

# Yamaha Group Social Data

<b>Hiring and Employment</b> 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	2,363	
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)* [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)* [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)* [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	

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

<b>Diversity and Inclusion</b> 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
Management Ratio (Female)* <sup>1</sup>	Yamaha Corporation [%]	5.0	5.8	6.4	6.5	7.1
	Group Companies in Japan [%]	9.5	10.1	10.8	10.6	10.8
	Group Companies in Overseas [%]	18.8	18.9	19.1	22.1	21.2
	Group Companies [%]	14.0	14.3	14.9	16.3	16.0
Number of Senior Employees (over 60 years old)* [Persons]		212	225	218	215	214
Employees with Disabilities* <sup>2</sup>	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 Includes hires from FY2017 to April 1 of the following year (due to hiring schedule change from March 1 to April 1 of following year)

\*2 Yamaha Corporation, Yamaha Corporate Services Corporation, Yamaha Ai Works Co., Ltd.

<b>Promoting a Better Work-Life Balance</b> 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

<b>Labor/Management Relations</b> 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* <sup>1</sup> GRI 102-41	Yamaha Corporation [%]	77	77	77	77	77
	Group Company in Japan* <sup>2</sup> [%]	42	41	46	46	48

\*1 Management included in calculation figures

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

<b>Health and Safety</b> 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* <sup>1</sup>	Male Yamaha/Nation Average (Japan)* <sup>2</sup> [%]	24.1/29.7	23.2/28.2	22.8/27.8	20.8	18.6
	Female Yamaha/Nation Average (Japan)* <sup>2</sup> [%]	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)

<b>Compliance/Fair Business Practice</b> 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

<b>Responsible procurement</b> 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

<b>Contributing to Communities</b> ISO 26000 6.8		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 GRI 201-1 [10,000 yen]	47,321	59,126	57,381	64,620	now counting
	Number of Social Contributions Made [Numbers]	712	875	920	1,009	now counting