

ESG Data—Social

Hiring and Employment		Scope of coverage: Consolidated (★ indicates items applying to Yamaha Corporation [non-consolidated]) Data collection timing: Fiscal year-end (March 31)					
Indicator	Breakdown	Units	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
Total number of employees (including temporary employees)		Persons	28,108	28,267	28,665	28,758	28,252
Full-time employees by region	Japan	Persons	5,736	5,623	5,672	5,615	5,573
	North America	Persons	768	781	742	737	820
	Europe	Persons	1,117	1,134	1,111	1,102	1,096
	Asia/Oceania/Others	Persons	12,754	12,665	12,496	12,441	12,538
Temporary employees by region (Yearly average)	Japan	Persons	1,945	1,915	1,859	1,806	1,799
	North America	Persons	24	22	22	20	14
	Europe	Persons	100	95	97	100	102
	Asia/Oceania/Others	Persons	5,664	6,032	6,666	6,937	6,310
Total employees★		Persons	2,344	2,338	2,389*1	2,389	2,385
Average age by gender★	Male	Age	44.4	44.7	44.8	45.1	45.3
	Female	Age	43.1	43.0	43.2	43.4	43.5
Distribution by age group★	Under 30	%	9.5	10.0	9.8	10.4	10.2
	30–39	%	22.3	21.0	20.4	19.9	19.6
	40–49	%	27.5	27.7	28.5	28.2	28.4
	50–59	%	32.4	32.9	33.3	34.5	34.4
	60 or over	%	8.3	8.4	8.1	7.0	7.4
New hires★	New male graduate hires	Persons	52	48	50	42	38
	New female graduate hires	Persons	7	17	15	7	13
	Male mid-career hires	Persons	39	43	15	15	29
	Female mid-career hires	Persons	8	5	6	3	10
Employee turnover★	Retirement	Persons	201	136	102	68	140
	Other resignations	Persons	43	41	54	51	55
Turnover rate for period up to three years after hiring★		%	6.2	8.2	1.7	3.0	2.8
Years of continuous employment★	Yamaha Corporation / National average (Japan)*2	Years	19.4 / 12.4	19.3 / 12.4	19.4 / 11.9	19.7 / 12.3	19.4 / 12.3
By gender★	Male: Yamaha Corporation / National average	Years	19.3 / 13.7	19.2 / 13.8	19.4 / 13.4	19.7 / 13.7	19.7 / 13.7
	Female: Yamaha Corporation / National average	Years	19.9 / 9.7	19.5 / 9.8	19.4 / 9.3	19.5 / 9.7	18.8 / 9.8
Total training hours	Yamaha Corporation	Hours	—	49,224	50,169	90,782	100,674
Average training hours per person	Yamaha Corporation	Hours	—	21	21	38	43

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

*2 National averages based on data from a statistical survey by Japan's Ministry of Health, Labour and Welfare

Diversity, Equity & Inclusion

Scope of coverage: Consolidated (★ indicates items applying to Yamaha Corporation [non-consolidated])

Data collection timing: Fiscal year-end (March 31)

Indicator	Breakdown	Units	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
Ratio of women among employees	Yamaha Corporation	%	17.8	16.9	17.0	17.2	17.6
	Consolidated (domestic and overseas Group companies)	%	—	—	—	40.1	39.2
Ratio of women among new graduate hires★		%	11.9	26.2	23.1	14.3	25.5
Non-Japanese employees (including temporary employees)★		Persons	45	44	47	44	45
Mid-career hires★	Ratio of mid-career hires among employees	%	17.7	18.7	18.4	19.4	20.2
	Ratio of mid-career hires among managers* ¹	%	16.4	17.5	18.5	17.9	17.3
Ratio of female employees in management positions	Yamaha Corporation	%	6.0	6.3	6.6	7.1	7.6
	Domestic Group companies	%	10.8	10.6	10.8	11.7	12.2
	Overseas Group companies	%	19.1	22.1	21.2	21.3	22
	Consolidated (domestic and overseas Group companies)	%	14.9	16.3	16.0	16.5	17.3
Employees using extended employment and rehiring systems (over 60 years old)★		Persons	218	215	214	188	198
Employees with disabilities* ²	Employees with disabilities (as of March 1)* ³	Persons	120	117	113	108	109
	Ratio of employees with disabilities (as of March 1)	%	2.51	2.49	2.39	2.33	2.4
Gender pay gap* ⁴ ★ (Ratio of average wage of female employees to average wage of male employees)	All employees	%	—	—	—	—	77.4
	Full-time employees	%	—	—	—	—	77.8
	Part-time/Fixed-term employees	%	—	—	—	—	66.9

*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.

*3 Number of people counted according to the legally mandated employment rate calculation method described in the Act to Facilitate the Employment of Persons with Disabilities

*4 Figures for period from April 1 of the given year to March 31 of the following year

Wages: Includes basic salary, compensation for overtime work, bonuses, etc., but excludes retirement allowances, commuting allowances, etc.

Part-time/Fixed-term workers: For part-time workers, the average annual wage is calculated based on the number of employees converted by the prescribed working hours of full-time employees (7.75 hours).

Work–Life Balance Support		Scope of coverage: Yamaha Corporation (non-consolidated)					
		Data collection timing: Fiscal year-end (March 31)					
Indicator	Breakdown	Units	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
Birth support/Childcare leave	Male employees who took birth support leave ^{*1}	Persons	100	86	80	75	71
	Ratio of male employees who took birth support leave ^{*2}	%	87.0	88.7	82.5	90.4	83.5
	Male employees who took childcare leave	Persons	20	14	22	35	36
	Female employees who took childcare leave	Persons	27	26	31	22	24
	Ratio of male employees who took childcare leave	%	—	—	—	42.2	42.4
	Ratio of female employees who took childcare leave	%	100	100	100	100	100
	Ratio of male and female employees who returned to work following childcare leave	%	97.9	98.1	100	100	98.3
	Ratio of male employees still in position 12 months after returning from leave	%	—	—	—	95.0	100.0
	Ratio of female employees still in position 12 months after returning from leave	%	100	93.8	92.5	95.8	93.5
Total employee work hours	Hours/Persons	1,970.7	1,960.3	1,940.2	1,940.8	1,937.7	
Overtime work hours	Hours/Persons	245.7	239.2	198.3	219.1	224.4	
Paid leave days taken	Days/Persons	14.5	15.1	14.2	14.8	16.3	
Paid leave days taken (including special paid leave)	Days/Persons	17.9	19.0	16.1	18.9	19.9	

*1 In fiscal 2023, the information disclosure conditions were changed in accordance with the Act on the Promotion of Women's Active Engagement in Professional Life (number of people taking childbirth support leave before fiscal 2022)

*2 In fiscal 2023, the information disclosure conditions were changed in accordance with the Act on the Promotion of Women's Active Engagement in Professional Life (ratio of people taking childbirth support leave before fiscal 2022).

Labor–Management Relations		Data collection timing: Fiscal year-end (March 31)					
		Indicator	Breakdown	Units	Fiscal 2019	Fiscal 2020	Fiscal 2021
Rate of unionization ^{*1}	Yamaha Corporation	%	77	77	77	77	77
	Domestic Group companies ^{*2}	%	46	46	48	50	52

*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		Scope of coverage: Consolidated (ratio of smokers is for domestic Group companies) Data collection timing: Fiscal year-end (March 31)					
Indicator	Breakdown	Units	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
Frequency of workrelated accidents (Group total)	Frequency rate of work-related accidents (including accidents not resulting in lost work time)	–	1.17	1.23	1.00	1.13	0.95
	Frequency rate of work-related accidents resulting in lost work time (one or more day lost)	–	0.64	0.72	0.56	0.63	0.56
Fatalities from work-related accidents	Japan	Persons	0	0	0	0	0
	Overseas	Persons	0	0	0	0	0
Implementation of comprehensive safety monitoring	Domestic Group companies	Sites	1	Not implemented.	2	1	1
	Overseas Group companies	Sites	Not implemented.	2	2	3	3
Self-directed health and safety diagnoses (Japan)		Sites	24	24	52	46	46
Ratio of smokers ^{*1}	Male: Yamaha Corporation / National average (Japan) ^{*2}	%	22.8 / 27.8	20.8	18.6	18.7	17.6
	Female: Yamaha Corporation / National average (Japan) ^{*2}	%	7.1 / 8.7	6.7	6.0	6.2	5.8

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

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

Responsible Procurement		Scope of coverage: Consolidated Data collection timing: Fiscal year-end (March 31)					
Indicator	Breakdown	Units	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
Simultaneous supplier self-assessments ^{*1}	Requests	Companies	—	3,748	—	—	2,312
	Responses	Companies	—	3,694	—	—	2,179
Supplier's self-assessments conducted (when starting transactions)		Companies	104	117	149	138	60
Written requests for improvements submitted		Companies	0	5	4	0	418

*1 Conducted once every three years for existing suppliers

Contributions to Communities		Scope of coverage: Consolidated Data collection timing: Fiscal year-end (March 31)					
Indicator	Breakdown	Units	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
Social contribution activities	Expenditures	10,000 yen	57,381	64,620	53,083	52,782	60,204
	Number of activities	Activities	920	1,009	652	828	937