

Yamaha Group Environmental Data

The Company has changed the indicators and corrected past year data following a review of the data gathering method and scope.

Climate Change Mitigation and Adaption ISO 26000 6.5.5		Scope of coverage: Headquarters Area, Manufacturing/Resort Facilities (distribution data includes key sales locations)					
		Settlement day: March 31					
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021	
GHG Emissions Scope1 GRI-305-1 [10,000 tons-CO ₂]		2.5	2.3	2.2	2.3	2.2	
GHG Emissions Scope2 GRI-305-2		market-based [10,000 tons-CO ₂]	13.5	13.5	13.9	12.8	11.9
GHG Emissions Intensity* ¹ GRI 305-4 [10,000 tons-CO ₂ /10 billion yen]		0.38	0.37	0.37	0.38	0.38	
Reduction of GHG Emissions* ² GRI 305-5 [10,000 tons-CO ₂]		2.0	0.2	-0.3	1.0	1.0	
Bionic GHG Emissions GRI 305-5 [10,000 tons-CO ₂]		-	0.9	0.9	0.6	0.6	
GHG Emissions Scope3 GRI 305-3	Purchased goods and services [10,000 tons-CO ₂]	41.4	43.7	48.1	48.6	39.6	
	Capital goods* ³ [10,000 tons-CO ₂]	5.6	7.9	5.1	6.6	3.6	
	Fuel- and energy-related activities(not included in scope 1 or scope 2) [10,000 tons-CO ₂]	0.7	0.7	0.8	0.8	0.7	
	Upstream transportation and distribution [10,000 tons-CO ₂]	11.1	11.1	10.7	11.9	10.8	
	Waste generated in operations [10,000 tons-CO ₂]	0.5	0.4	0.5	0.4	0.3	
	Business travel [10,000 tons-CO ₂]	0.4	0.3	0.3	0.3	0.03	
	Employee commuting [10,000 tons-CO ₂]	1.2	1.2	1.1	1.2	0.7	
	Upstream leased assets [10,000 tons-CO ₂]	N/A	N/A	N/A	N/A	N/A	
	Downstream transportation and distribution [10,000 tons-CO ₂]	1.8	2.2	2.2	2.1	2.2	
	Processing of sold products [10,000 tons-CO ₂]	N/A	N/A	N/A	N/A	N/A	
	Use of sold products* ⁴ [10,000 tons-CO ₂]	66.7	60.1	59.4	59.1	47.1	
	End-of-life treatment of sold products [10,000 tons-CO ₂]	0.6	0.7	0.7	0.6	0.6	
	Downstream leased assets [10,000 tons-CO ₂]	N/A	N/A	N/A	N/A	N/A	
	Franchises [10,000 tons-CO ₂]	N/A	N/A	N/A	N/A	N/A	
Investments [10,000 tons-CO ₂]	N/A	N/A	N/A	N/A	N/A		
Transport Volume* ⁵ GRI 305-3 [1 million tons ×kilometers]		369,353	374,425	325,439	363,308	30,333	
Logistics-related CO ₂ emissions volume* ⁵ G4-EN17 [tons-CO ₂]		110,794	111,330	106,693	119,108	107,853	

*1 Calculated by summation of Scope 1 and Scope 2

*2 Difference from previous year (summation of Scope 1 and Scope 2)

*3 Applies to capital expenditure for the current period

*4 Applies to musical instruments and audio products. Calculated with an emission factor of 0.5

*5 Category 4 of Scope 3

Energy ISO 26000 6.5.4/6.5.5		Scope of coverage: Headquarters Area, Manufacturing/Resort Facilities Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Energy Consumption GRI 302-1 [MWh]		292,261	292,029	349,744	327,948	293,658
Renewable Fuel Sources [MWh]		-	16,665	16,989	19,134	23,368
By Region	Japan [MWh]	172,546	162,467	219,546	168,951	156,219
	China [MWh]	51,596	54,660	53,944	78,817	49,684
	Southeast Asia [MWh]	68,120	74,902	76,253	80,010	74,824
	Others [MWh]	-	-	-	-	10,530

Prevention of Pollution ISO 26000 6.5.3		Scope of coverage: Headquarters Area, Manufacturing/Resort Facilities(*: Japan) Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Water Discharge GRI 306-1 (2016) GRI 303-4 (2018) [10,000 m ³]		178.8	169.4	173.8	153.9	139.4
Volume by Destination	Fresh Surface Water [10,000 m ³]	99.1	96.3	102.1	84.8	77.9
	Brackish Surface Water/Seawater [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
	Groundwater [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
	Municipal/Industrial Wastewater Treatment Plant [10,000 m ³]	79.7	73.0	71.7	69.1	61.4
	Wastewater for Other Organizations [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
Nitrogen Oxide (NOx) Emissions* GRI 305-7 [Tons]		32.6	29.7	28.4	38.2	35.7
Sulfur Oxide (SOx) Emissions* GRI 305-7 [Tons]		4.6	2.8	4.5	5.4	3.6
PRTR-Designated Substances Released* GRI 305-7 [Tons]		52.7	53.9	47.3	48.9	45.0
Volatile Organic Compounds (VOCs) Atmospheric Emissions* GRI 305-7 [Tons]		165	184	165	177	182
Usage of PRTR-Designated Substances/VOCs* [Tons]		206	203	194	191	184
Environmental Audits*	Japan [Sites]	4	4	4	4	6
	Overseas [Sites]	4	4	4	4	0

* Audit by staff who have skills and expertise in environmental preservation

Sustainable Resource Use ISO 26000 6.5.4		Scope of coverage: Headquarters Area, Manufacturing/Resort Facilities(*: Japan) Settlement day: March 31				
		Indicator	Breakdown [Units]	3/2017	3/2018	3/2019
Water Withdrawals GRI 303-1 (2016)	GRI 303-3 (2018) [10,000 m ³]	221	207	192	180	171
Volume by Sources	Fresh Surface Water [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
	Brackish Surface Water/Seawater [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
	Rainwater [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
	Groundwater (Renewable) [10,000 m ³]	92	107	97	94	88
	Groundwater (Non-Renewable) [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
	Produced/Process Water [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
	Municipal Supply [10,000 m ³]	129	100	95	86	83
	Wastewater from Other Organizations [10,000 m ³]	0.0	0.0	0.0	0.0	0.0
Water Consumption [10,000 m ³]		51	45	34	34	32
Water Recycling GRI 303-3 (2016)	Volume of Recycled Water [10,000 m ³]	16	20	11	11	8
	Recycling Rate [%]	7.2	9.7	5.7	6.1	4.7
Wood Materials Usage* ¹ GRI 301-1 [1,000 m ³]		85.2	85.8	93.8	84.0	75.0
By Types	Solid wood [1,000 m ³]	47.4	50.4	56.7	49.0	40.9
	Wood composite [1,000 m ³]	37.8	35.4	37.1	35.0	33.9
By Logging Region	Japan [1,000 m ³]	1.1	2.4	1.5	1.7	1.2
	China [1,000 m ³]	6.9	9.2	7.8	6.9	5.7
	Southeast Asia [1,000 m ³]	34.7	34.0	37.8	34.7	31.1
	Oceania [1,000 m ³]	16.0	13.0	14.9	13.4	11.8
	North America [1,000 m ³]	12.0	14.4	17.0	14.4	11.6
	Europe [1,000 m ³]	8.0	10.3	9.9	9.0	8.0
	Africa [1,000 m ³]	0.5	0.8	0.7	0.8	0.7
	Others [1,000 m ³]	6.1	1.8	4.2	3.1	4.8
Waste Generated GRI 306-2 [1,000 tons]		13.6	11.5	11.3	9.6	10.2
Hazardous Waste Generated GRI 306 [1,000 tons]	* ²	-	-	-	-	1.6
E-waste Generated GRI 306 [1,000 tons]		-	-	-	-	0.2
Recycling Activity *	Waste Generated [1,000 tons]	7.1	6.3	6.2	6.6	5.0
	Recycling Rate* ² [%]	99	99	99	99	99

*1 Counted by the system constructed in fiscal 2017/3

*2 Amount of specially controlled industrial waste for domestic sites and waste oil, solvents, acids and alkalis for overseas sites

*3 Calculated using values of land fill rate

Environmentally Friendly Products and Services ISO 26000 6.5/6.7.5		Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Yamaha Eco-Products Program *1	Qualified Products [Number]	306*2	16	53	46	29
	Labelling Products [Number]	13	16	56	58	70
Education for Environmentally Friendly Designing of Products [Persons]		17	22	13	16	-

*1 An initiative started in December 2015, aimed at certifying environmentally-friendly products that meet standards established by Yamaha.

*2 Conducted retroactive certification of existing products

ISO 14001 Internal Environmental Audits		Scope of coverage: Headquarters Area, Manufacturing/Resort Facilities in Japan Settlement day: March 31				
Indicator [Units]		3/2017	3/2018	3/2019	3/2020	3/2021
Internal Environmental Auditor (employee ratio) [Persons]		419 (6.1%)	381 (5.7%)	362 (5.6%)	354 (6.8%)	327 (6.4%)
Number of Internal Environmental Audits		8 (all sites)	8 (all sites)	8 (all sites)	8 (all sites)	8 (all sites)

Environmental Accounting		Scope of coverage: Headquarters Area, Manufacturing/Resort Facilities in Japan, Manufacturing Facilities in Indonesia (Manufacturing Facilities in China and Malaysia Added from FY2018) Settlement day: March 31				
Indicator	Breakdown	3/2017	3/2018	3/2019	3/2020	3/2021
Environmental Costs	Environmental Investments [Million yen]	373	780	833	1,089	117
	Environmental Expenses [Million yen]	1,240	1,081	1,426	1,257	1,251
Environmental Benefits	Reduction of CO ₂ Emissions GRI 305-5 [10,000 tons]	0.5	0.1	-0.3	1.1	1.0
	Reduction of Water Consumption [10,000 m ³]	-7.0	10.8	14.9	11.0	9.0
Economic Benefits	Total Savings [Million yen]	223	449	75	46	530
	Income from Sales of Valuable Wastes [Million yen]	256	383	313	333	241

Yamaha Group Social Data

Hiring and Employment GRI 102-8, 401-1		Scope of coverage: Group (*: Yamaha Corporation) Settlement day: March 31					
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021	
Total Number of Employees (including temporary employees) [Persons]		28,113	27,786	28,108	28,267	28,665	
Permanent Employees by Region	Japan [Persons]	5,937	5,845	5,736	5,623	5,672	
	North America [Persons]	765	789	768	781	742	
	Europe [Persons]	1,065	1,086	1,117	1,134	1,111	
	Asia/Oceania/Others [Persons]	12,408	12,508	12,754	12,665	12,496	
Temporary Employees by Region (Yearly average)	Japan [Persons]	1,954	1,928	1,945	1,915	1,859	
	North America [Persons]	27	24	24	22	22	
	Europe [Persons]	98	103	100	95	97	
	Asia/Oceania/Others [Persons]	5,859	5,503	5,664	6,032	6,666	
Total Number of Employees* [Persons]		2,360	2,345	2,344	2,338	2,389*1	
Average Age by Gender*	Male [Age]	45.6	44.3	44.4	44.7	44.8	
	Female [Age]	43.8	42.8	43.1	43.0	43.2	
Distribution by Age Group*	Under 30 [%]	8.8	9.0	9.5	10.0	9.8	
	30-39 [%]	23.5	22.8	22.3	21.0	20.4	
	40-49 [%]	30.8	28.8	27.5	27.7	28.5	
	50-59 [%]	29.7	30.6	32.4	32.9	33.3	
	60 or Over [%]	7.3	8.8	8.3	8.4	8.1	
New Employee Hires*	New Male Graduate Hires [Persons]	38	54	52	48	50	
	New Female Graduate Hires [Persons]	8	18	7	17	15	
	Male Mid-career Hires [Persons]	11	26	39	43	15	
	Female Mid-career Hires [Persons]	4	7	8	5	6	
Employee Turnover*	Retirement [Persons]	189	104	147	94	62	
	Other Resignations [Persons]	46	57	43	38	63	
Turnover Rate for Period up to Three Years after Hiring* [%]		0	6.1	6.2	8.2	1.7	
Years of Continuous Employment*	Yamaha Corporation/National Average (Japan)*2 [Years]	20.9/11.9	19.5/12.1	19.4/12.4	19.3/12.4	19.4/11.9	
	By Gender	Male Yamaha Corporation/National Average (Japan)*2 [Years]	20.9/13.3	19.5/13.5	19.3/13.7	19.2/13.8	19.4/13.4
		Female Yamaha Corporation/National Average (Japan)*2 [Years]	20.8/9.3	19.8/9.4	19.9/9.7	19.5/9.8	19.4/9.3
Total Training Hours	Yamaha Corporation [Days]	-	-	-	200	253	
Average Training Hours per Person	Male Yamaha Corporation [Hours]	-	-	-	21	21	
	Female Yamaha Corporation [Hours]	-	-	-	21	21	

*1 Including employees seconded from FY2021 (due to change in counting method)

*2 Data from a statistical survey by Japan's Ministry of Health, Labour and Welfare

Diversity and Inclusion ISO 26000 6.3/6.4 GRI 405-1		Scope of coverage: Group (*: Yamaha Corporation) Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Employee Ratio (Female)* [%]		17.5	17.8	17.8	16.9	17.0
New Employee Hiring Ratio (Female, University Graduate)* [%]		17.4	25.0	11.9	26.2	23.1
Number of Foreign Employees*	(Including temporary employees) [Persons]	41	42	45	44	47
Mid-career hires	Ratio of mid-career hires among employees[%]	16.3	16.5	17.7	18.7	18.4
	Ratio of mid-career hires among managers* ¹ [%]	15.5	16.1	16.4	17.5	18.5
Management Ratio (Female)* ¹	Yamaha Corporation [%]	5.0	5.8	6.4	6.5	7.1
	Group Companies in Japan [%]	9.5	10.1	10.8	10.6	11.0
	Group Companies in Overseas [%]	18.8	18.9	19.1	22.1	21.2
	Group Companies [%]	14.0	14.3	14.9	16.3	16.1
Number of Senior Employees (over 60 years old)* [Persons]		212	225	218	215	214
Employees with Disabilities* ²	Employment Numbers (March 1) [Persons]	120	120	120	117	113
	Employment Numbers (March 1) [%]	2.35	2.43	2.51	2.49	2.39

*1 From FY2017, figures include individuals hired on the April 1 following the conclusion of the given fiscal year (to reflect a change in the date of hiring from March 1 to April 1).

Yamaha Corporation has not set a target for the ratio of mid-career hires among managers as there is no difference between this ratio and the ratio of mid-career hires among employees.

*2 Figures are for Yamaha Corporation, Yamaha Corporate Services Corporation, Yamaha Ai Works Co., Ltd.

Promoting a Better Work-Life Balance ISO 26000 6.4.4		Scope of coverage: Yamaha Corporation Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Birth/Child care Leave GRI 401-3	Number of Employees That Took Birth Support Leave [Persons]	127	112	100	86	80
	Percentage of Employees That Took Birth Support Leave [%]	77.9	86.8	87.0	88.7	82.5
	Number of Male Employees That Took Child Care Leave [Persons]	12	10	20	14	22
	Number of Female Employees That Took Child Care Leave [Persons]	30	33	27	26	31
	Percentage of Female Employees That Took Child Care Leave [%]	100	97.1	100	100	100
	Percentage of Male and Female Employees That Returned to Work Following Child Care Leave [%]	91.9	97.3	97.9	98.1	100
	Percentage of Female Employees Still In Position 12 Months After Returning From Leave [%]	93.1	95.8	100	93.8	92.5
Total Employee Work Hours [Hours/Persons]		1,984.4	1,983.2	1,970.7	1,960.3	1,940.2
Overtime Work Hours [Hours/Persons]		257.7	251.8	245.7	239.2	198.3
Paid Leave Days Taken [Days/Persons]		14.2	14.4	14.5	15.1	14.2
Paid Leave Days Taken (Including special paid leave) [Days/Persons]		17.6	17.9	17.9	19.0	16.1

Labor/Management Relations ISO 26000 6.4.5		Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Rate of Unionization* ¹ GRI 102-41	Yamaha Corporation [%]	77	77	77	77	77
	Group Company in Japan* ² [%]	42	41	46	46	48

*1 Management included in calculation figures

*2 Figures are for Yamaha Music Japan Co., Ltd., Yamaha Music Retailing Co., Ltd., Yamaha Music Manufacturing Japan Corporation, Yamaha Fine Technologies Co., Ltd., Yamaha Corporate Services Corporation

Health and Safety ISO 26000 6.4.6		Scope of coverage: Group (Smoking Ratio data is Japan only) Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Frequency of Work-Related Accidents (Group total) GRI 403-9	Frequency Rate of work-related Injury	1.38	1.49	1.17	1.23	1.00
	Lost-Time Injury Frequency Rate	0.80	0.83	0.64	0.72	0.56
The number of fatalities as a result of work-related injury GRI 403-9	Japan [Persons]	0	0	0	0	0
	Overseas [Persons]	0	0	0	0	0
Implementation of Safety Patrols	Group Companies in Japan [Sites]	1	1	1	Not implemented	2
	Group Companies Overseas [Sites]	1	1	Not implemented	2	2
Self-Directed Health and Safety Diagnoses (Japan) [Sites]		16	24	24	24	52
Smoking Ratio* ¹	Male Yamaha/Nation Average (Japan)* ² [%]	24.1/29.7	23.2/28.2	22.8/27.8	20.8	18.6
	Female Yamaha/Nation Average (Japan)* ² [%]	7.9/9.7	7.6/9.0	7.1/8.7	6.7	6.0

*1 Group companies in Japan (Excludes Yamaha Resort Inc., Kitami Mokuzai Co., Ltd., Sakuraba Mokuzai Co., Ltd.)

*2 These values are cited from a survey by Japan Tobacco Inc. (survey ended in fiscal 2019)

Compliance/Fair Business Practice ISO 26000 6.3.6/6.6		Scope of coverage: Group (Japan) Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Status of Calls to the Compliance Hotline	Name Provided [Numbers]	26	34	25	55	50
	Anonymous [Numbers]	13	13	9	11	33
Number of Participants in In-house Legal Training [Persons]		220	140	260	205	*

* Training in fiscal 2021 was limited to legal training on the Antimonopoly Act at three major domestic subsidiaries as a result of the COVID-19 pandemic

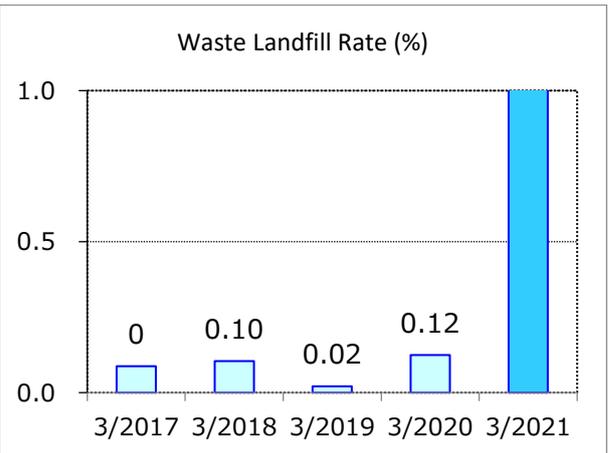
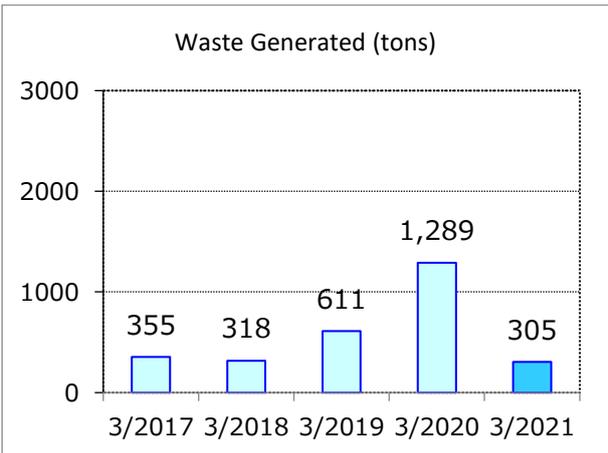
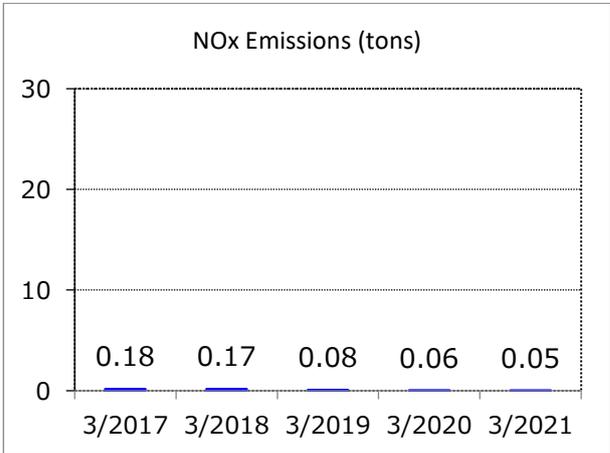
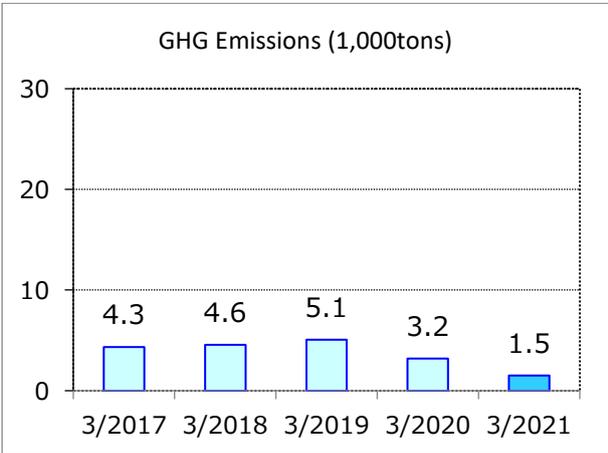
Responsible procurement ISO 26000 6.6.6 GRI 414-1, 414-2		Scope of coverage: Group Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Supplier's Self-Assessment (whole survey)	Request [Company]	2,490	It is not the year of whole survey.	It is not the year of whole survey.	3,748	It is not the year of whole survey.
	Responses [Company]	2,446			3,694	
	Collection Rate [%]	98.2			98.6	
Supplier's Self-Assessment (when starting a contract) [Company]		76	79	104	117	149
Corrections on File [Company]		4	0	0	5	4

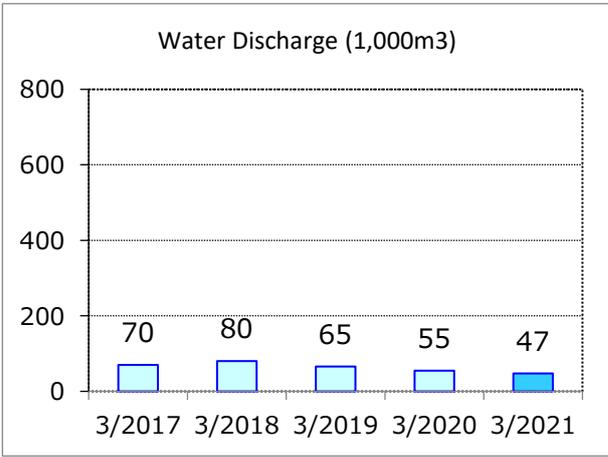
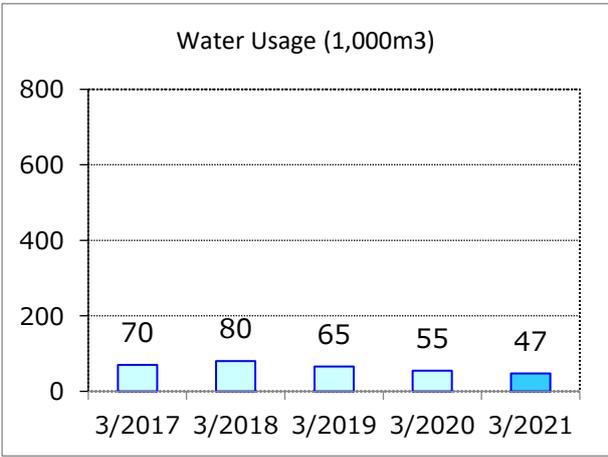
Contributing to Communities ISO 26000 6.8 GRI 201-1		Scope of coverage: Group Settlement day: March 31				
Indicator	Breakdown [Units]	3/2017	3/2018	3/2019	3/2020	3/2021
Expenditures for Social Contributions	Expenditures [10,000 yen]	47,321	59,126	57,381	64,620	53,083
	Number of Social Contributions Made [Numbers]	712	875	920	1,009	652

Headquarters Area

Including Yamaha Corporation headquarters, Yamaha Music Japan Co., Ltd., Yamaha Corporate Services Corporation, Yamaha Ai Works Co., Ltd., YAMAHA UNION and various other organizations.

Business lines	Development, design and sales of pianos, audio equipment, ICT devices, electronic devices, wind, string and percussion instruments, PA equipment, and sound proof chambers, Operation of corporate museum; as well as administrative functions
Location	Hamamatsu City, Shizuoka Prefecture



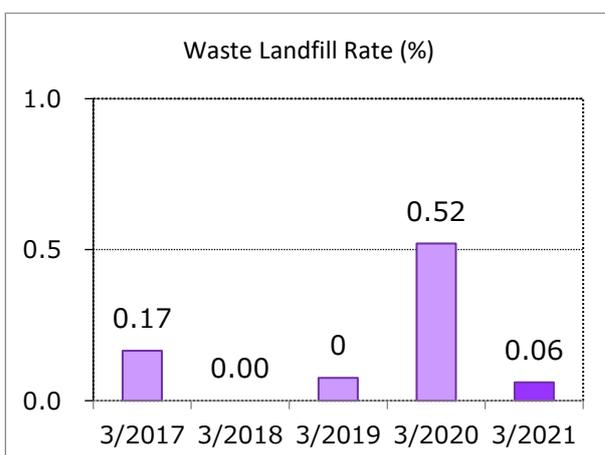
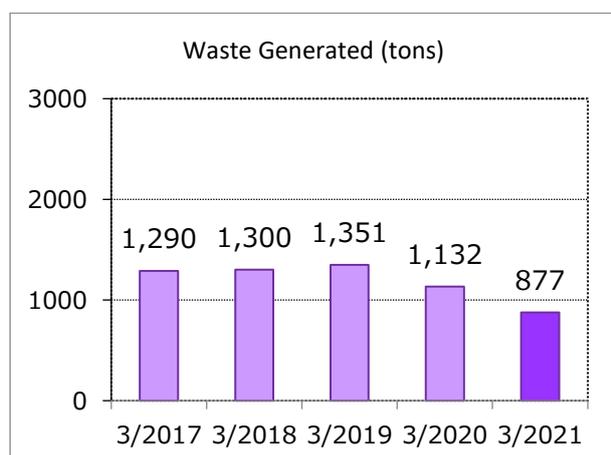
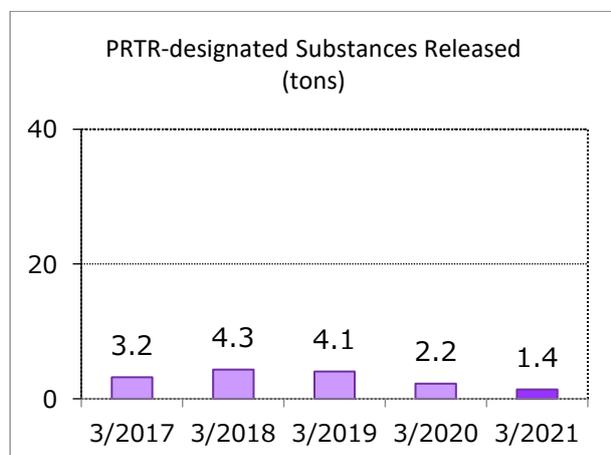
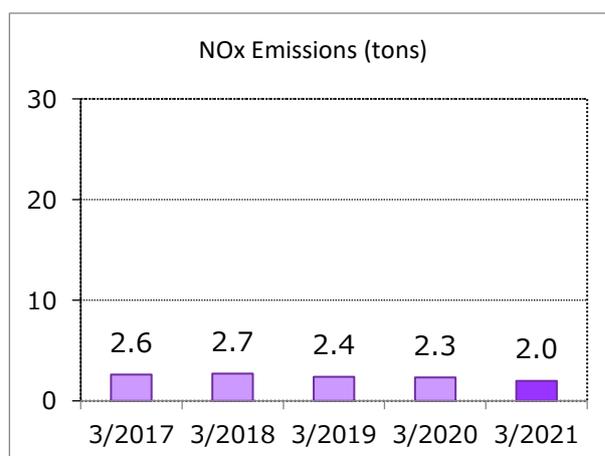
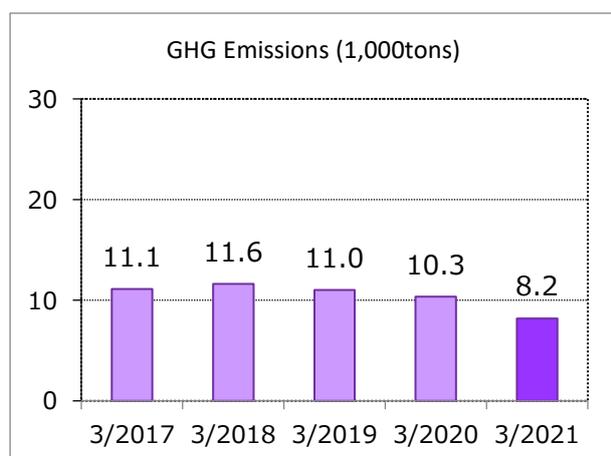


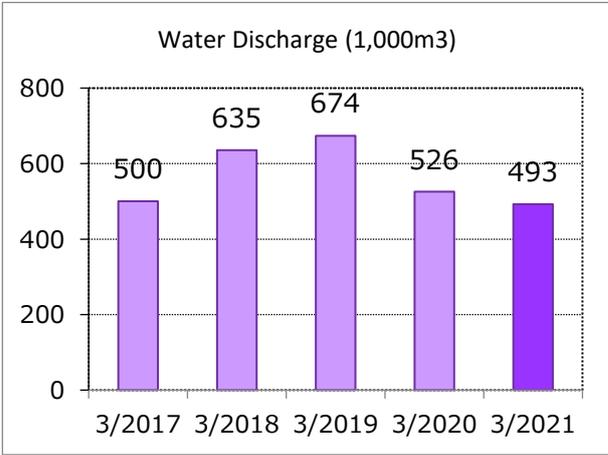
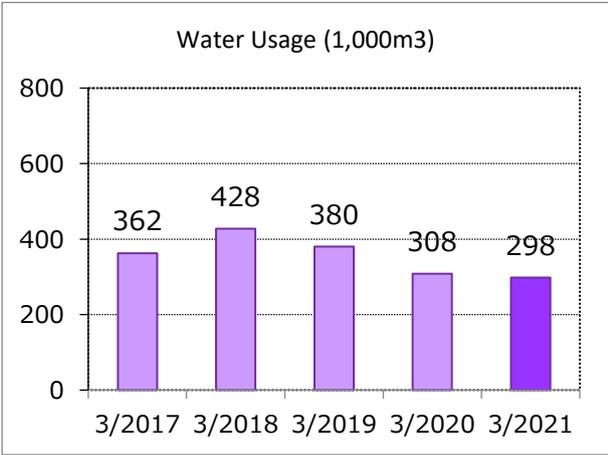
Toyooka Factory

Yamaha Corporation Toyooka Factory, Yamaha Music Manufacturing Japan Corporation

Main Factory

Business lines	Manufacture of electronic instruments, wind, string and percussions instrument, PA equipment and electronic components
Location	Iwata City, Shizuoka Prefecture

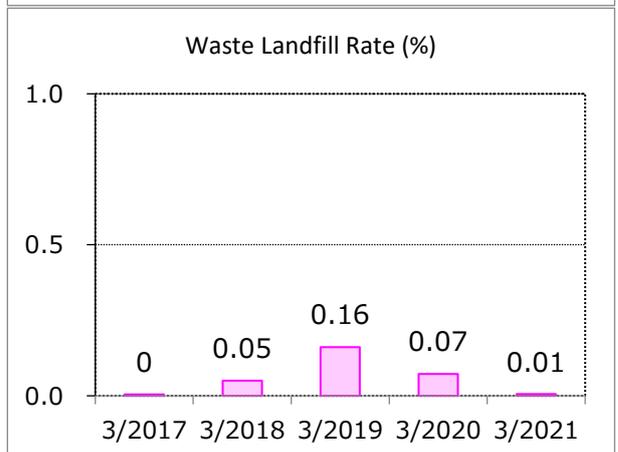
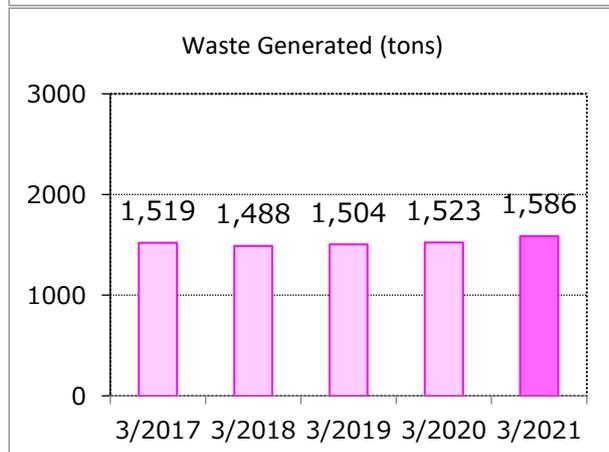
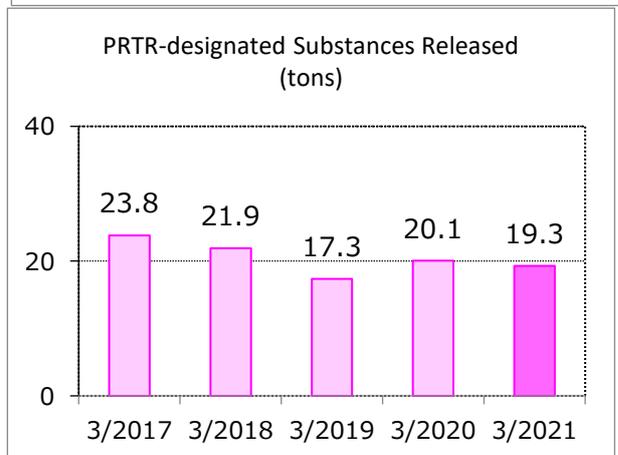
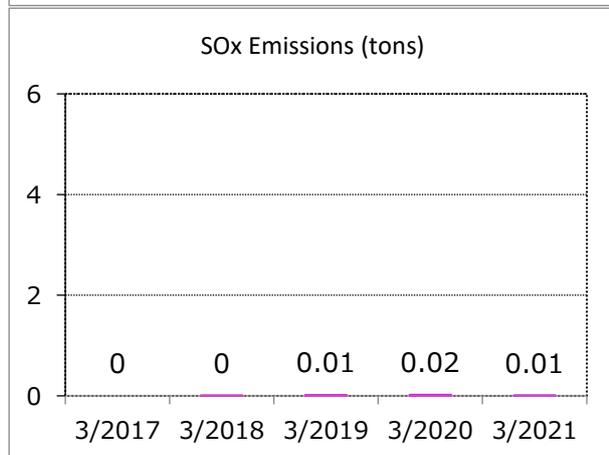
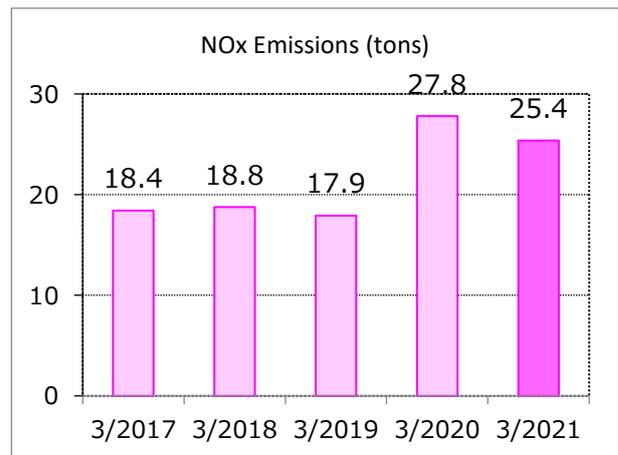
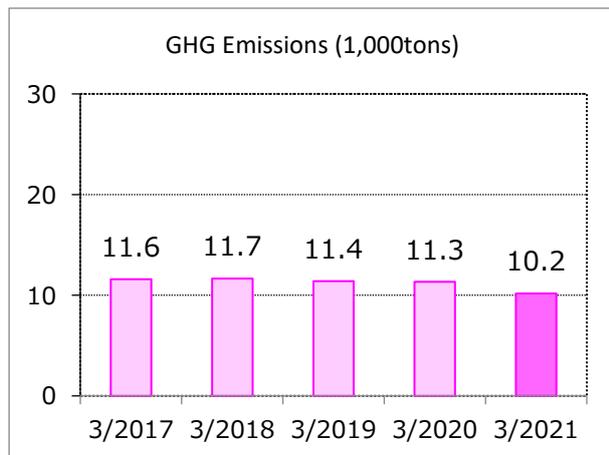


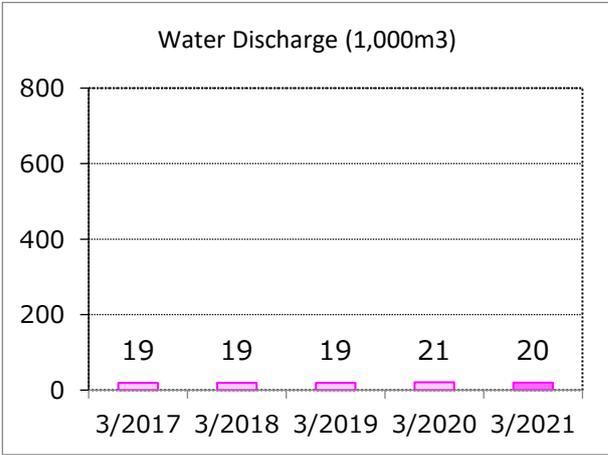
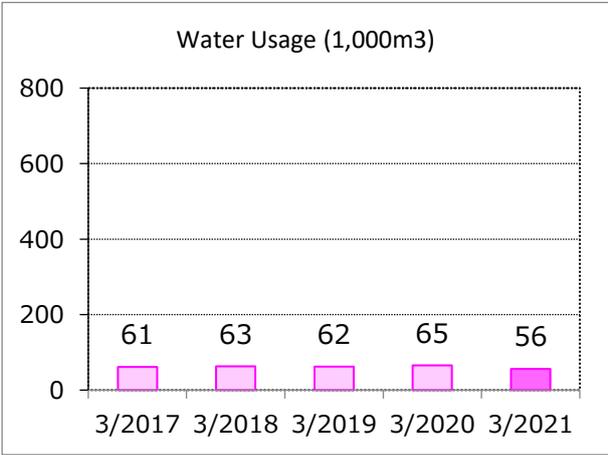


Takegawa Factory

Yamaha Corporation Takegawa Factory, Yamaha Music Manufacturing Japan Corporation
Takegawa Factory

Business lines	Manufacture of pianos
Location	Takegawa City, Shizuoka Prefecture

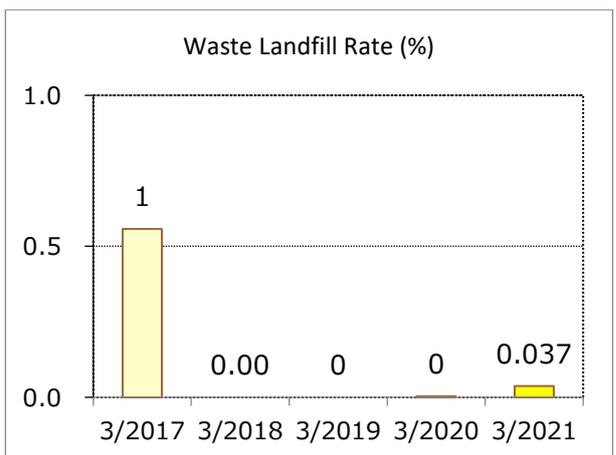
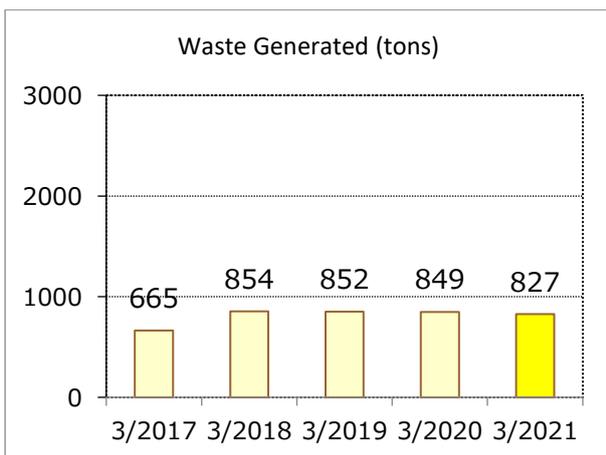
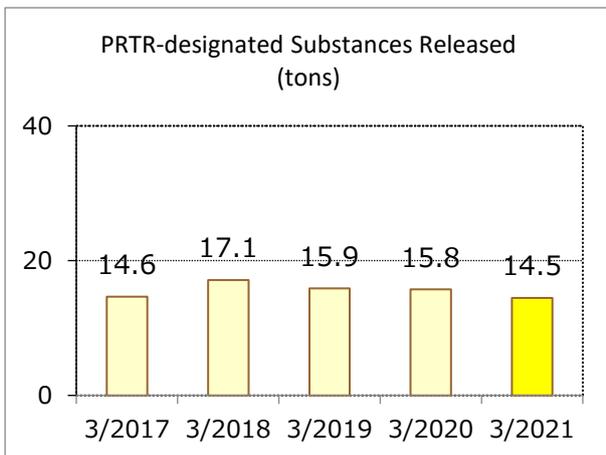
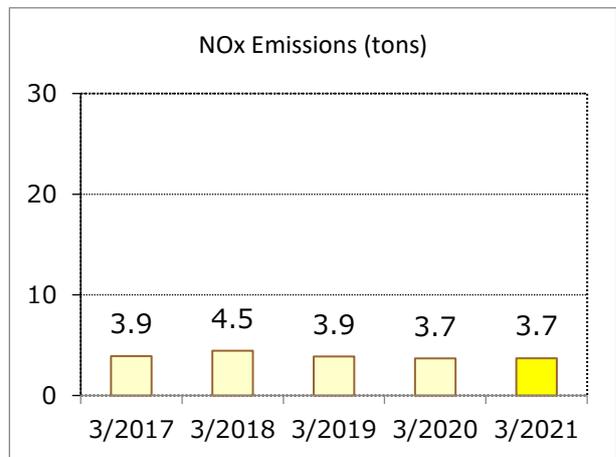
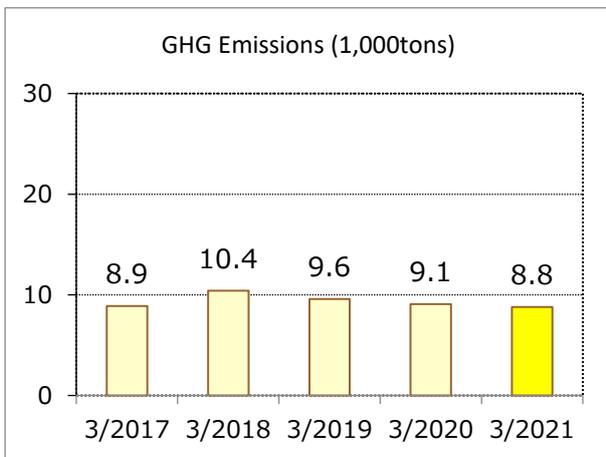


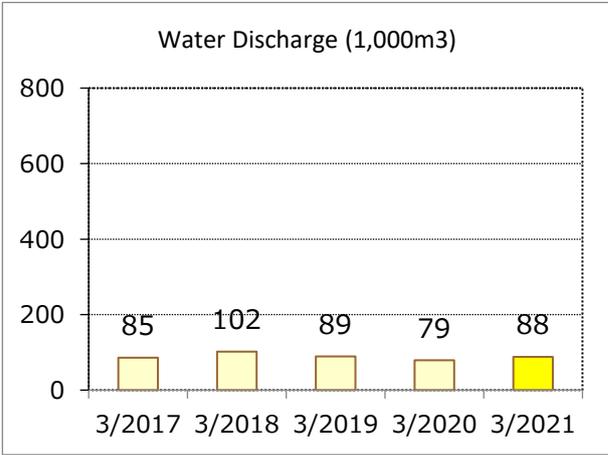
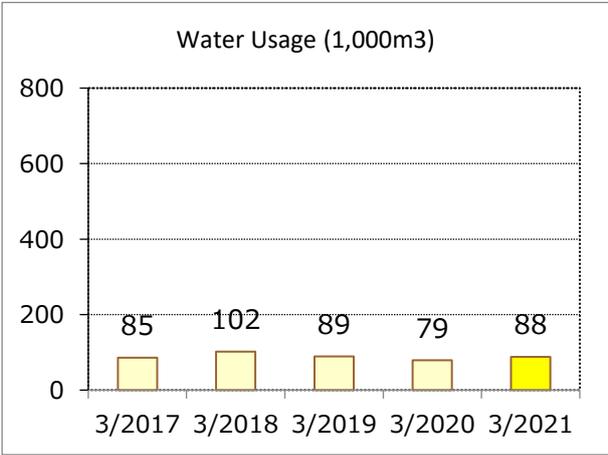


Tenryu Factory

Yamaha Corporation Tenryu Factory, Yamaha Fine Technologies Co., Ltd.

Business lines	Manufacture of automobile interior components, development, manufacture and sale of factory automation (FA) equipment, development of golf products, and business activities based mainly on production technologies for the Yamaha Group as a whole
Location	Hamamatsu City, Shizuoka Prefecture



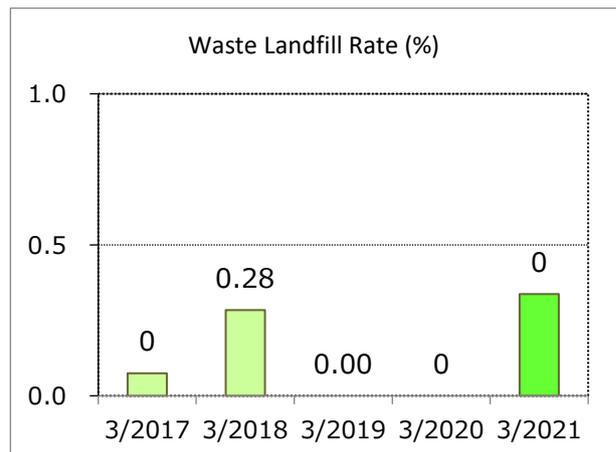
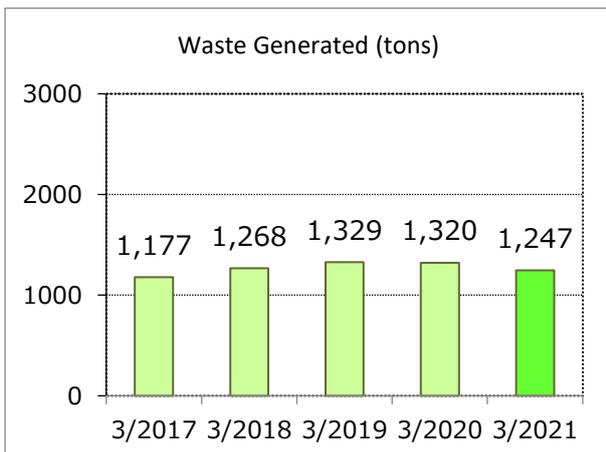
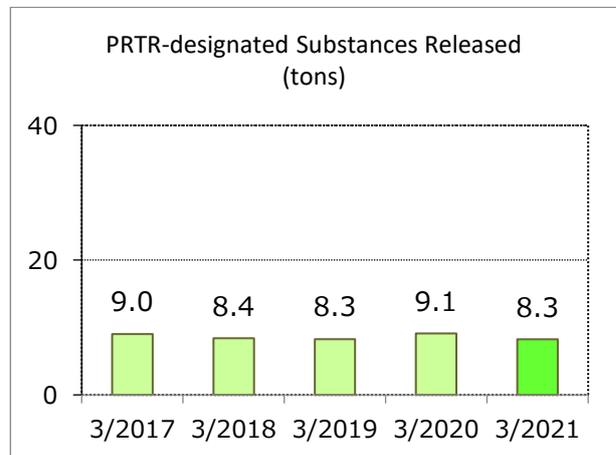
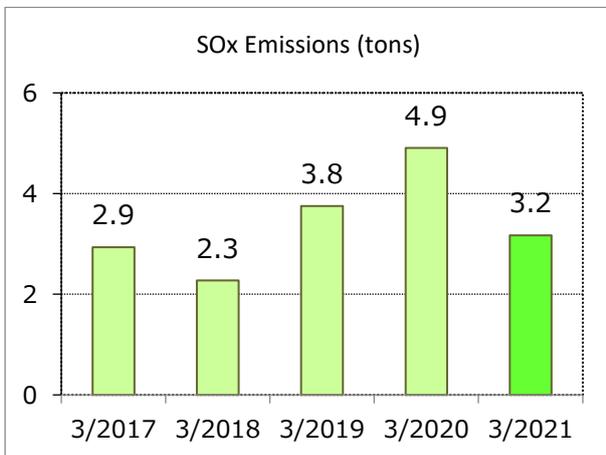
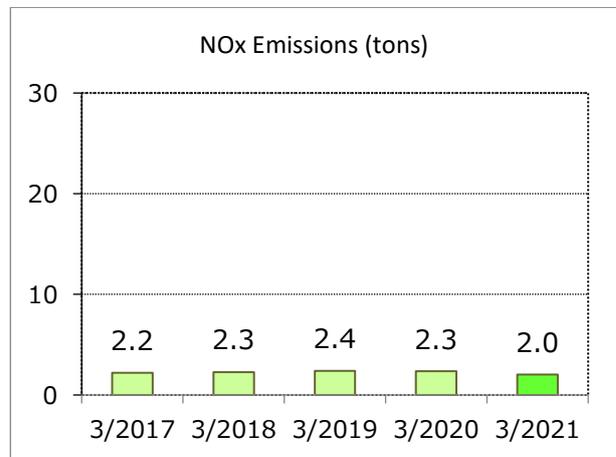
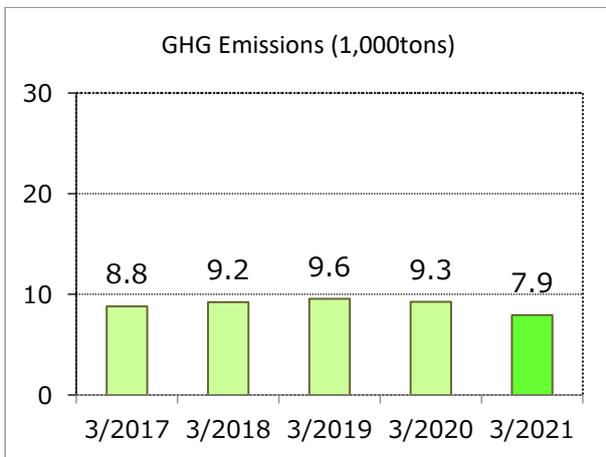


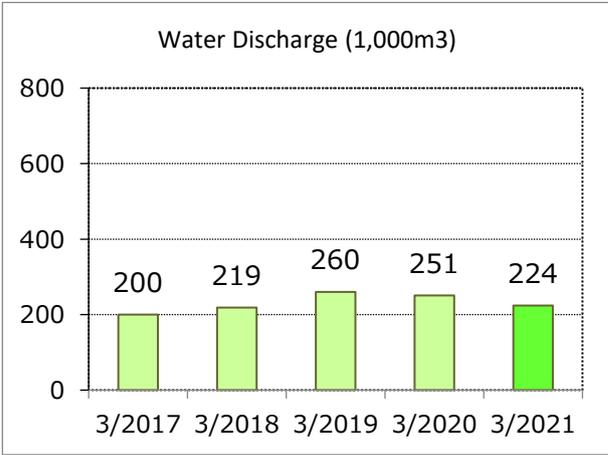
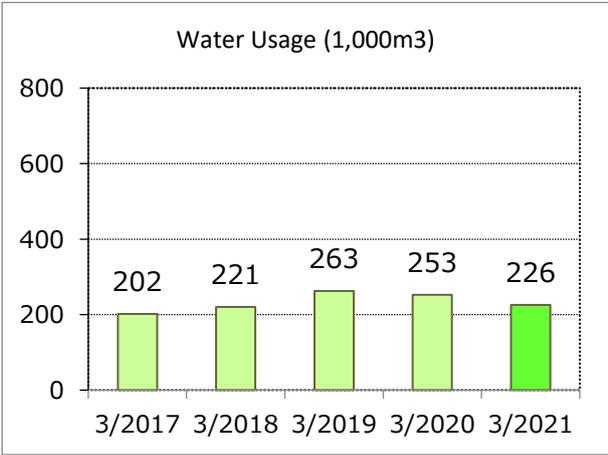
Yamaha Music Manufacturing Japan

Iwata Factory

Yamaha Music Manufacturing Japan Corporation Iwata Factory

Business lines	Manufacture of piano frames
Location	Iwata City, Shizuoka Prefecture



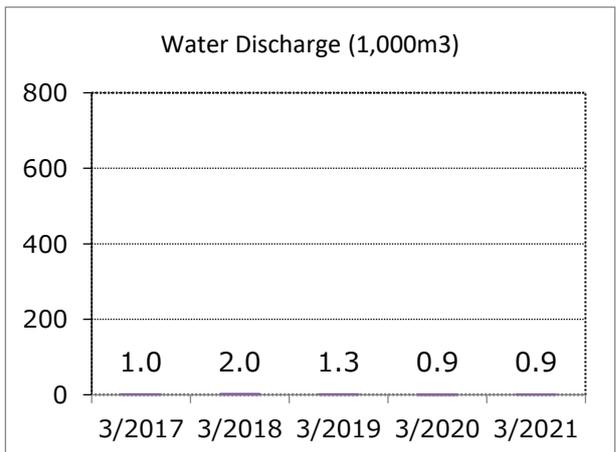
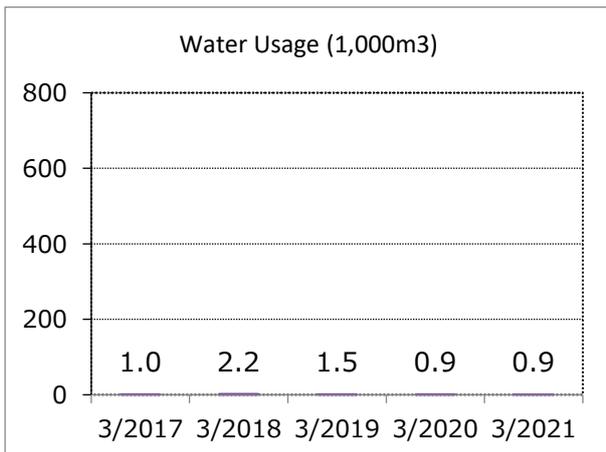
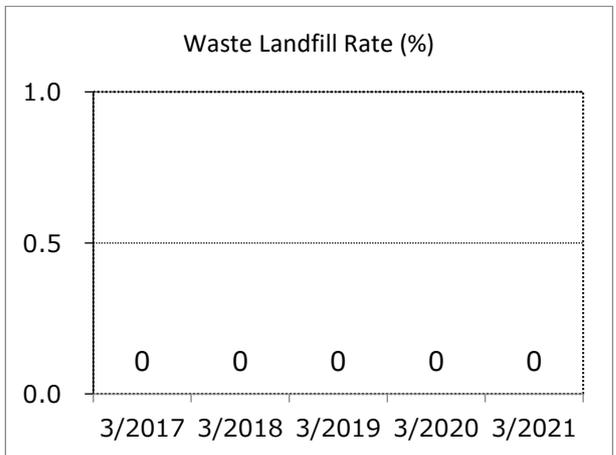
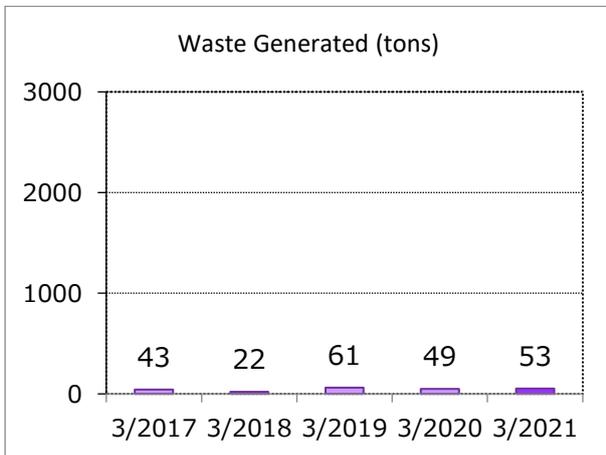
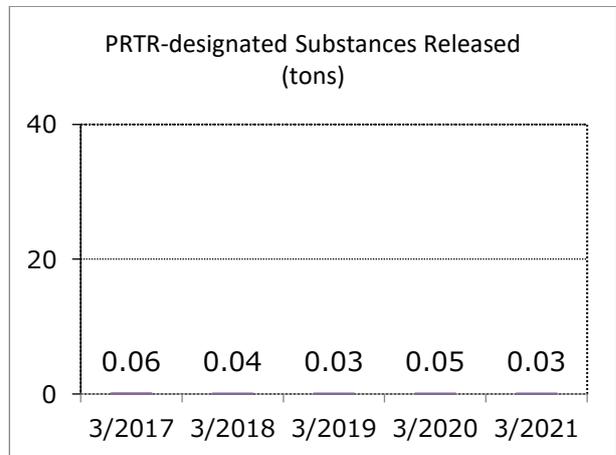
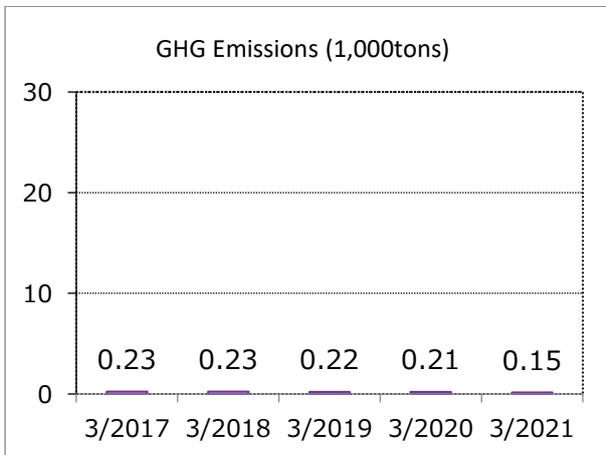


Yamaha Music Manufacturing Japan

Matsunokijima Factory

Yamaha Music Manufacturing Japan Corporation Matsunokijima Factory

Business lines	Processing, assembly, packing and shipping of wind instrument parts
Location	Iwata City, Shizuoka Prefecture

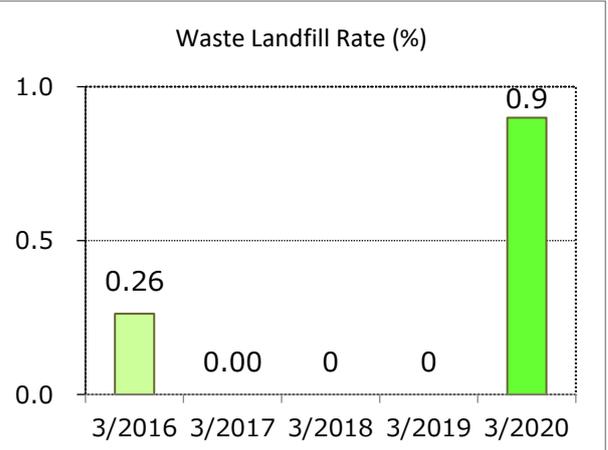
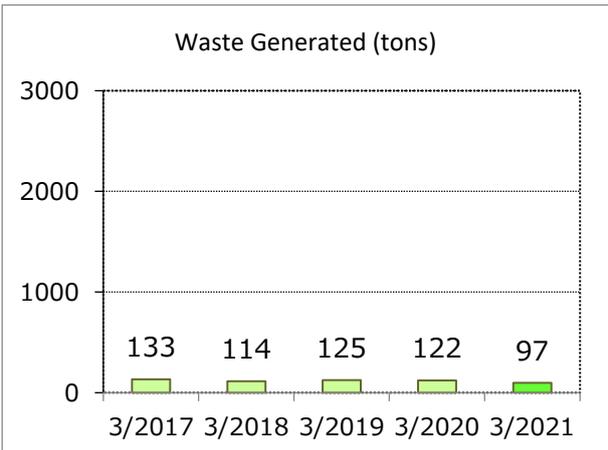
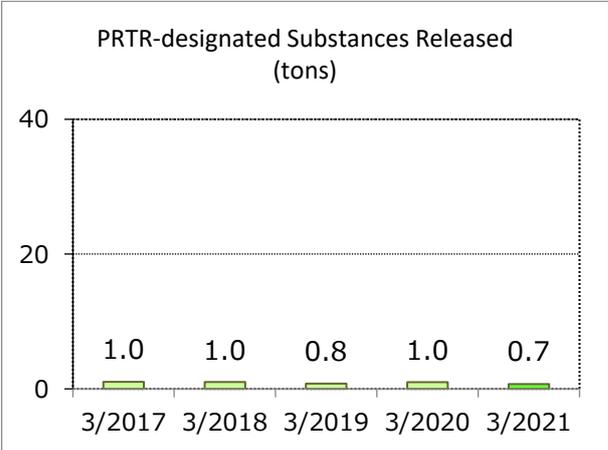
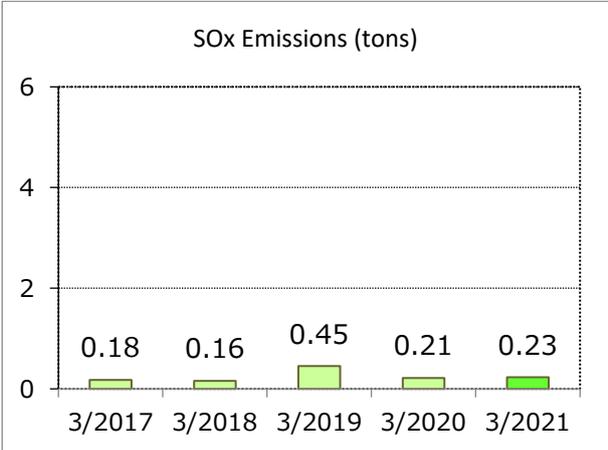
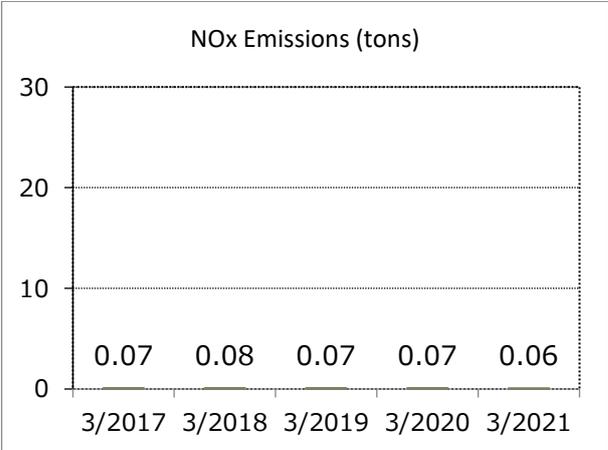
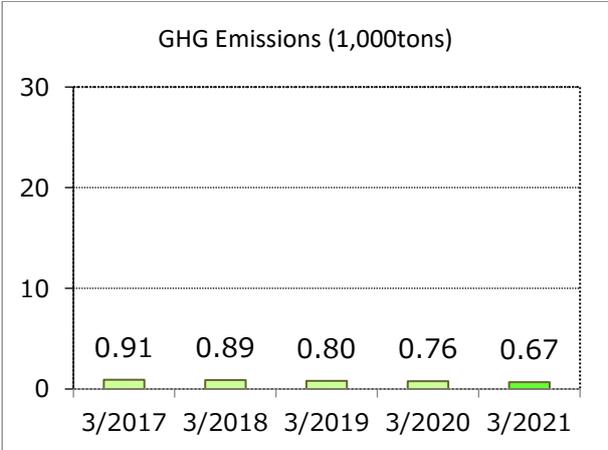


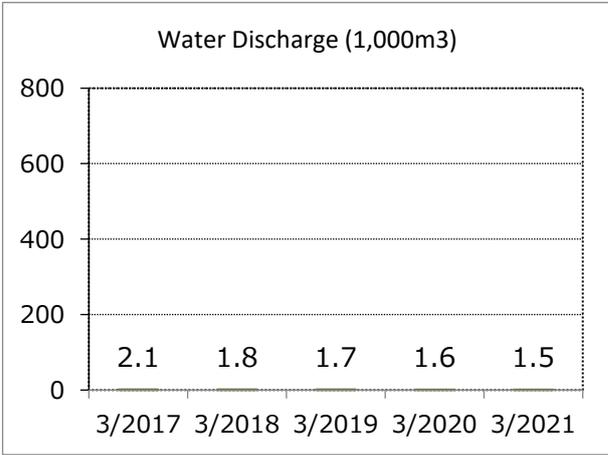
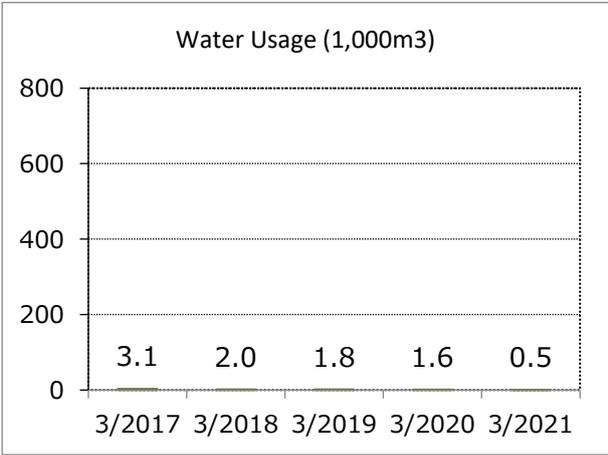
Yamaha Music Manufacturing Japan

Iida Factory

Yamaha Music Manufacturing Japan Corporation Iida Factory

Business lines	Manufacture of string, and percussion instruments
Location	Hamamatsu City, Shizuoka Prefecture

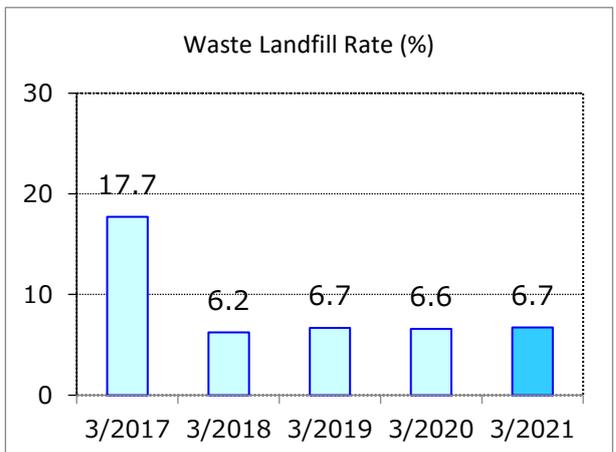
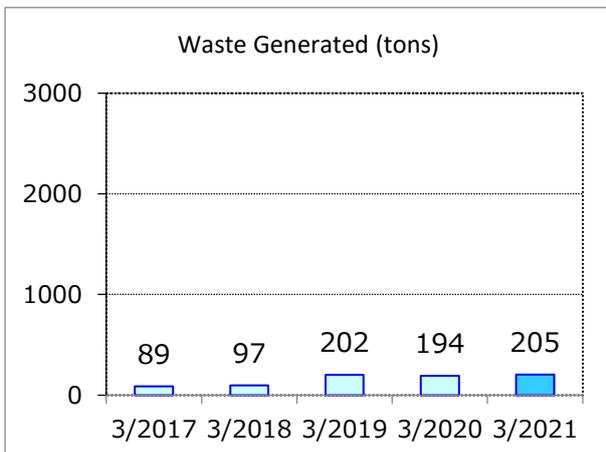
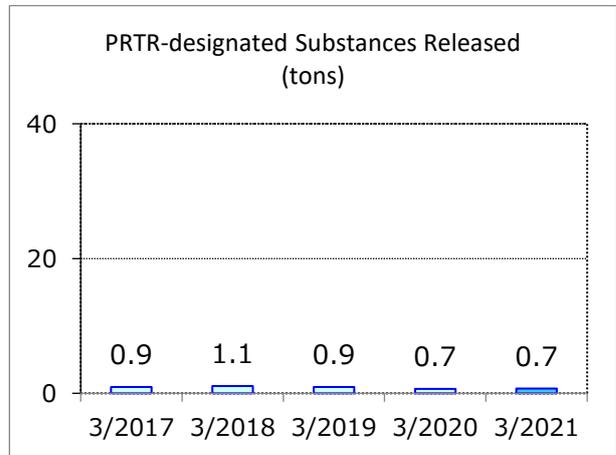
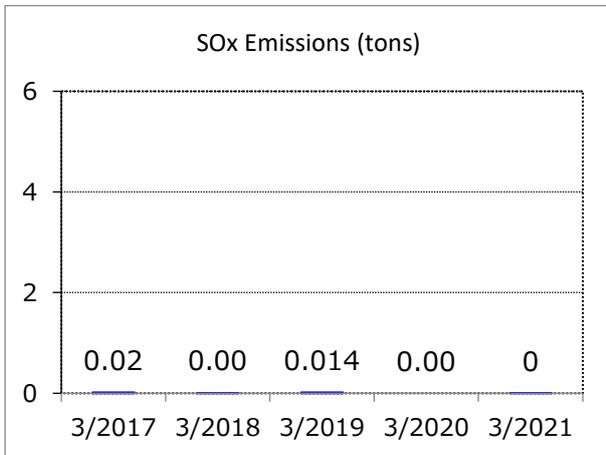
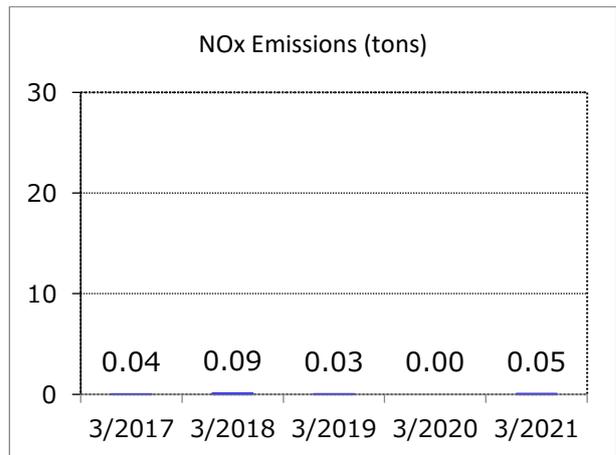
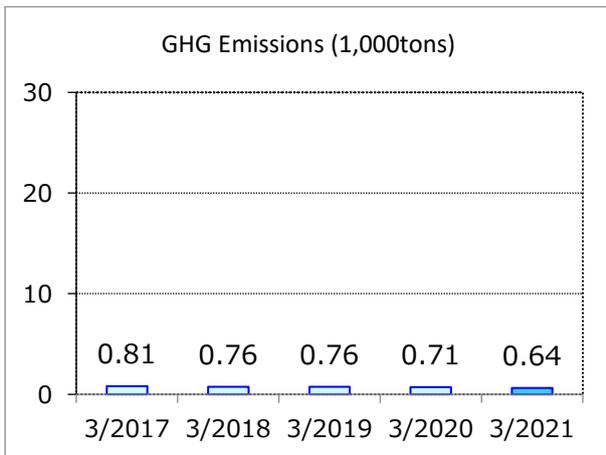


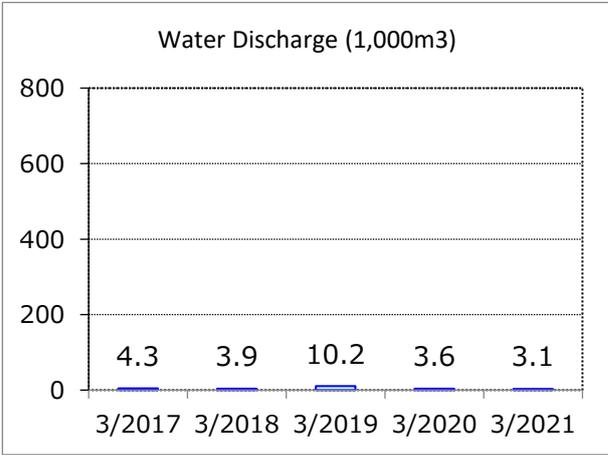
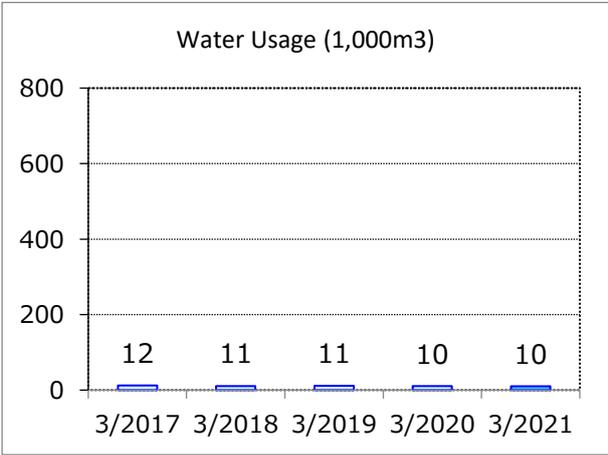


Sakuraba Mokuzai

Sakuraba Mokuzai Co., Ltd.

Business lines	Lumber manufacturing for musical instruments, processing of wooden parts, and manufacturing of other woodwork.
Location	Kitaakita City, Akita Prefecture

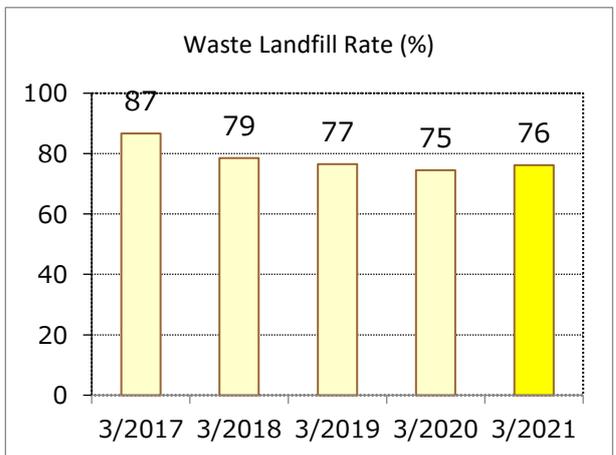
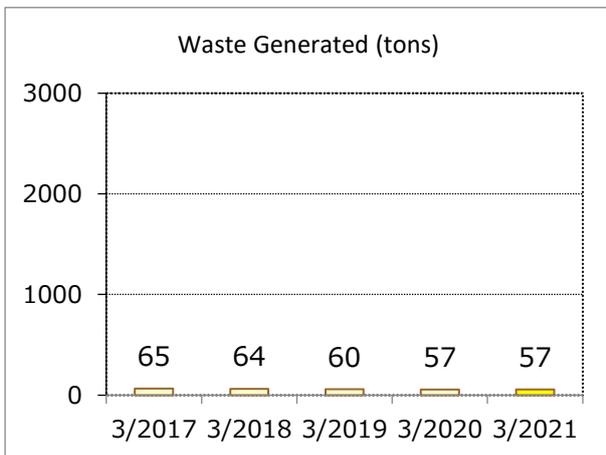
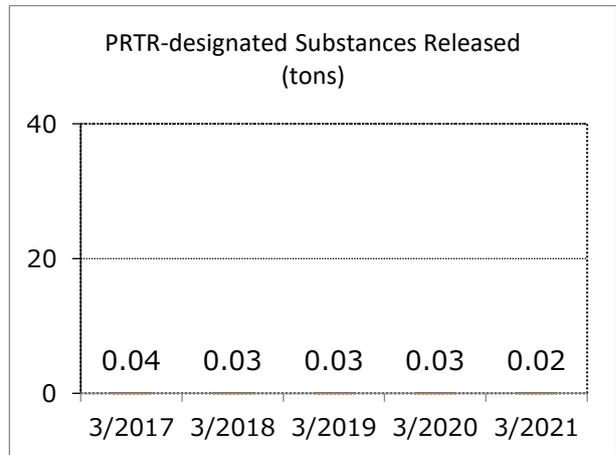
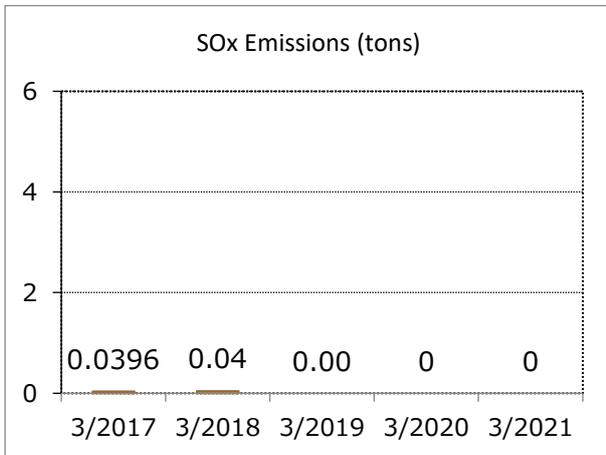
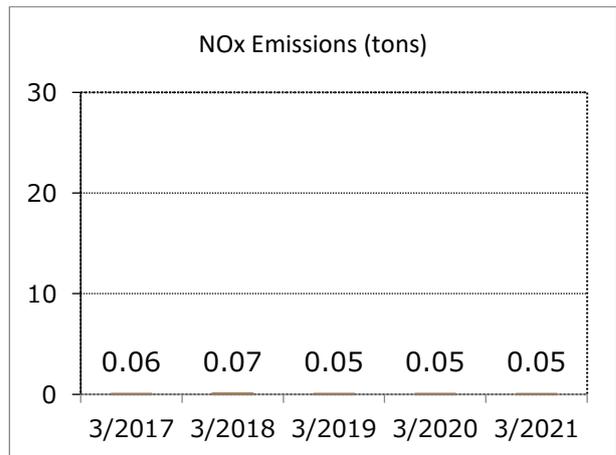
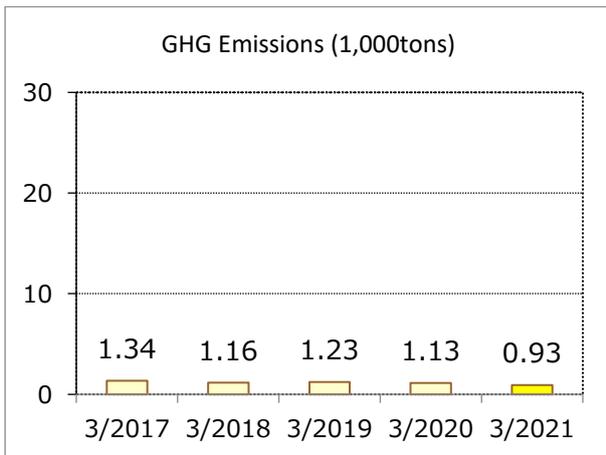


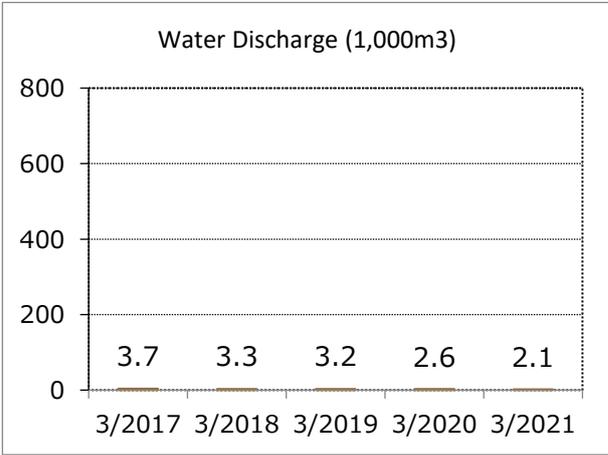
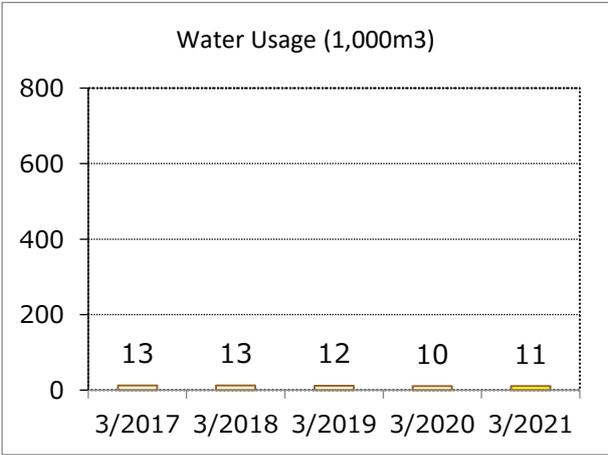


Kitami Mokuzai

Kitami Mokuzai Co., Ltd.

Business lines	Lumber manufacturing for musical instruments, processing of wooden parts, and manufacturing of other woodwork.
Location	Mombetsu-gun, Hokkaido

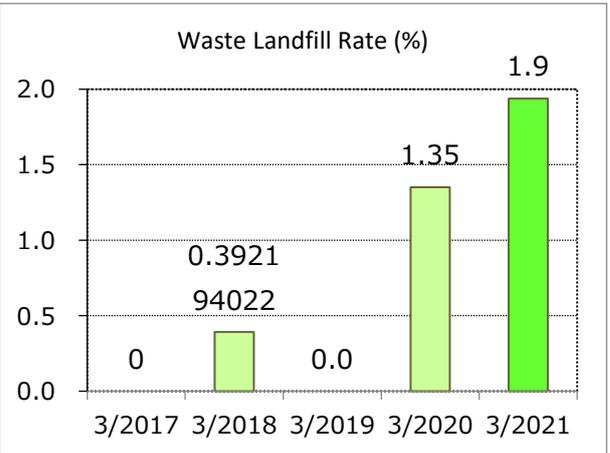
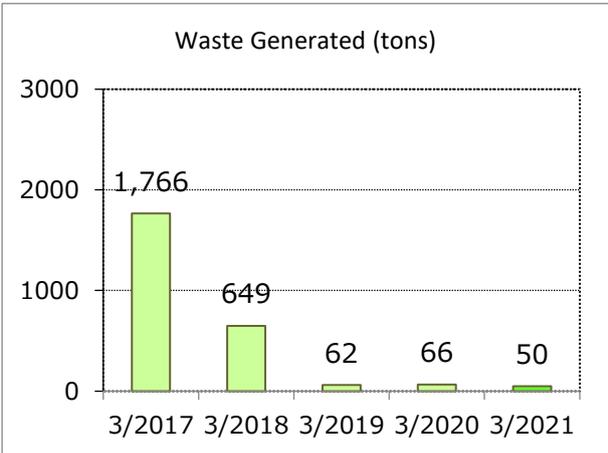
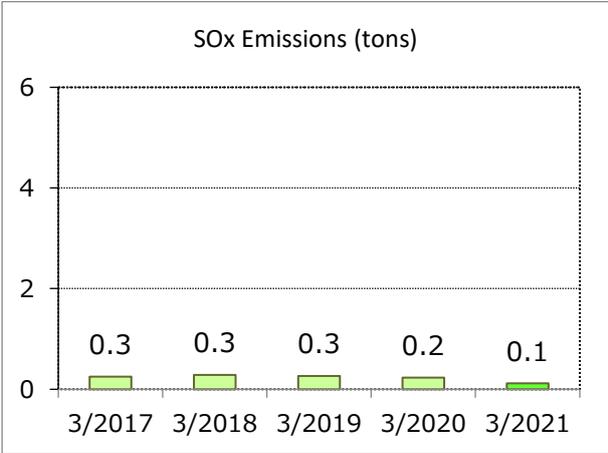
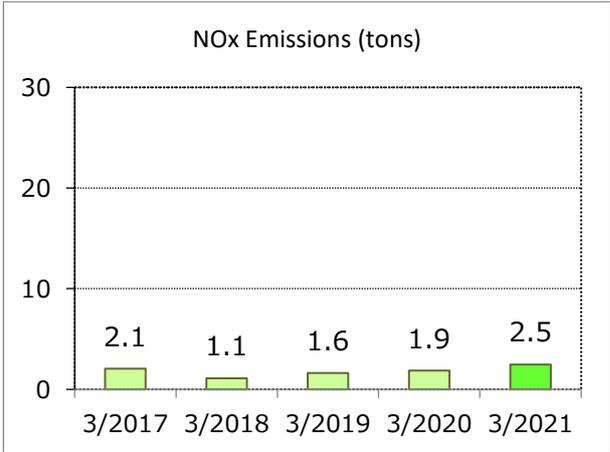
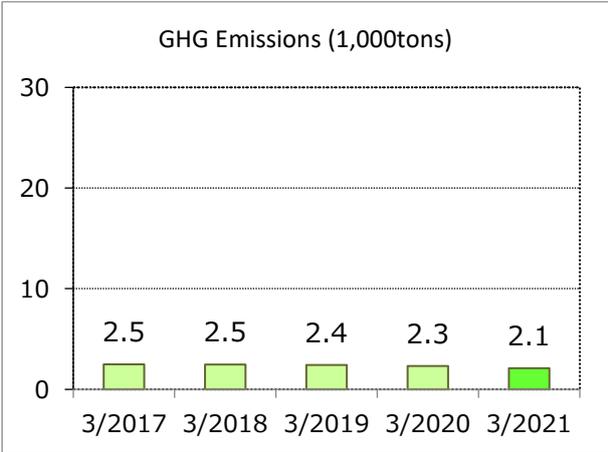


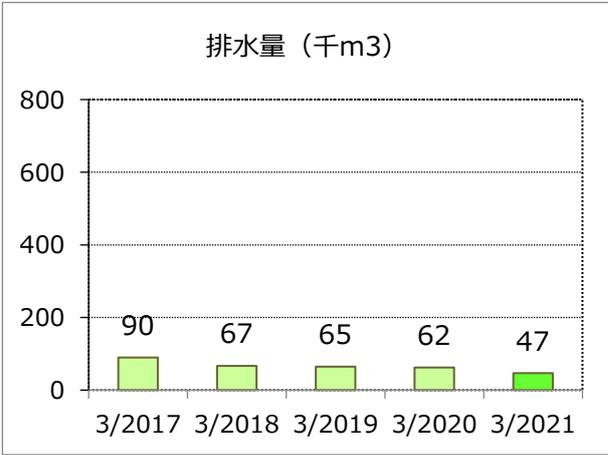
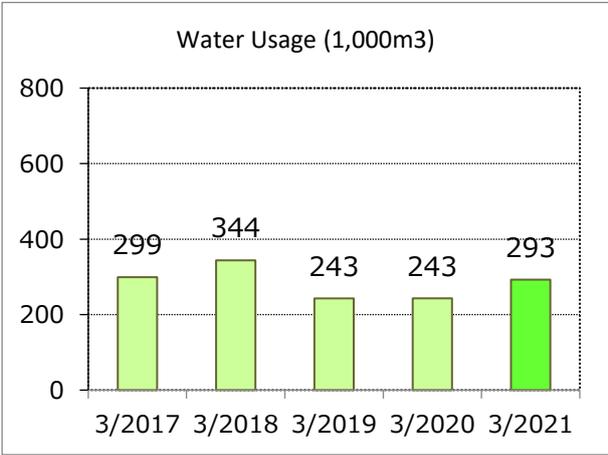


Yamaha Resort Inc.

Yamaha Resort Inc.

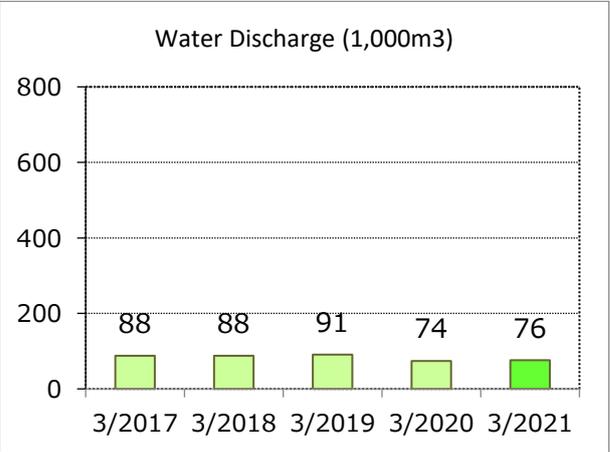
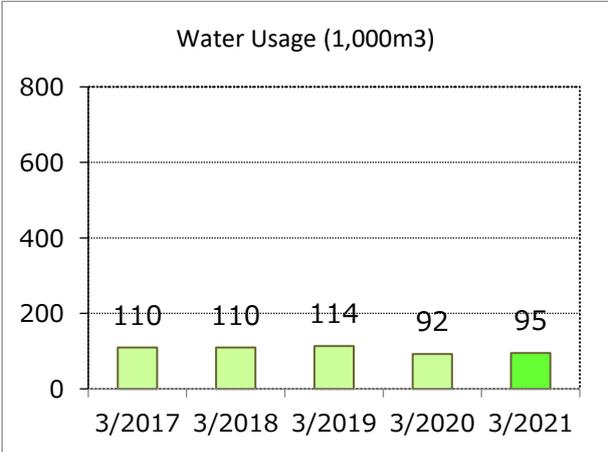
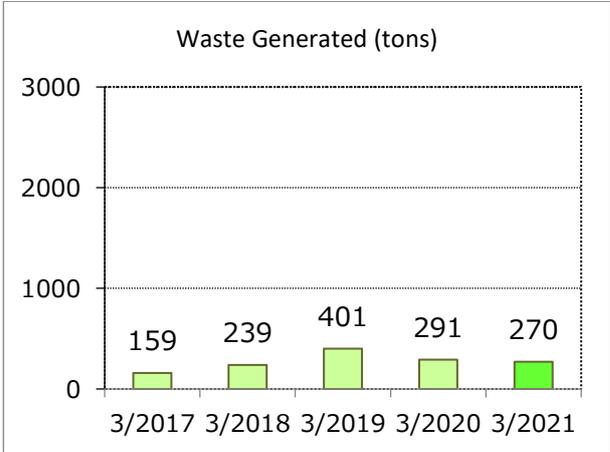
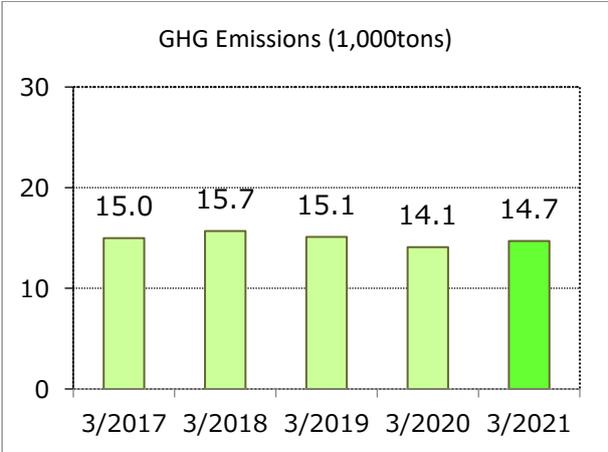
Business lines	Operation of lodging facilities, restaurants, golf courses and related facilities
Location	Fukuroi City, Shizuoka Prefecture





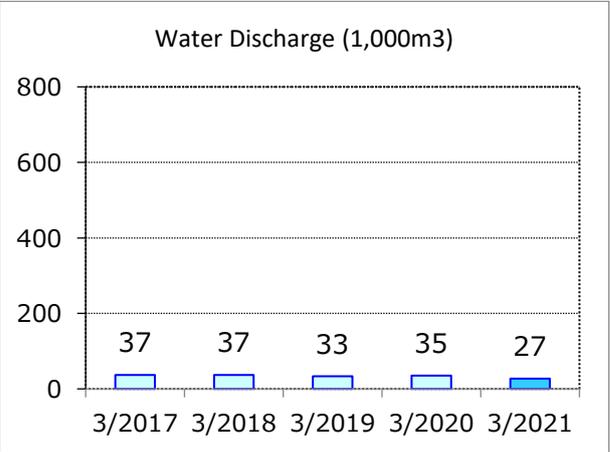
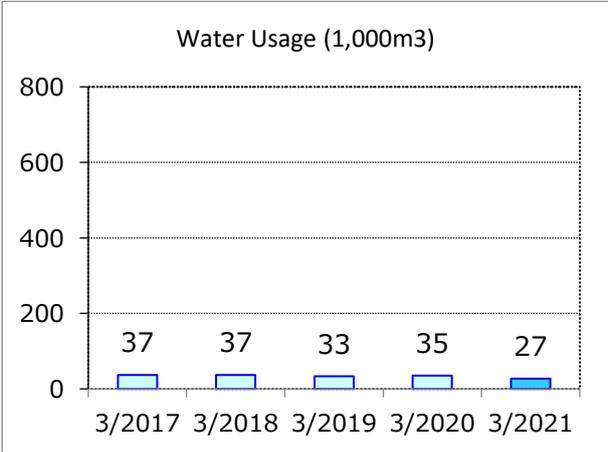
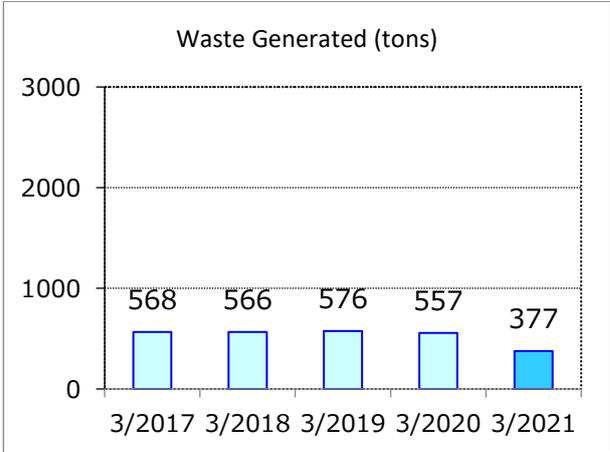
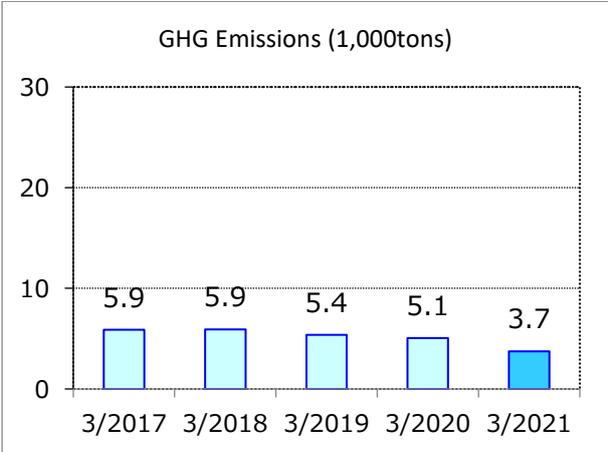
Tianjin Yamaha Electronic Musical Instruments, Inc.

Business lines	Manufacture of electronic musical instruments
Location	Tianjin, China



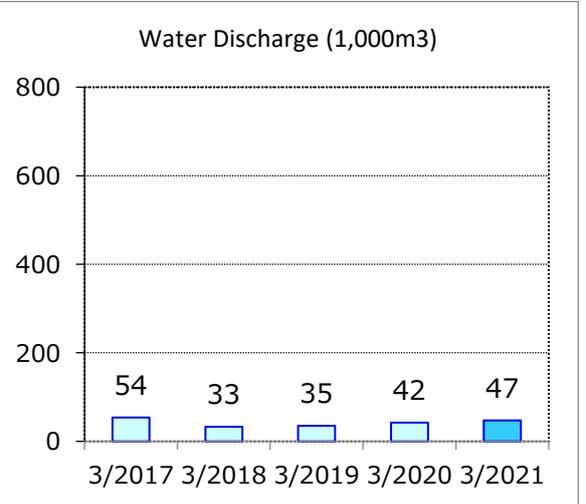
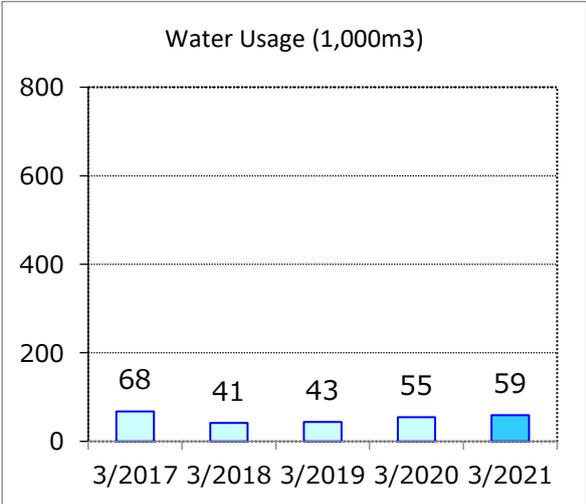
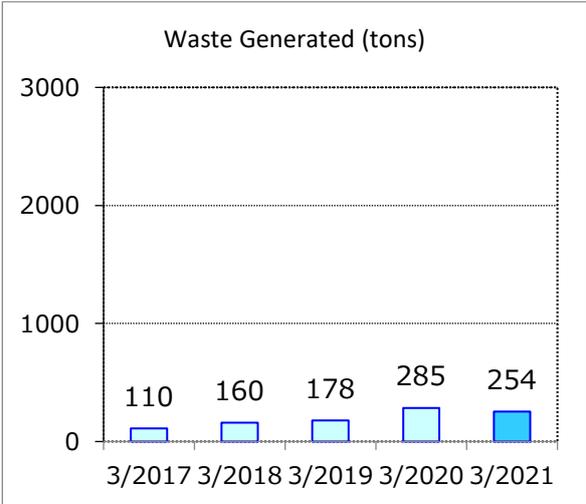
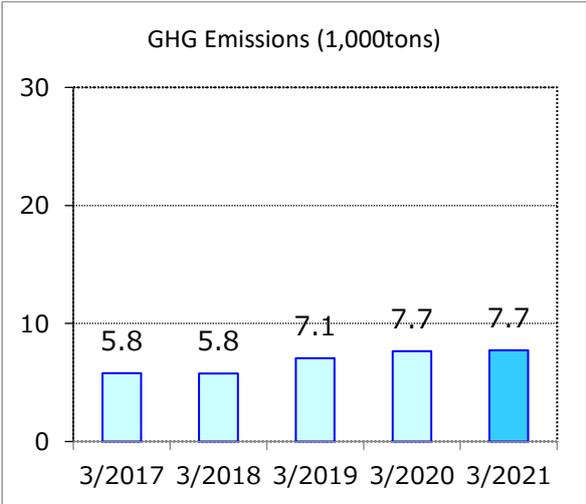
Xiaoshan Yamaha Musical Instruments Co., Ltd.

Business lines	Manufacturing and assembly of wind instruments and marching drums
Location	Hangzhou, China



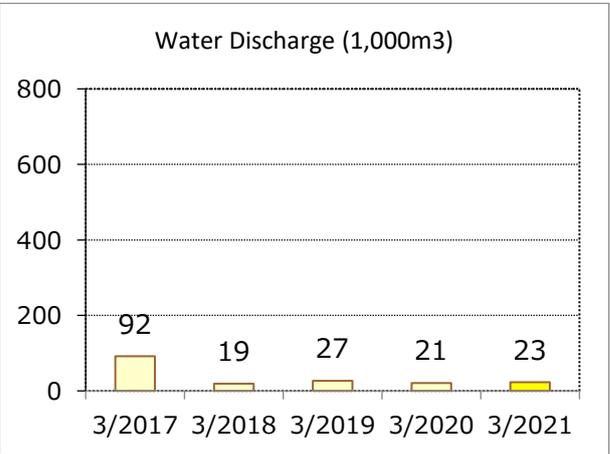
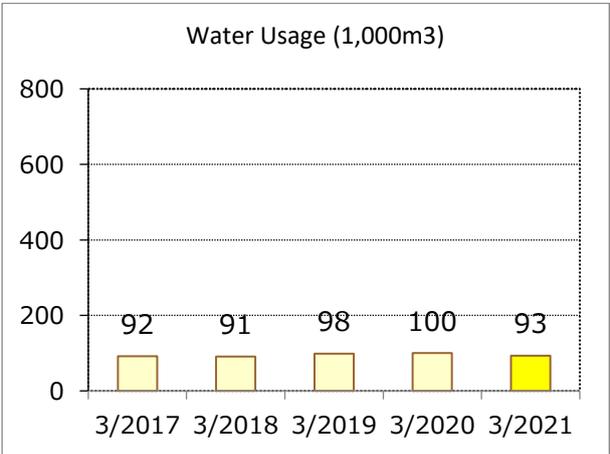
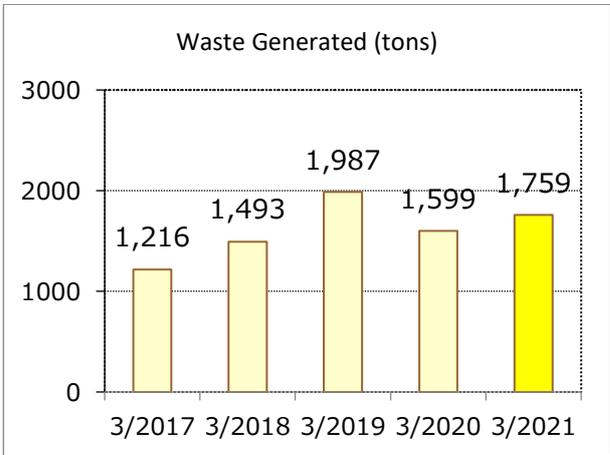
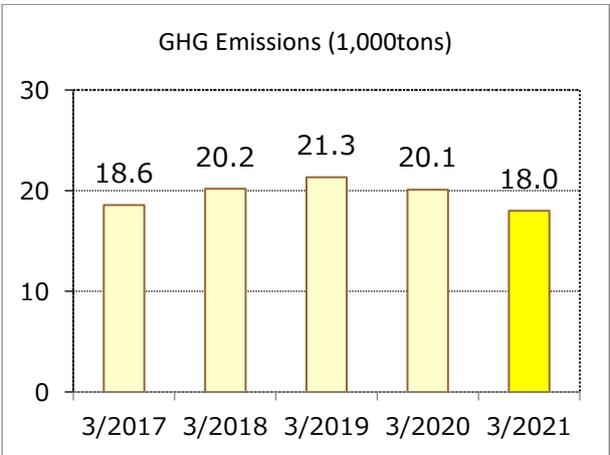
Yamaha Electronics (Suzhou) Co., Ltd.

Business lines	Manufacturing of consumer AV products
Location	Suzhou, China



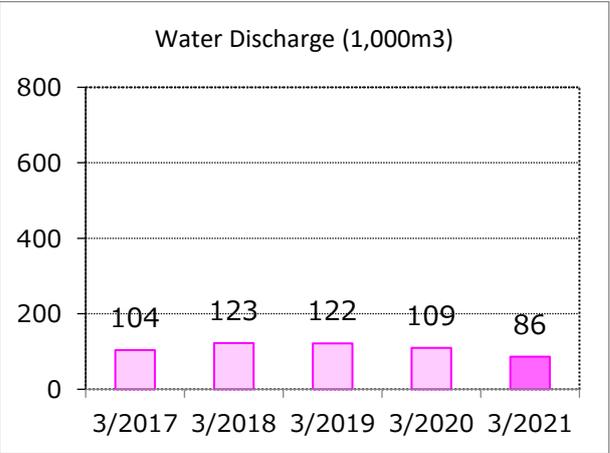
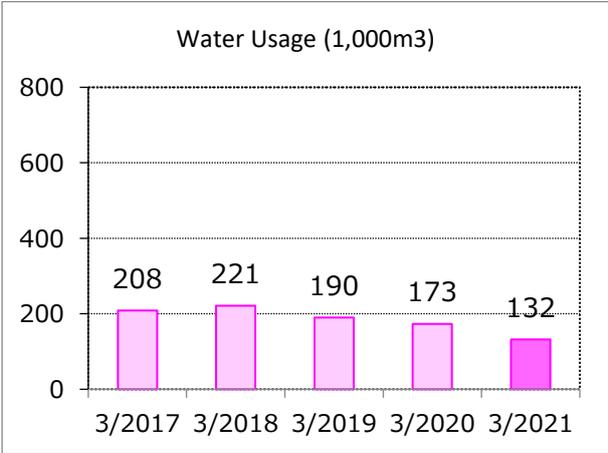
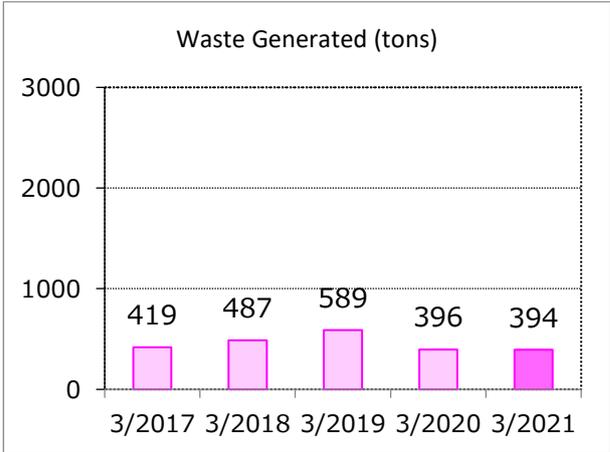
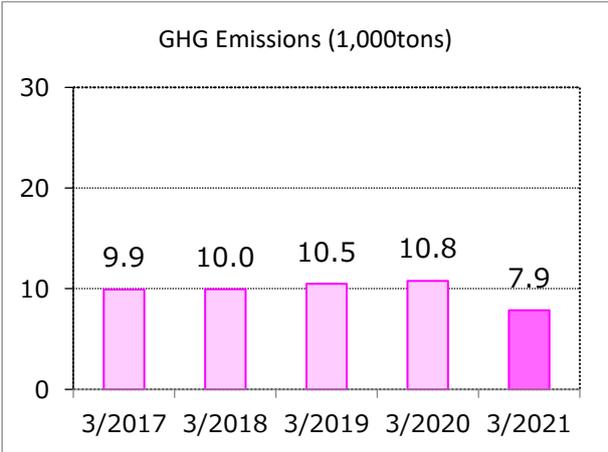
Hangzhou Yamaha Musical Instruments Co., Ltd.

Business lines	Manufacture of pianos, piano parts, and guitars
Location	Hangzhou, China



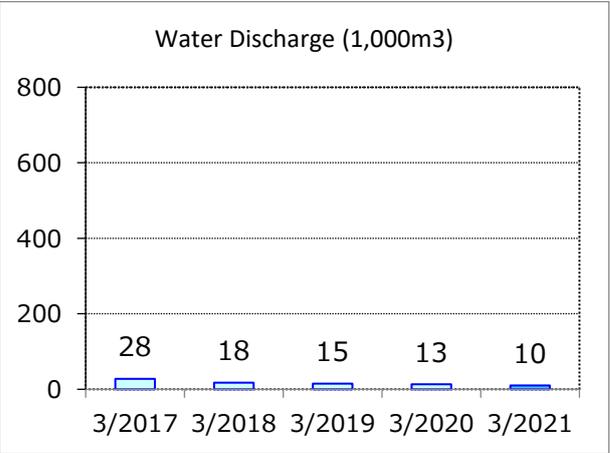
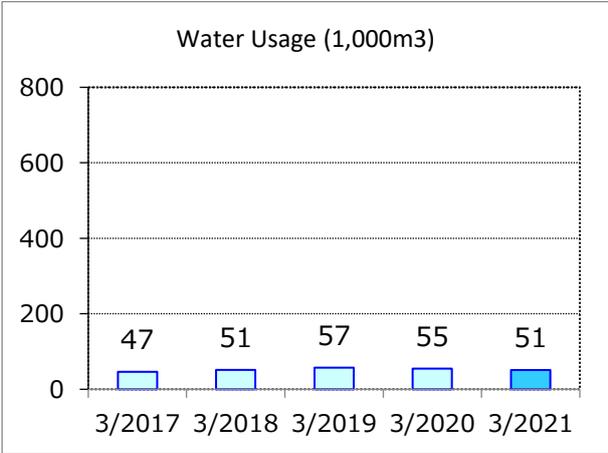
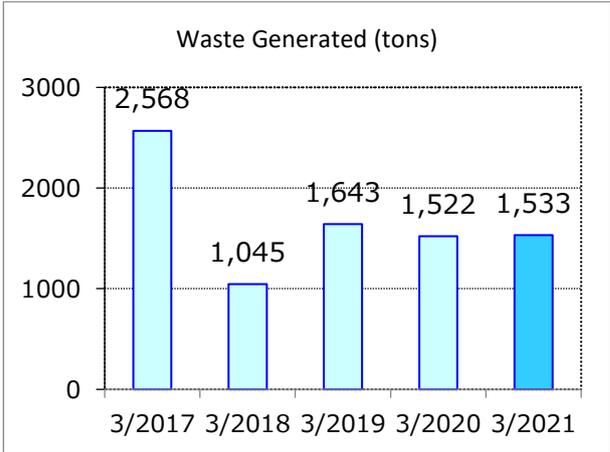
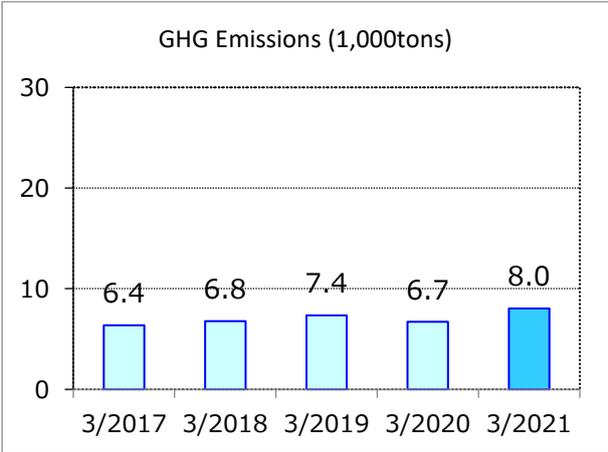
PT. Yamaha Musical Products Indonesia

Business lines	Manufacturing and assembly of wind instruments, and manufacturing of accessories and cases for musical instruments, Pianica™ and recorders
Location	Pasuruan, Indonesia



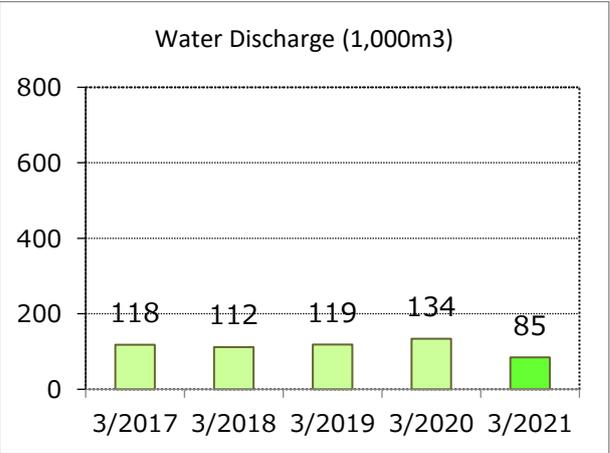
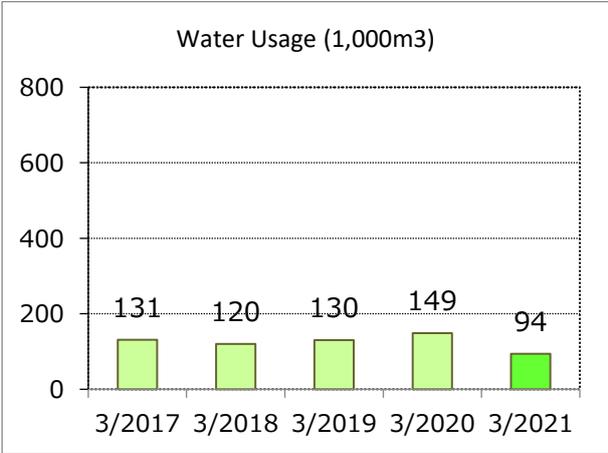
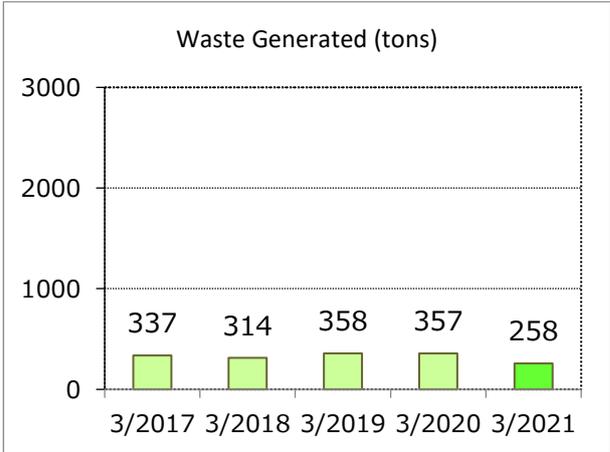
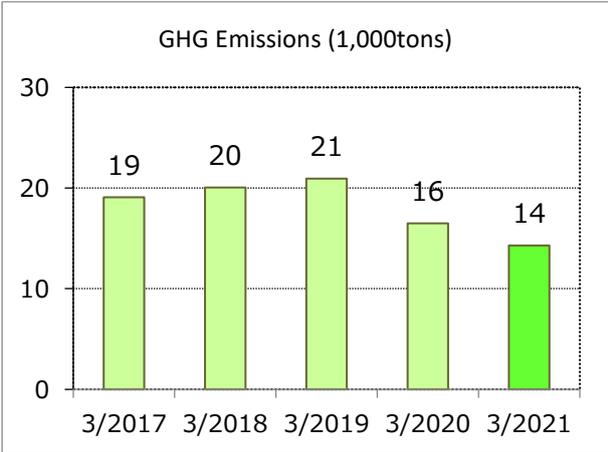
PT. Yamaha Music Manufacturing Indonesia

Business lines	Manufacturing of guitars
Location	East Jakarta, Indonesia



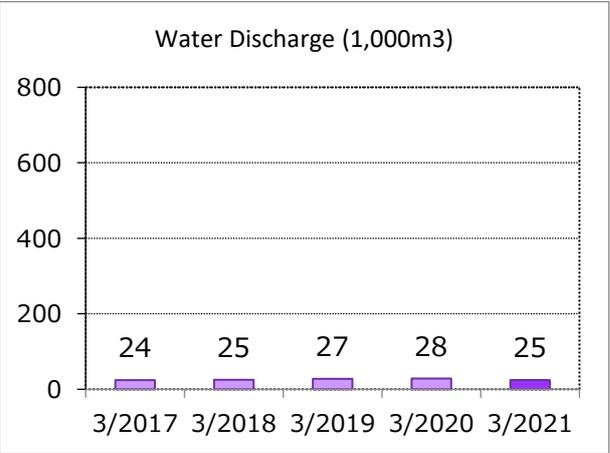
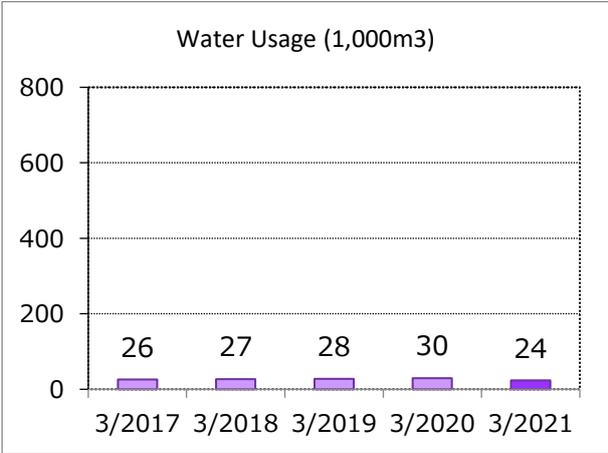
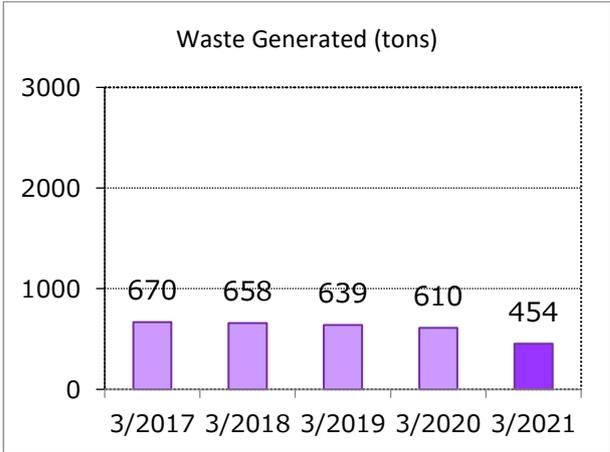
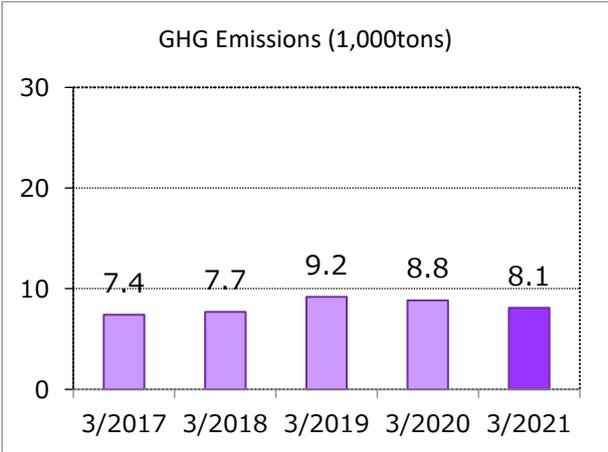
PT. Yamaha Music Manufacturing Asia

Business lines	Manufacturing of electronic musical instruments
Location	Bekasi, Indonesia



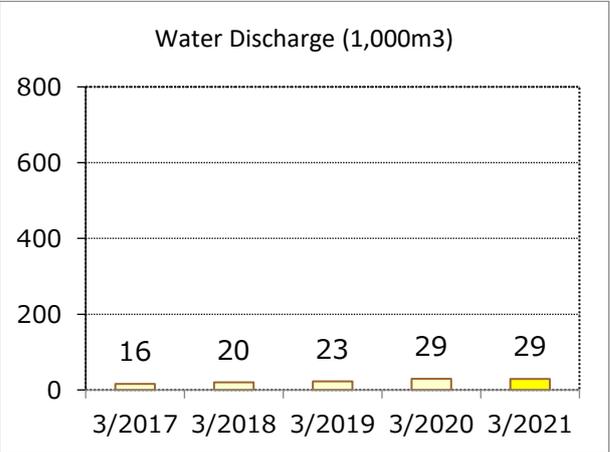
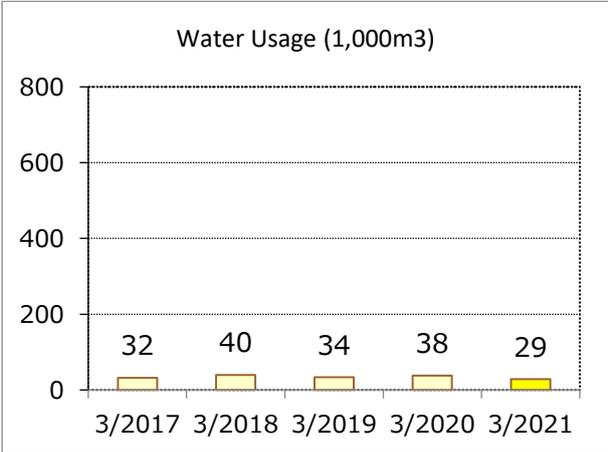
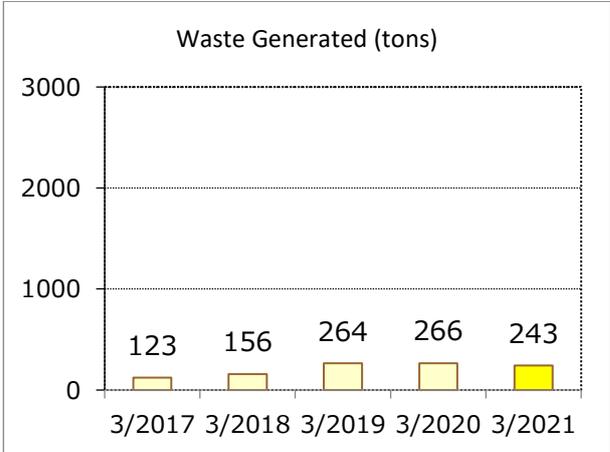
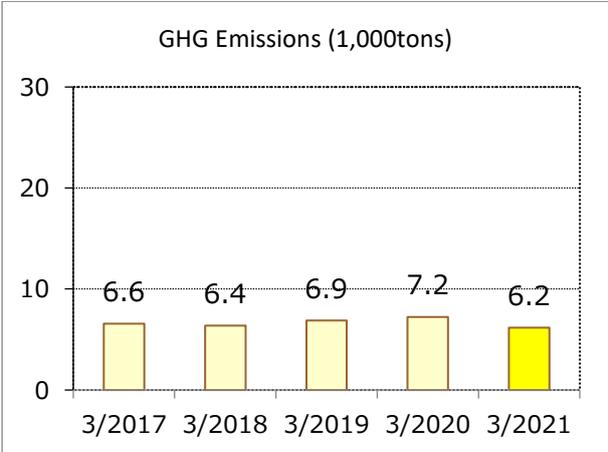
PT. Yamaha Indonesia

Business lines	Manufacture of pianos
Location	East Jakarta, Indonesia



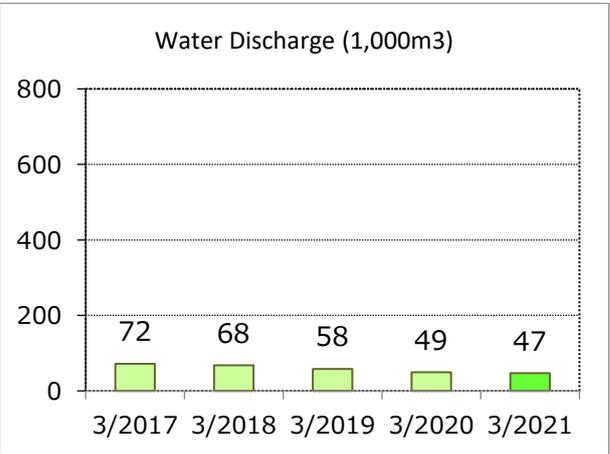
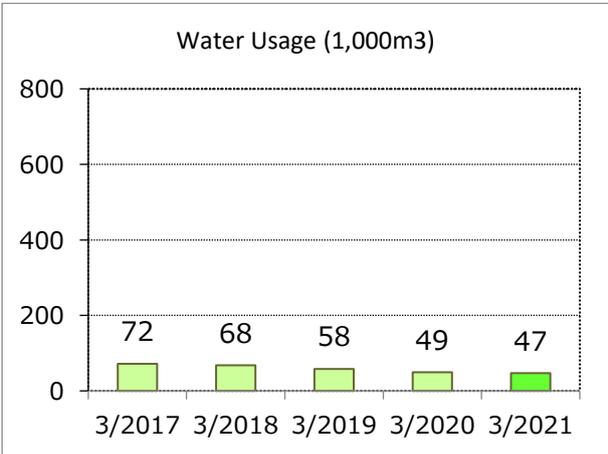
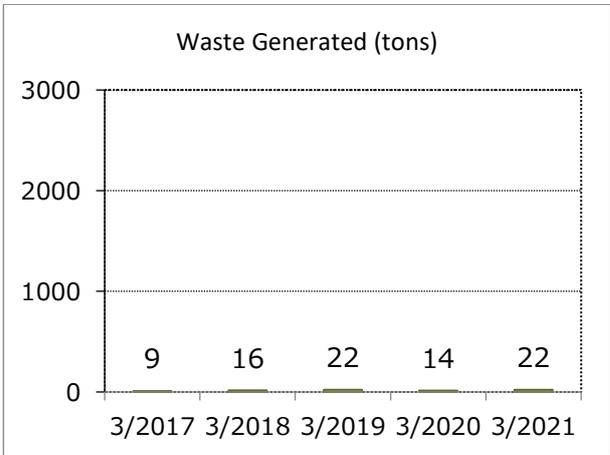
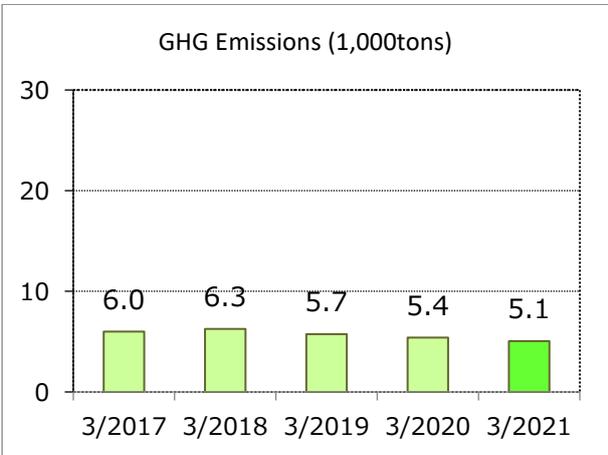
PT. Yamaha Electronics Manufacturing Indonesia

Business lines	Manufacturing of consumer AV products (speakers)
Location	Pasuruan, Indonesia



Yamaha Electronics Manufacturing Malaysia Sdn. Bhd.

Business lines	Manufacturing of consumer AV products, and manufacturing and sales of consumer AV service parts
Location	Chemor, Malaysia



External Recognition

ESG Index and External Recognition

The Yamaha Group is working to understand the impact of its business activities on the environment and society and to pursue dialogue with stakeholders while addressing social issues to help create a sustainable society. These efforts have won recognition from external institutions, leading Yamaha Group companies to be included in various domestic and overseas environmental, social, and governance (ESG) indexes and funds.

FTSE4Good Global Index

The FTSE4Good Global Index is an index compiled by FTSE Russell, a firm owned by the London Stock Exchange, that evaluates companies based on ESG perspectives. Yamaha Corporation has been included in this index every year since 2002.



FTSE4Good

FTSE Blossom Japan Index*

The FTSE Blossom Japan Index is an index compiled by FTSE Russell comprised of Japanese companies that excel based on ESG perspectives.



**FTSE Blossom
Japan**

FTSE Russell (the trading name of International Limited and Frank Company) confirms that Yamaha Corporation has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.

MSCI ESG Ratings

In 2020, Yamaha Corporation received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.

MSCI
ESG RATINGS



CCC	B	BB	BBB	A	AA	AAA
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MSCI ESG Leaders Indexes

The MSCI ESG Leaders Indexes are a series of ESG indexes developed by MSCI Inc. of the United States. These indexes are comprised of companies that excel based on ESG perspectives.



MSCI Japan ESG Select Leaders Index*

The MSCI Japan ESG Select Leaders Index is an index developed by MSCI Inc. of the United States. This index is comprised of companies from among MSCI Japan IMI Top 500 Index-listed companies that exhibit excellence in ESG evaluations.

2021 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX

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S&P/JPX Carbon Efficient Index*

The S&P/JPX Carbon Efficient Index is an ESG investment index that was newly adopted by the Government Pension Investment Fund (GPIF). This index is compiled by S&P Dow Jones Indices LLC, a world-leading financial market index company.

S&P Japan 500 ESG

S&P Japan 500 ESG is an index comprised of companies from among the 500 Japanese companies included in the S&P Japan 500 Index that are selected with an emphasis on ESG considerations. This index is compiled by S&P Dow Jones Indices LLC.

ECPI Global Developed ESG Best in Class Index ECPI World ESG Best Equity Index

The ECPI Global Developed ESG Best in Class Index and the ECPI World ESG Best Equity Index are industry-, region-, and theme-specific indexes compiled by ECPI Group S.r.l., an asset management and consulting company based in Luxembourg and Milan, that are comprised of companies from around the world that fulfill certain CSR activity-related criteria. The ECPI Global Developed ESG Best in Class Index is comprised of companies in developed countries based on ECPI's ESG standards. The ECPI World ESG Best Equity Index is a wide-ranging index comprised of companies from developed countries that fulfill ECPI's ESG standards.



CDP Climate Change Report

The Yamaha Group was assigned a rank of A- in the 2020 CDP Climate Change Report, part of the corporate climate change risk information disclosure program of U.K.-based international NPO CDP.



Evaluations and Awards for ESG Initiatives

Certified Health & Productivity Management Organization Recognition

The Certified Health & Productivity Management Organization Recognition Program, organized by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi, is a program for recognizing companies that are advancing strategic employee health management initiatives from the perspective of management. Yamaha Corporation has been recognized through this program for five consecutive years since 2017 and Yamaha Corporate Services Corporation has been recognized for four consecutive years.



"Kurumin" and Platinum "Kurumin" Certification as Company Supporting the Development of the Next Generation

"Kurumin" is a Ministry of Health, Labour and Welfare system for certifying companies with effective systems for supporting the next generation. Platinum "Kurumin" certification is awarded to companies, among the companies that have acquired the "Kurumin" mark, that conduct initiatives to support work-life balance at or above a specific standard. Yamaha Corporation received "Kurumin" certification in 2008 and Platinum "Kurumin" certification in 2016. In addition, Yamaha Corporate Services received "Kurumin" certification in 2018 and Platinum "Kurumin" certification in 2021.



"Eruboshi" and Platinum "Eruboshi" Certification for Promotion of Women's Participation and Advancement in the Workplace

"Eruboshi" is a program in which the Ministry of Health, Labour and Welfare certifies companies that have formulated action plans for the promotion of women's participation and advancement in the workplace based on the Act on Promotion of Women's Participation and Advancement in the Workplace enacted in April 2016 and that have conducted excellent initiatives in this area. Yamaha Corporate Services was certified as level three, the best rank, "Eruboshi" in July 2018 before receiving Platinum "Eruboshi" certification, which is awarded to "Eruboshi"-certified companies that fulfill certain requirements, in June 2021.



Gold Rating in PRIDE INDEX

Compiled by work with Pride, the PRIDE INDEX is an index for recognizing the initiatives of companies and other organizations for supporting sexual minorities like members of the LGBT community. In 2019 and 2020, Yamaha Corporation was awarded with the highest rating of gold in the PRIDE INDEX.

