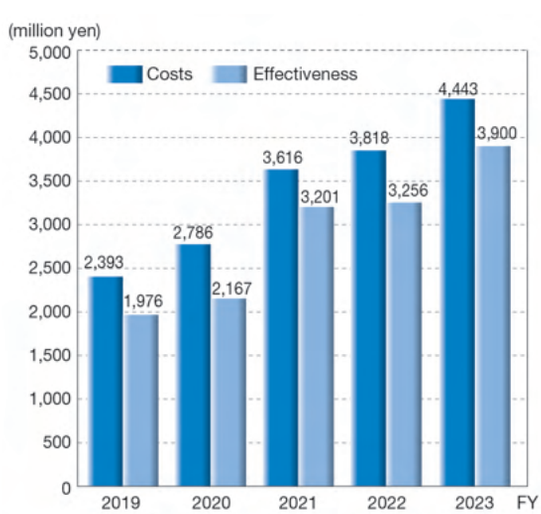
We calculate the economic effects only for those activities clearly improving our environmental impact.

Type of effectiveness	Economic effect (million yen)	Effects on amounts*	Main items
Energy saving	498	7,400kL	Improvement in productivity; improvement in energy management method
Conservation of resources	51	2,916t	Reduction of the amount of materials and resources used
Reduction in waste, and recycling	3,351	6,366t	Improvement in recycling rate
Total	3,900		

*"Effects on amounts" indicate the calculated difference with the case where no activities are conducted to improve our environmental impact.

* No penalties related to the environment have been paid.

Trends in Environmental Accounting



Environmental Accounting Standards

1. The sum total of the costs for complying with environment-related laws and regulations, the costs incurred purely for the purpose of improving our environmental impact, and the EMS operation costs are calculated. However, in cases where environmental preservation costs partially overlap the costs for other purposes, the latter shall be deducted and the balance shall be applied.
2. Depreciation costs shall be the current fiscal year's depreciation expenses at the environmental conservation facilities.
3. If a clear-cut distinction cannot be made between the environmental cost and that for other purposes, if 50% or more of the content is environment-related, the full amount can be counted as the environmental preservation cost.
4. The cost-effectiveness by saving energy is yielded from the reduction of either the rated dissipation or the operating time or both.
5. The cost-effectiveness by reducing and recycling waste is calculated as follows:

Lowered costs through reducing waste and recycling =
[Unit cost of waste treatment in the prior fiscal year (JP¥/ton) – Unit cost of waste treatment in this fiscal year (JP¥/ton)] × Amount of waste generated (tons)

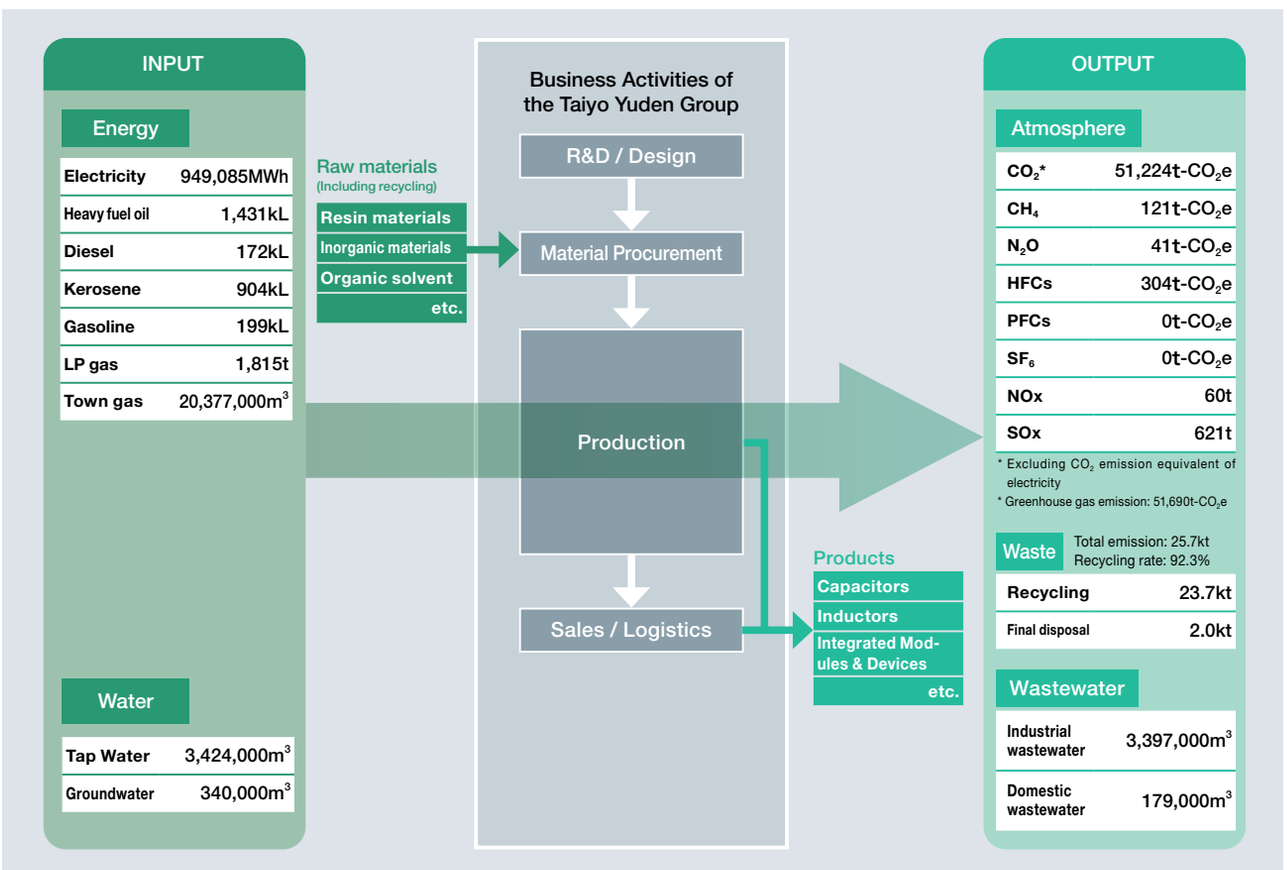
Determining Environmental Impact of Corporate Activities

08

Detailed understanding and analysis of the environmental impact of corporate activities is a prerequisite to devising various measures to improve this.

Material Balance

The Taiyo Yuden Group primarily produces electronic components for delivery to our customers, set manufacturers. These electronic components have a life cycle with only a small environmental impact during use. The bulk is during production, with the main environmental impact arising from energy and water consumption, emissions (including CO_2) in the course of manufacture, waste and wastewater. The Taiyo Yuden Group is striving to improve our environmental impact by first identifying and analyzing in detail this environmental impact and then taking such measures as minimizing the resources applied and conserving other energy and resources by improving production processes. The Taiyo Yuden Group products are used in electrical and electronic equipment, automobiles, and other products which become waste once their product lifetime is over. We are therefore also striving to remove hazardous substances from these products.



Reasons for Changes from FY2022

In FY 2023, the amount of electricity and town gas used increased because of the increase in production.

Achievement Levels for Medium-Term Environmental Targets

We set medium-term environmental targets for the Group, and all sites pursue environment impact improvement.

Taiyo Yuden Group Environmental Targets and Results

"Strengthening responses to climate change" and "efficiently using resources and helping to build a recycling-based society" have been set as the materialities of environmental efforts. To respond especially to climate change, which is a global issue, the targets have been set with the aim of achieving carbon neutrality. To achieve these targets, we will be diligent at saving, generating, and re-using the energy that drives our manufacturing based on the principle of decarbonization.
To reduce the absolute value of GHG emissions, we set target values in accordance with the SBTs (Science-Based Targets).

Medium-Term Environmental Targets			Performance
Prevention of global warming	Global	GHG absolute emissions Reduction by 42% in FY2030 * compared to FY2020	Reduction of 13.5% in FY2023
Biodiversity conservation Effective use of resources by reducing consumption	Global	Intensity waste generation (Production output) Reduction by 10% in FY2025 * compared to FY2020	Increase of 1.9% in FY2023
		Intensity water use (Production output) Reduction by 10% in FY2025 * compared to FY2020	Reduction of 7.6% in FY2023
Biodiversity conservation Cyclic use of resources by reuse and recycling	Japan	Waste final disposal volume rate 0.1% annually	0.0% in FY2023
	Outside Japan	Waste final disposal volume rate 12% annually	13.9% in FY2023
Biodiversity conservation Nature conservation activities in local areas	Global	Continue nature conservation activities in local areas (such as forests)	Continued afforestation, forest maintenance, extermination of non-native species, etc.
Environmental risk management	Global	Compliance with applicable environmental laws and regulations	Complied with all applicable laws and regulations
		Maintain zero accidents that affect the ecosystem and carry out ongoing training	Maintained zero accidents that affect the ecosystem and conducted periodic emergency training
Contribution through environmentally friendly products	Global	Development of smart products	Continued development of smart products, which reduce environmental impact through downsizing, etc.
		Regulatory compliance for chemicals contained in products (RoHS, ELV, REACH)	Complied with regulations for chemicals contained in products

Curbing Global Warming

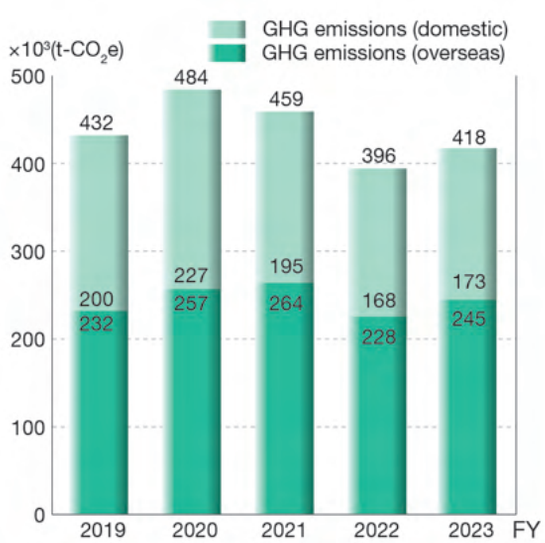
10

There are three categories for greenhouse gases (GHG) emitted during the course of business activities: Direct emissions from use of energy (Scope1), Indirect emissions from energy use (Scope2) and Indirect emissions other than from energy use (Scope3). GHG emissions cannot be easily measured, so we concentrate on energy use and reducing energy consumption.

Results of Efforts to Reduce Greenhouse Gases and Energy Consumption

In FY2023, the GHG emissions by the entire group increased by 22,000 t-CO2e compared to FY2022. Specifically, the emissions by the sites in Japan increased from 168,000 t-CO2e in FY2022 to 173,000 t-CO2e and those by the overseas sites increased from 228,000 t-CO2e in FY2022 to 245,000 t-CO2e (see G1).
The amount of energy used by the entire group was 273,000 kL (crude oil equivalent).
We will continue to review production processes, with a focus on core products, to further improve production efficiency and reduce energy use.
Furthermore, we have been promoting the incorporation of renewable energy in our efforts to combat global warming. The renewable energy used in FY2023 was 151,256 MWh.

G1: GHG Emissions (calculated from total energy consumption)



	GHG Emissions (×10³ t-CO₂e)
Scope1	51
Scope2	367

Efforts on Indirect Emissions Other than from Energy Use (Scope3)

In recent years, there has been an increasing demand from our stakeholders to disclose information on Scope3 emissions, in addition to information on Scope1 and Scope2 emissions. In order to respond to such a demand, we are striving to keep track of our Scope3 emissions. To reduce Scope3 emissions, we started engagement with our suppliers.

Category		Emissions (×10³ t-CO₂e)	Remarks
category1	Purchased Goods and Services	601	
category2	Capital goods	225	
category3	Fuel- and energyrelated activities (not included in scope1 or scope2)	77	
category4	Upstream transportation and distribution	36	
category5	Waste generated in operations	11	
category6	Business travel	0.9	sites in Japan
category7	Employee commuting	9	sites in Japan
category8	Upstream leased assets	0	Included in Scope2

Category		Emissions (×10³ t-CO₂e)	Remarks
category9	Transportation and delivery (downstream)	Not applicable	
category10	Processing of sold products	7	
category11	Use of sold products	Not applicable	
category12	End-of-life treatment of sold products	0.1	
category13	Leased assets (downstream)	Not applicable	
category14	Franchise	Not applicable	
category15	Investments	Not applicable	
Total		967	

Efforts to Address Climate Change 4-1

In response to the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), we are proceeding with a scenario analysis of the risks and opportunities that climate change issues pose to society and business, and consider business strategies based on the results.

Efforts to Address TCFD

As the impact of climate change on society, such as frequent storms and floods, is increasing, the role of companies in achieving a decarbonized society is becoming more important. As we aim to improve our corporate value with a focus on both economic value and social value based on our Medium-term Management Plan 2025. we consider that strengthening the measures to respond to climate change is one of the most important business challenges.
While we promote manufacturing based on the decarbonization concept to achieve carbon neutrality in order to tackle the global issue of climate change, we have set the Medium-term target of reducing GHG emissions by 42% compared to FY2020 by FY2030 based on the SBTs and thoroughly promote energy saving, energy creation, and the utilization of renewable energy.
We aim to contribute to the achievement of the international goals set forth in the SDGs and the Paris Agreement through collaboration with a wide range of stakeholders.
We also recognize the importance of climate-related financial information disclosure, endorse the TCFD, and are enhancing information disclosure in accordance with the TCFD recommendations.

Governance

We recognize climate change as one of the important management issues and aim to promote activities for sustainability issues through business activities throughout the company, and since FY2021, we have held the Sustainability Committee (four times a year) chaired by the President and Chief Executive Officer.
In addition, there are directors who have expertise and experience in ESG and sustainability on the Board of Directors.
The Environmental Promotion Committee, a sub-committee of the Sustainability Committee sets quantitative targets for climate change and monitors the status of achievement.
If the targets are not achieved or may not be achieved, the Environmental Promotion Committee needs to investigate the cause and take corrective measures for improvement. The deliberations and decisions by the Environmental Promotion Committee are reported to the Sustainability Committee, which is its superior committee.

Strategy

1 Identification of risks and opportunities

In order to identify climate-related risks and opportunities that affect our business, we used climate scenarios such as the IEA and the IPCC to identify them, qualitatively evaluated their characteristics, and conducted scenario analysis.

Division	Assumed event	Climate-related risks and opportunities	Degree of financial impact (Profit basis)	Division	Assumed event	Climate-related risks and opportunities	Degree of financial impact (Profit basis)
Transition risks	Introducing and raising carbon prices	Increasing of operation costs due to introducing of carbon prices	Major	Opportunities	Acceleration of xEV shift	Increasing in sales of electronic components for the electric vehicle market due to the global shift to xEVs	Major
	Strengthening environment-related regulations	Increasing of costs for measures due to strengthening of GHG emission reduction targets and energy efficiency improvement targets	Medium		Increased demand for high-efficiency products	Increased sales of electronic components for the industrial equipment market due to increased demand for power supplies with energy management functions to reduce GHG emissions	Major
		Increasing of costs due to compliance with domestic and overseas environmental regulations	Medium		Increased production efficiency	Secure profits by promoting low-carbon production activities including the development of energy-saving measures and the introduction of renewable energy	Major
Physical risks	(Acute) Intensifying extreme wind and flood damages	Intensified wind and flood damages to sites	Minor - Medium				
	(Chronic) Long-term change in weather patterns	Suspension of production due to water shortages caused by drought and a decline in productivity due to heat waves	Minor - Medium		Promotion of climate change-related measures	Enhance customer trust by advancing climate change-related measures	-

Degree of financial impact: Minor=JPY 1.5 billion or less; Medium=JPY 1.5billion to 6 billion; Major=JPY 6 billion or more

Efforts to Address Climate Change 4-2

2 Setting the scenario analysis theme

We carried out a scenario analysis on the following themes evaluated as “highly important risks and opportunities” based on the degree of impact on our business, the relevance to our business strategies, and the degree of stakeholder interest.

Transition risks

Target business / Analysis theme

Common to all businesses	Financial impact of introducing carbon prices on operating costs

External information referred to in the analysis

	1.5℃ scenario	4℃ scenario
Key reference scenarios*1	NZE (Net Zero Emissions by 2050 Scenario)	STEPS (Stated Policies Scenario)
View of the world	●A world where CO2 emissions by the global energy sector reach net zero by 2050 and the average global temperature rise compared to preindustrial levels peaks at a little less than 1.6°C around 2040 and decreases to about 1.4°C by 2100.	●A world where the policies and implementation measures that affect the energy market adopted by the countries as of August 2023, and the related policy proposals are partially implemented, and the average global temperature rise compared to preindustrial levels reaches 2.4°C in 2100, and the average global temperature keeps rising.
	●As each country shifts to renewable energy, prices of fossil resources tend to decrease.	●As each country depends on fossil resources, prices of fossil resources tends to rise.

*1 The analysis is based on the scenarios published in the “World Energy Outlook 2023”, the annual report by the IEA (International Energy Agency)

Physical risks

Target business / Analysis theme

Common to all businesses	Impact of intensified extreme weather disasters on sites (floods and storm surges)

This data covers the 18 sites in Japan and 7 sites outside Japan.
We assessed physical impacts at the baseline (current), and at the middle and end of this century.

External information referred to in the analysis

Information provider	Reference
Ministry of Land, Infrastructure, Transport and Tourism	Flood hazard map, Guidance on the Physical Risk Assessment Based on the TCFD Recommendations (March 2023)
Fathom	Global Flood Map
WRI (World Resources Institute)	Aqueduct Water Risk Atlas
IPCC (Intergovernmental Panel on Climate Change)*2,3	AR6 Climate Change 2021: The Physical Science Basis, Working Group 1 Interactive Atlas
Others	Yukiko Hirabayashi et al. (2013). Global flood risk under climate change. Nature Climate Change, 3(9), 816-821.

*2 We assessed physical impacts based on the climate scenarios SSP1-2.6 and SSP5-8.5 used in the IPCC AR6.
*3 The SSP1-2.6 and SSP5-8.5 scenarios correspond to the RCP2.6 and RCP8.5 climate scenarios used in AR5.

Opportunities

Target business / Analysis theme

Electronic component business	Impact of the global spread of electric vehicles on the sales of electronic components for the automotive market

Major pieces of external information referred to in the analysis

Information provider	Reference
IEA	IEA World Energy Outlook 2023 IEA Global EV Outlook 2023 IEA Global EV Data Explorer (Last updated 23 Apr 2024)

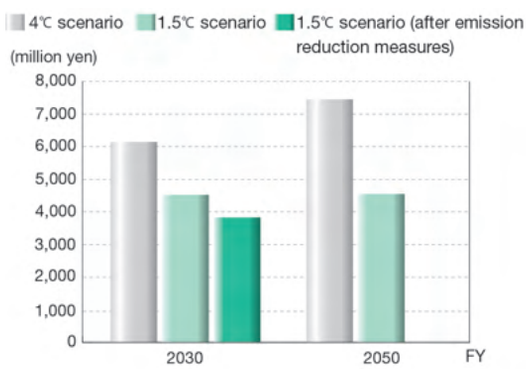
Efforts to Address Climate Change 4-3

3 Scenario analysis results

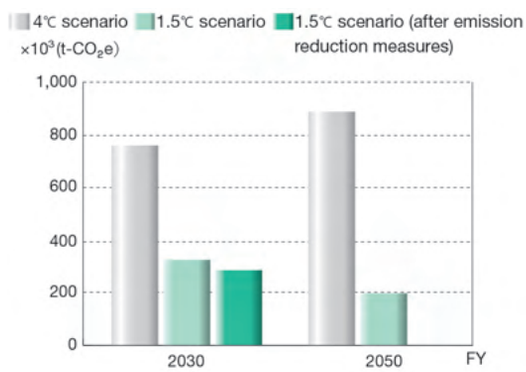
■Transition risks: Financial impact of introducing carbon prices on operating costs

Risk	Impact of carbon prices on operating costs in 2030 and 2050
Our climate scenario analysis prerequisites	Assuming that a carbon price of 21,197 yen will be imposed on each ton of GHG emissions in 2030 and 37,853 yen in 2050, we forecast the effects on carbon prices. Carbon prices are set based on (IEA World Energy Outlook 2023 (Net Zero Emissions by 2050 Scenario, Stated Policies Scenario).
Analysis result	We forecast future GHG emissions trends and the financial impact on operating costs if carbon prices were introduced. Under the 1.5°C scenario, if GHG emissions reduction measures were implemented, costs would have been reduced by about 700 million yen as of 2030 and by 4.5 billion yen as of 2050 compared with the scenario where no measures are taken (see G1). In addition, although we are promoting the introduction of renewable energy, even if the power is 100% renewable energy, the remaining Scope1 emissions in the 1.5°C scenario will be 200,000 t-CO_2 (see G2), and the impact of the carbon price will be about 4.5 billion yen.
Strategy	In order to reduce energy consumption, we believe that it is necessary to improve production efficiency by reviewing our production processes, focusing on our core products, along with promoting the introduction of renewable energy. In addition, we plan to consider measures to reduce the remaining Scope1 emissions toward the achievement of carbon neutrality.

G1 : Carbon price effect



G2 : GHG emissions trends



■Physical risks: Impact of intensified extreme weather disasters on sites (Floods and Storm Surges)

Risk	Impact of increased weather disasters associated with climate change on our manufacturing sites at the middle and end of this century
Our climate scenario analysis prerequisites	We assessed 25 sites inside and outside Japan based on public hazard information and various information obtained for climate change impact assessment.
Analysis result	We assessed the potential for manufacturing site damage due to intensifying extreme floods and storm surges, and screened sites that require priority investigation of the impact of physical risks. We independently graded baseline (current) flood and storm surge risks and assessed the changes in the current to mid-century or end-of-century grades based on the RCP2.6 and RCP8.5 climate scenarios. Regarding floodings, there is one site in Japan that seemed to be at high risk at present, but there was no change in the grade in the future. On the other hand, there are no overseas sites that are currently considered to be at high risk, and there is no change in the grade in the future. As for storm surges, there are no domestic and overseas sites that are currently considered to be at high risk and there is no change in the grade in the future.
Strategy	In the future, we will investigate in detail the sites that have been assessed as being at high risk based on the results of this analysis and take preventive measures such as installing equipment to minimize flooding on site and ensuring the installation height of the power supply system if deemed necessary. In addition, we will establish a stable product supply system based on our Business Continuity Plan(BCP), which will enable us to resume business activities as soon as possible in the event of a business continuity problem such as a shutdown.

Flood risk	Number of Sites Rated as Major Hazard (Grade A)					Storm Surges risk	Number of Sites Rated as Major Hazard (Grade A)				
	2005	2050		2085			2010	2050		2090	
	-	RCP2.6	RCP8.5	RCP2.6	RCP8.5		-	RCP2.6	RCP8.5	RCP2.6	RCP8.5
Japan (18 sites)	1 site	1 site	1 site	1 site	1 site	Japan (18 sites)	0 site	0 site	0 site	0 site	0 site
Outside Japan (7 sites)	0 site	0 site	0 site	0 site	0 site	Outside Japan (7 sites)	0 site	0 site	0 site	0 site	0 site

Efforts to Address Climate Change 4-4

Risk management

Regarding climate-related risks, we assign Executive Operating Officer who is a responsible director of safety and environment, reports and deliberates these issues at the the Internal Control Committee through the Compliance Subcommittee and the Risk Management Subcommittee in accordance with the group management system. We refer to the social situation analysis, interviews with customers and suppliers, and ESG-related engagement process with investors as tools to identify risks and opportunities related to climate change. The impact of these risks has been assessed in relation to their financial impact and management strategy.

Indicators and targets

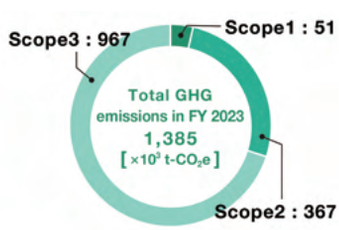
GHG emissions

The Taiyo Yuden Group has set the target of reducing GHG emissions through its business activities by 42% by FY2030 compared to FY2020, which is consistent with the 1.5°C scenario, to contribute to the global initiatives to limit the temperature rise to 1.5°C. In order to achieve this target, we are steadily promoting the efforts to reduce GHG emissions through measures to improve production efficiency and to use renewable energy as well as to smoothly move forward with our plan by introducing the energy-saving measures and photovoltaic facilities. We plan to use electricity generated from 100% renewable energy at the two domestic sites in FY2024 and further reduce our GHG emissions.

Target and Result regarding GHG emissions

	FY2020 Achievement	FY2023 Achievement	FY2030 Targets
GHG emissions* [$\times 10^3$t-CO_2e]	484 (Reference year)	418 (Compared to FY2020▲13.5%)	281 (Compared to FY2020▲42%)

*Scope1+Scope2



Please refer to page 10 for changes in GHG emissions.

To achieve the target shown above, we will steadily promote the efforts to reduce GHG emissions through measures to promote energy-saving initiatives, introduce energy-creating facilities, and utilize renewable energy among other measures.

External Assessment of Climate Change Information Disclosure

In 2023, the Taiyo Yuden Group was selected by CDP*, an international environmental nonprofit organization, as an A List company, earning the highest rating for its outstanding efforts in climate change measures, strategies, and information disclosure for the second consecutive year. In addition, our engagement in our supply chain was highly evaluated and we were selected as a Supplier Engagement Leader for the second consecutive year.

* CDP is a non-governmental organization (NGO) managed by a British charitable organization, established in 2000. It operates a global information disclosure system for investors, companies, countries, regions, and cities to manage environmental impacts including reducing their own greenhouse gas emissions, protecting water resources, and protecting forests.

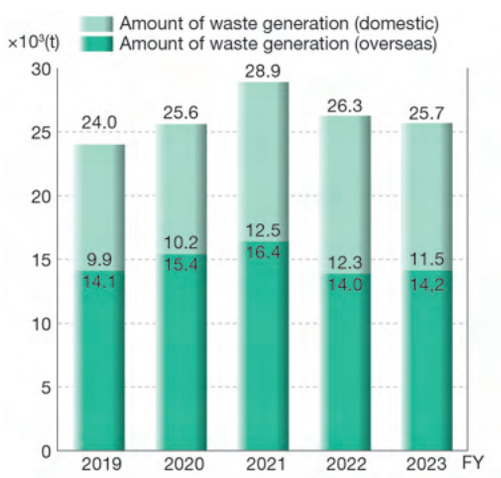
Reducing Waste / Preserving Water Resources 2-1

We strive to reduce environmental effect on biodiversity while coexisting with nature, and we use the 3Rs (reduce, reuse, recycle) to reduce waste and make effective use of water resources.

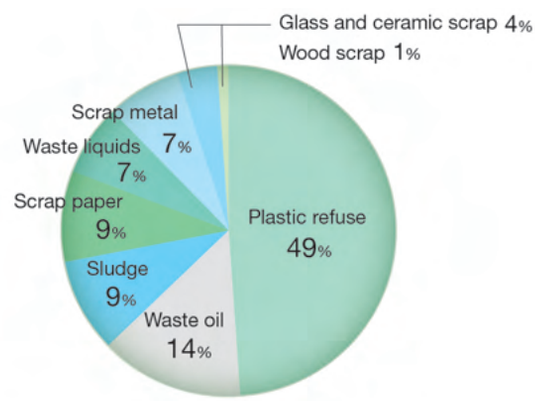
Results of Reducing Waste

The amount of waste generated in FY2023 by the entire group decreased to 25,700 tons from 26,300 tons in FY2022(see G1).
The waste (including valuables) mainly consists of waste plastic, waste oil, and sludge (see G2).
The domestic final disposal volume increased to 0 tons from 56 tons in FY2022. The waste recycling rate reached 100% (see G3).
The overseas final disposal volume was the same as FY2022 at 2,000 tons (see G4).
We will continue working to reduce waste volumes, boost in-house recycling rates, and recycle waste into resources at our overseas sites.

G1: Amount of Waste Generation

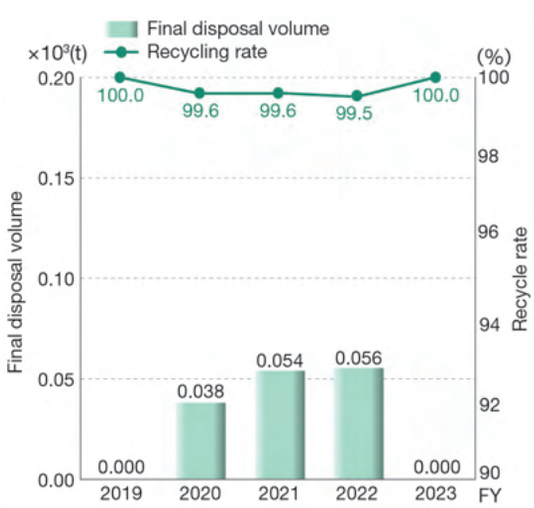


G2: Breakdown of Waste

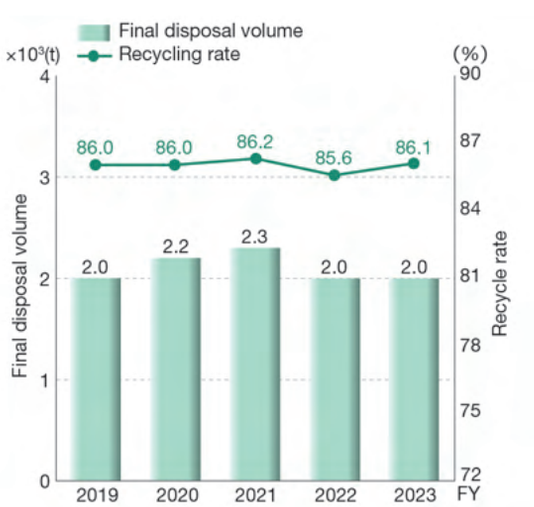


Definition of waste: general waste, industrial waste, and items having resale value.

G3: Domestic Final Disposal Volumes and Recycling Rates



G4: Overseas Final Disposal Volumes and Recycling Rates



Reducing Waste / Preserving Water Resources 2-2

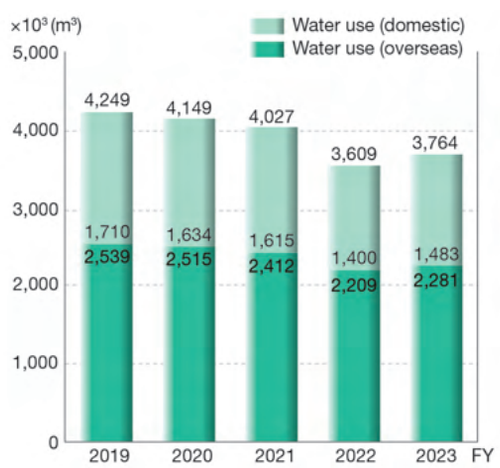
Resource Recycling Efforts

92% of the waste generated through our business activities is recycled and reused as resources in society. However, we are also promoting efforts to reuse waste for the Taiyo Yuden Group's own business activities.
For solvent A, which is the most frequently used solvent in our business, 41% of the amount used is recycled waste solvent.
In addition, for reels that are used in packaging electronic parts, strict quality checks are performed and 2% of all the reels are recycled reels.

Results of Water Resource Efforts

The amount of water used by the entire group increased from 3,609,000 m^3 in FY2022 to 3,764,000 m^3 in FY2023. Specifically, the amount of water used by the sites in Japan increased to 1,483,000 m^3 from 1,400,000 m^3 in FY2022, while the amount of water used by the overseas sites increased to 2,281,000 m^3 from 2,209,000 m^3 in FY2022 (see G5).
The quantity of water withdrawals was 3,424,000 m^3 from municipal water supplies (or other water supply facilities), and 340,000 m^3 from freshwater and underground water.
The quantity of water recycled was 713,000 m^3.

G5: Water Use



Breakdown of water withdrawals

	Quantity of water withdrawals (×10³ m³)
Municipal water supply (or other water supply facilities)	3,424
Freshwater/ underground water	340

Our Efforts

Reducing Greenhouse Gas Emissions

Reduction of GHG emissions by introducing the cogeneration system [TAIYO YUDEN Mobile Technology]

The cogeneration system that collects waste heat generated when power is generated using fuel with no waste and enables us to effectively use it as energy has been introduced. Steam is generated from collected waste heat and is used for air conditioning. This has enabled us to minimize the use of the steam boiler and reduce energy loss.
GHG emissions were reduced by 2,465 t-CO2e/year.


Cogeneration System

Reduction of GHG emissions by introducing the high-efficiency module chiller [Tamamura Plant]

A large amount of energy is consumed in some parts of the production process to maintain the appropriate temperature and humidity for production. At the Tamamura Plant, the efficiency of the entire air-conditioning system has been improved, and the use of electricity has been reduced by introducing the module chiller and by finely controlling the air-conditioning system.
GHG emissions were reduced by 121 t-CO2e/year.


High-Efficiency Module Chiller

Use of renewable energy [R&D Center / Hongo Photovoltaic Power Plant / FUKUSHIMA TAIYO YUDEN / WAKAYAMA TAIYO YUDEN / TAIYO YUDEN YUDEN Mobile Technology / Sun Vertex / Elna Shirakawa Photovoltaic Power Plant / KOREA KYONG NAM TAIYO YUDEN / TAIYO YUDEN (PHILIPPINES) / ELNA (MALAYSIA)]

The Taiyo Yuden Group has been installing solar panels as part of our efforts to combat global warming. After establishing the group's first power-generating sute, Hongo Photovoltaic Power Plant in 2013, others have been built as well, and there are currently 10 powergenerating sites in Japan and overseas.


R&D Center


Hongo Photovoltaic Power Plant


FUKUSHIMA TAIYO YUDEN


WAKAYAMA TAIYO YUDEN


TAIYO YUDEN Mobile Technology


Sun Vertex


Elna Shirakawa Photovoltaic Power Plant


KOREA KYONG NAM TAIYO YUDEN


TAIYO YUDEN (PHILIPPINES)


ELNA (MALAYSIA)

Reduction in Waste Generation

Reduction of waste by changing the surface treatment method [TAIYO YUDEN CHEMICAL TECHNOLOGY]

In some processes where the surfaces of electronic components are treated, the chemicals used in the production process are properly disposed of as waste. The amount of waste has been reduced by verifying and reviewing the use of the chemicals necessary to improve surface characteristics.
The amount of waste was reduced by 133 t per year.

Reducing Water Use

Water saving in the plating process [TAIYO YUDEN (SARAWAK)]

In the process where electronic components are plated, water is used in a variety of processes. The amount of water used has been reduced by reviewing the production process and verifying and improving water input.
The amount of water used was reduced by 37,200 t per year.

Appropriate Management of Chemical Substances

To ward off environment contamination with chemicals and adverse effects on human health, we have banned the use of forbidden substances, implemented a chemical management framework, and are working on reducing emission volumes.

Chemical Management Framework

The Taiyo Yuden Group has its own standards in place for chemical substance management, which define chemical substances that must not be used, must only be used in limited situations, and must be managed.



Target Chemicals

Prohibited substances	Cadmium, compounds containing cadmium, mercury, compounds containing mercury, hexavalent chromium compounds, etc.
Substances to be restricted	Lead in ceramic/glass frit and piezoelectric bodies, tetrabromobisphenol A (TBBPA), polycyclic aromatic hydrocarbons (PAHs), and so on.
Substances to be managed	Toluene, REACH SVHC (substance of very high concern), xylene, etc.

PRTR Law Compliance

In order to reduce the risks that chemicals impose on the environment, the Taiyo Yuden Group reports to the government the amounts of chemicals released to the environment (air, water, and soil), and waste chemicals transported and recycled under the Japanese Law for Pollutant Release and Transfer Register (PRTR). The government publishes the records and a database of these quantities making them widely available to members of the general public.

PRTR Restricted Substances

Management No.	Chemical Substance Name	Emission (ton/year)	Amount Transferred (ton/year)	Amount Recycled (ton/year)
82	Silver and its water-soluble compounds	0.0	4.7	4.5
87	Chromium and trivalent chromium compounds	0.0	1.2	0.0
300	Toluene	30.8	21.7	27.6
308	Nickel	0.1	2.6	82.8
309	Nickel compounds	0.8	5.9	8.7
405	Boron compound	0.6	1.1	0.0
438	Methylnaphthalene	0.1	0.0	0.0

Note: Target chemical substances and their incoming amount shown refer to substances for which their incoming amount exceeds 1 ton in compliance with the PRTR Law.
Emission: This refers to the total emission into the atmosphere, water, and soil.
Amount Transferred: This refers to the amount whose disposal is outsourced to an industrial waste contractor outside the business facility concerned.

Ozone-depleting Substances

We do not use ozone-depleting substances in our production processes. Although we use HCFC as a coolant in air conditioners and other equipment, we carry out appropriate collection and disposal.

Achievement Levels for Medium-Term Occupational Health and Safety Targets

All employees participate in health and safety efforts based on the Fundamental Principle of Health and Safety outlined in the Taiyo Yuden Group Safety and Environment Charter and implemented according to the Occupational Health and Safety Management System (OHSMS).

Fundamental Principle of Health and Safety, and Targets

In order to realize our health and safety philosophy of “creating a workplace where employees can work without anxiety,” the Taiyo Yuden Group has drawn up group-wide medium-term plans. The medium-term plan is set to prevent industrial accidents by clarifying action targets for each 5Ms (Man, Machine, Method, Material, Measurement) and by setting a target incidence rate of injuries and illness for numerically evaluating the result of such efforts.

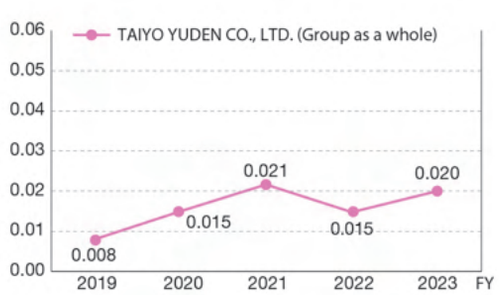
Principle of Health & Safety	In order to ensure the well-being of our workers, who are an important resource of the company, we shall pursue workplaces which always maintain safety and where employees can work in confidence while maintaining the health of our workers.
Medium-term Plan	Taiyo Yuden Group Occupational Health and Safety Management Plan

5Ms for Medium-term Targets		FY2025 Targets	FY2023 Performance
Man	• Intensive basic training and fostering “Awareness of safe behavior”	Incidence rate of injuries and illness: less than 0.016	Incidence rate of injuries and illness: 0.020
Machine	• Enhancing the level of facility safety design for designers		
Method	• Safe work without inconsistencies	Accident Frequency Rate: less than 0.08	Accident Frequency Rate: 0.10
Material	• Minimization of toxicity and danger of chemical substances		
Measurement	• Strengthening of checking system		

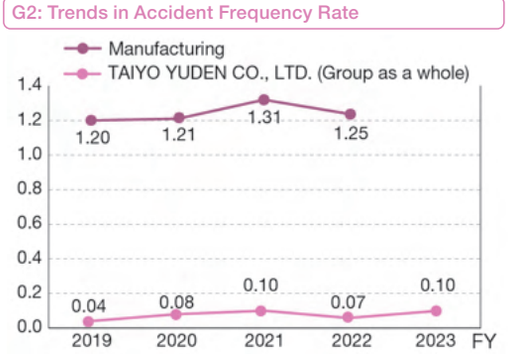
FY2023 Work-related Accidents and Safety Indicators

In FY2023, the incidence rate of injuries and illness for the entire group was 0.020 (see G1), the accident frequency rate was 0.10(see G2), and the danger rate was 0.0074.
Five accidents that require time off from work* have occurred, and no fatal accidents have occurred.
*One day off or more

G1: Trends in incidence rate of injuries and illness



G2: Trends in Accident Frequency Rate



Incidence rate of injuries and illness = (Number of the absentees due to occupational injury (at least one workday lost)) + (Number of the absentees due to occupational illness (at least one workday lost)) / Total actual number of hours worked by registered workers × 200,000

Accident Frequency Rate = Number of the victims of occupational injury (at least one workday lost) / Total actual number of hours worked by registered workers × 1,000,000

We are promoting countermeasures against occupational injury and illness by conducting risk assessments in all workplaces. We found no workplace with high risks. Going forward, we will continue to conduct activities geared toward achieving zero work-related accidents from the perspective of the 5Ms, based on our medium-term health and safety plan.

Efforts and Status 2-1

Man

Intensive basic training and fostering “Awareness of safe behavior”

To create a safe workplace culture, we are conducting activities to help employees increase their knowledge of health and safety so that they can perform their work with such knowledge in mind.
In FY2023, we worked on the challenges identified on the basis of the results of the analysis of the fifth Safety Awareness Survey of the employees working at the sites in Japan. As a result of quantitatively visualizing the effects of protective equipment to workers and strengthening the training on the right way to wear it, it was confirmed in the sixth Safety Awareness Survey that improvements had been made. We also conducted the new Safety Awareness Survey of the employees working at the overseas employees in FY2023, analyzed the survey results, and visualized the challenges.
We will continue to conduct the Safety Awareness Survey and improve safety awareness of each employee to promote a culture of workplace safety.



Safety Awareness Survey (overseas sites)

Machine

Enhancing the level of facility safety design for designers

With the objective of ensuring our machine safety activities conform to global standards (ISO and IEC), we are reviewing the Safety Standards for Group Machines, which define measures against risks common to production machines to enhance safety measures for them.
In FY2023, we developed a system that enabled us to identify the cause when trouble happened, implement measures, and apply them to other sites more consistently and swiftly by putting the identification labels on all equipment to make it easy to check the implementation status of safety measures of equipment and by centrally managing the results of the assessment conducted on the basis of the equipment safety standards.
We will continue our efforts to reduce occupational injuries associated with machines.



The results of the assessment conducted on the basis of the equipment safety standards

Method

Safe work without inconsistencies

We are upgrading and reviewing procedures to standardize them and make them safe and consistent so that employees can work more safely.
In FY2023, we improved the safety levels in the workplace and the management levels for emergency preparedness by analyzing customer needs, industry needs, audit findings, verifying and reviewing the effects of the best practices on inspection of the safety devices of the production facilities and the eye wash stations to be used in an emergency, and standardizing the methods.
We will continue to strive toward promoting a safe working environment from a common perspective.

Material

Minimization of toxicity and danger of chemical substances

To minimize the hazards and dangers of chemical substances, we are continuously taking measures against risks associated with tasks that require workers to handle chemical substances.
In FY2023, as a measure against the risk when cleaning the equipment using organic solvents, we verified and reviewed the organic solvents to use and the production method and shifted to less harmful substances to mitigate the risk of the handling chemicals.
We will continue to work toward minimizing the hazards and dangers of chemical substances.

Measurement

Strengthening of checking system

To provide safe and hygienic workplaces, we are working to raise check levels by upgrading and improving the methods for identifying invisible hazards (or those that have gone unnoticed).
In FY2023, we verified and reviewed the measures for the risk of falling accidents while walking at each site. We also made efforts to create a safer workplace by identifying new risks from a professional perspective and giving instructions on how to make improvements based on the cases of advanced efforts, as well as confirming the effectiveness of the measures by having the safety and health staff members conduct on-site audits.
Going forward, we will continue our efforts to deepen the level of checks to create safe and hygienic workplaces.



On-site audit to the measures of the falling risk

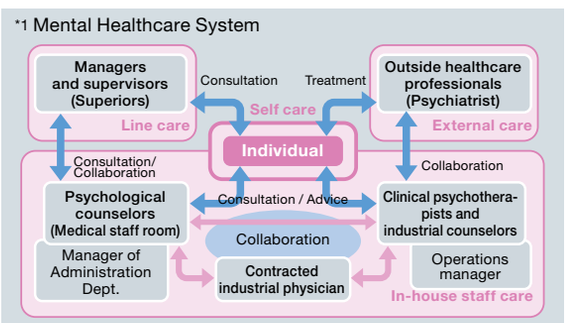
Efforts and Status 2-2

Health

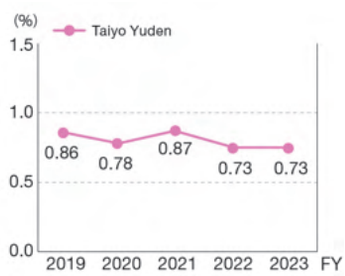
1 Reducing incidences of mental health problems

Taiyo Yuden developed a system*1 to reduce the number of employees with mental health problems and are making efforts to prevent mental health problems.
In addition to conducting statutory stress checks using the new Occupational Stress Simple Questionnaire, we also conduct surveys on work engagement*2 and the harassment rate in the organization.
As part of the approach to individuals, we made efforts to prevent mental health problems by holding interviews with new employees and mid-career hires whose living environments had changed to check their physical and mental health and by having the industrial nursing staff hold interviews with employees who were suspected of being at high risk of mental health problems. In addition, in this survey, we also conducted the stress check on the employees working at the overseas sites.
As part of the organizational approach, we provided feedback on the results of the group analysis of the stress check results to the persons in charge of each department and discussed measures to implement to improve the workplace environment in order to enhance psychological safety*3 in the entire organization.
Thanks to these efforts, the incidence rate remains the same as the previous year at 0.73% (see G1).
We will continue to enhance training, work closely with industrial doctors, psychiatrists, and industrial counselors, and work on mental health care so that all employees can work with peace of mind and motivation.

*1 Mental Healthcare System



G1 : Incidence rate



*2 Work engagement is the condition in which employees gain energy from their work and are proud of the work they do, and so are able to work with vigor.
*3 Refers to the state where you can speak your thoughts and feelings to anyone in the organization with confidence.

2 Establishing a healthy lifestyle

Under the management philosophy, “Employee Well-being,” Taiyo Yuden sees employee health management as a management issue, and is committed to health management in order to create a foundation for safe and secure work, create an organization where employees are motivated, and contribute to productivity and creativity. Within this, to advance these activities both strategically and systematically, we have set health indicators (Focus5: Food, non-smoking, exercise, sleep, and stress) and established targets, and have been endeavoring to implement specific health measures to achieve these targets.
In FY2023, we implemented measures with a special focus on “Exercise” and “Sleep” in the Focus 5 indicators. As part of the “Exercise” measures, we held an event in which participants measured their health status using walking form measurement devices and body composition analyzers, under the theme of “walking” that anyone could practice easily at any time. We visualized participants’ walking form, muscle mass, amount of body fat, and other attributes to provide opportunities for them to improve their lifestyle habits by enhancing their daily physical activities. As part of the “Sleep” measures, we conducted e-learning for people having a desk job so that they could correctly understand sleep and held seminars on sleep for shift workers and new employees. In addition, as shift workers were likely to have sleep problems, we conducted a questionnaire survey of all the employees who worked in shifts to collect information to consider measures for the improvement of the quality of sleep and visualized the challenges. Other measures we implemented include the efforts to quit smoking, improvement of the canteen, and health promotion measures by the Health Insurance Society (walking event).
As a result, in terms of external recognition, we were selected for the Ministry of Economy, Trade and Industry’s system Health and Productivity Management Organization 2024 -White 500*4 for the four consecutive years. In addition, as a company that actively works to promote sports activities to promote the health of employees, we were certified by the Japan Sports Agency as a Sports Encouragement Company 2024*5 for the four consecutive years.
We will continue to pursue both mentally and physically healthier work environments that enable our employees to work with vigor.



Health & Productivity Management Outstanding Organization 2024 (White 500)



Sports Yell Company 2024

*4: A program that certifies only the most significant 500 companies in the results of the Survey on Health and Productivity Management.
*5: A program which certifies companies actively promoting measures to improve employees’ health through sports.