

Yamaha Group Social Data

Hiring and Employment GRI 102-8, 401-1		Scope of coverage: Consolidated (★ indicates items applying to Yamaha Corporation (non-consolidated)) Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Total number of employees (including temporary employees)		27,786	28,108	28,267	28,665	28,758
Full-time employees by region	Japan	5,845	5,736	5,623	5,672	5,615
	North America	789	768	781	742	737
	Europe	1,086	1,117	1,134	1,111	1,102
	Asia/Oceania/Others	12,508	12,754	12,665	12,496	12,441
Temporary employees by region (Yearly average)	Japan	1,928	1,945	1,915	1,859	1,806
	North America	24	24	22	22	20
	Europe	103	100	95	97	100
	Asia/Oceania/Others	5,503	5,664	6,032	6,666	6,937
Total number of employees*1		2,345	2,344	2,338	2,389 ¹	2,389
Average age by gender ★	Male [Age]	44.3	44.4	44.7	44.8	45.1
	Female [Age]	42.8	43.1	43.0	43.2	43.4
Distribution by age group ★	Under 30 [%]	9.0	9.5	10.0	9.8	10.4
	30–39 [%]	22.8	22.3	21.0	20.4	19.9
	40–49 [%]	28.8	27.5	27.7	28.5	28.2
	50–59 [%]	30.6	32.4	32.9	33.3	34.5
	60 or over [%]	8.8	8.3	8.4	8.1	7.0
Number of new hires ★	New male graduate hires	54	52	48	50	42
	New female graduate hires	18	7	17	15	7
	Male mid-career hires	26	39	43	15	15
	Female mid-career hires	7	8	5	6	3
Employee turnover ★	Retirement [Persons]	104	147	94	62	11
	Other resignations [Persons]	57	43	38	63	97
Turnover rate for period up to three years after hiring ★ [%]		6.1	6.2	8.2	1.7	3.0
Years of continuous employment ★	Yamaha Corporation	19.5	19.4	19.3	19.4	19.7
	National average (Japan)*2	12.1	12.4	12.4	11.9	12.3
By gender	Male: Yamaha Corporation	19.5	19.3	19.2	19.4	19.7
	National average (Japan)*2	13.5	13.7	13.8	13.4	13.7
	Female: Yamaha Corporation	19.8	19.9	19.5	19.4	19.5
	National average (Japan)*2	9.4	9.7	9.8	9.3	9.7
Total training hours	Yamaha Corporation	—	—	200	253	355
Average training hours per person	Yamaha Corporation	—	—	21	21	38

*1 Including employees seconded from fiscal 2021 (due to change in accounting method)

*2 Nationwide averages based on 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: Consolidated (★ indicates items applying to Yamaha Corporation (non-consolidated)) Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Ratio of women among employees ★ [%]		17.8	17.8	16.9	17.0	17.2
Ratio of women among new graduate hires ★ [%]		25.0	11.9	26.2	23.1	14.3
Number of non-Japanese employees ★ (including temporary employees)		42	45	44	47	44
Mid-career hires	Ratio of mid-career hires among employees [%]	16.5	17.7	18.7	18.4	18.8
	Ratio of mid-career hires among managers*1 [%]	16.1	16.4	17.5	18.5	17.9
Ratio of female employees in management positions	Yamaha Corporation [%]	5.3	6.0	6.3	6.6	7.1
	Domestic Group companies [%]	10.1	10.8	10.6	10.8	11.7
	Overseas Group companies [%]	18.9	19.1	22.1	21.2	21.3
	Consolidated (domestic and overseas Group companies) [%]	14.3	14.9	16.3	16.0	16.5
Number of employees using extended employment and rehiring systems (over 60 years old)		225	218	215	214	188
Employees with disabilities*2	Number of employees with disabilities (as of March 1)	120	120	117	113	108
	Ratio of employees with disabilities (as of March 1) [%]	2.43	2.51	2.49	2.39	2.33

*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, and Yamaha Ai Works Co., Ltd.

Work–Life Balance Support ISO 26000 6.4.4		Scope of coverage: Yamaha Corporation (non-consolidated) Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Birth support/ childcare leave GRI 401-3	Number of employees who took birth support leave	112	100	86	80	75
	Ratio of employees who took birth support leave [%]	86.8	87.0	88.7	82.5	90.4
	Number of male employees who took childcare leave	10	20	14	22	35
	Number of female employees who took childcare leave	33	27	26	31	22
	Ratio of male employees who took childcare leave [%]	—	—	—	—	42.2
	Ratio of female employees who took childcare leave [%]	97.1	100	100	100	100
	Ratio of male and female employees who returned to work following childcare leave [%]	97.3	97.9	98.1	100	100
	Ratio of male employees still in position 12 months after returning from leave [%]	—	—	—	—	95.0
	Ratio of female employees still in position 12 months after returning from leave [%]	95.8	100	93.8	92.5	95.8
Total employee work hours [Hours/Persons]	1,983.2	1,970.7	1,960.3	1,940.2	1,940.8	
Overtime work hours [Hours/Persons]	251.8	245.7	239.2	198.3	219.1	
Paid leave days taken [Days/Persons]	14.4	14.5	15.1	14.2	14.8	
Paid leave days taken (including special paid leave) [Days/Persons]	17.9	17.9	19.0	16.1	18.9	

Labor–Management Relations ISO 26000 6.4.5		Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Rate of unionization*1 GRI 102-41	Yamaha Corporation [%]	77	77	77	77	77
	Domestic Group companies*2 [%]	41	46	46	48	50

*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., and Yamaha Corporate Services Corporation.

Health and Safety ISO 26000 6.4.6		Scope of coverage: Consolidated (ratio of smokers is for domestic Group companies) Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Frequency of work-related accidents (Group total) GRI 403-9	Frequency rate of work-related accidents (including accidents not resulting in lost work time) [%]	1.49	1.17	1.23	1.00	1.13
	Frequency rate of work-related accidents resulting in lost work time (one or more day lost) [%]	0.83	0.64	0.72	0.56	0.63
Number of fatalities from work-related accidents GRI 403-9	Japan	0	0	0	0	0
	Overseas	0	0	0	0	0
Implementation of safety patrols	Domestic Group companies [Sites]	1	1	Not implemented	2	1
	Overseas Group companies [Sites]	1	Not implemented	2	2	3
Self-directed health and safety diagnoses (Japan) [Sites]		24	24	24	52	46
Ratio of smokers*1	Yamaha (Men) [%]	23.2	22.8	20.8	18.6	18.7
	National average (Men, Japan)*2 [%]	28.2	27.8	—	—	—
	Yamaha (Women) [%]	7.6	7.1	6.7	6.0	6.2
	National average (Women, Japan)*2 [%]	9.0	8.7	—	—	—

*1 Figures are for domestic Group companies (excluding Yamaha Resort Inc., and Kitami Mokuza Co., Ltd.).

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

Compliance and Fair Business Practices ISO 26000 6.3.6/6.6		Scope of coverage: Domestic Group companies Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Number of reports through compliance helplines	Name provided	34	25	55	50	44
	Anonymous	13	9	11	33	43

Responsible Procurement		Scope of coverage: Consolidated				
ISO 26000 6.6.6 GRI 414-1, 414-2		Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Simultaneous supplier self-assessments	Requests [Companies]	Simultaneous assessment not conducted	Simultaneous assessment not conducted	3,748	Simultaneous assessment not conducted	Simultaneous assessment not conducted
	Responses [Companies]			3,694		
	Response rate [%]			98.6		
Supplier's self-assessments conducted (when starting transactions) [Companies]		79	104	117	149	138
Written requests for improvements submitted [Companies]		0	0	5	4	0

Contributions to Communities		Scope of coverage: Consolidated				
ISO 26000 6.8 GRI 201-1		Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Social contribution activities	Expenditures [10,000 yen]	59,126	57,381	64,620	53,083	52,782
	Number of activities	875	920	1,009	652	828