

Corporate Social Responsibility (CSR)

In all its interactions with stakeholders, the Yamaha Group seeks through its business activities to exceed customer expectations and create excitement. Through activities grounded in the fields of sound and music, we will continue to share passion and performance and enrich culture along with people around the world.

Basic Approach to CSR

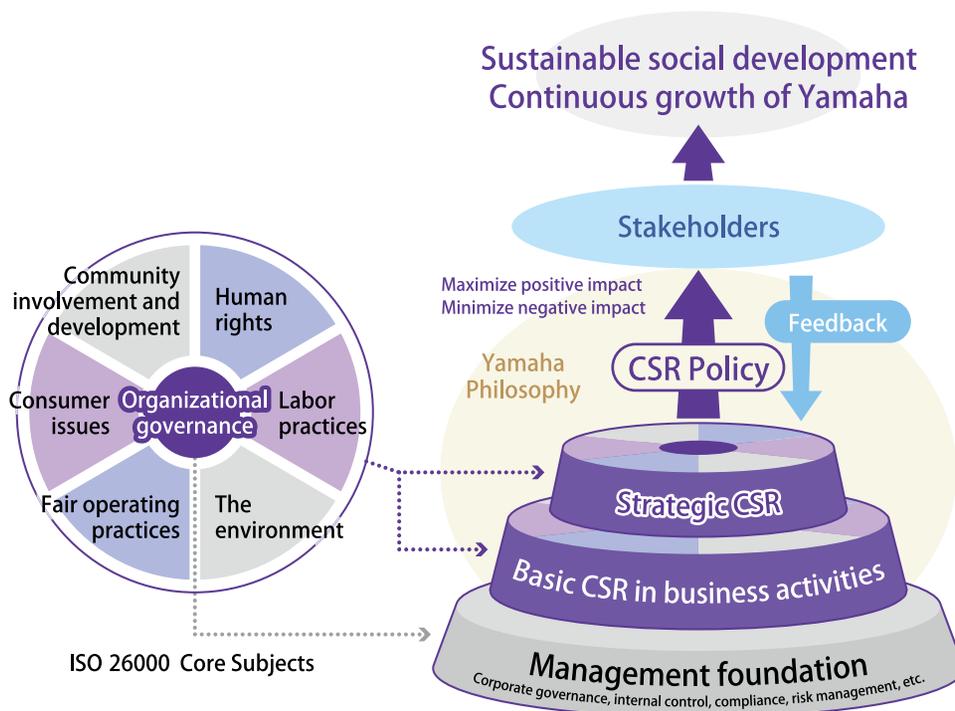
The mission of the Yamaha Group is to continue pursuing its corporate philosophy of “with our unique expertise and sensibilities, gained from our devotion to sound and music, we are committed to creating excitement and cultural inspiration together with

people around the world.” To put this philosophy into practice, Yamaha works to establish and maintain bonds of trust with its stakeholders while also contributing to the creation of a sustainable society through its business activities.

Policy and Framework for CSR Promotion

The Yamaha Group continues to engage in a variety of CSR issues by offering products and services and engaging in business processes and corporate activities in regional societies. The Group uses the social responsibility international guideline ISO 26000 to identify and organize the CSR issues it involves itself in. By taking into account the importance of these issues to the Group and their

impact on stakeholders, we decide which issues to prioritize as well as the details of our efforts toward these issues. In 2015, a council made up of our top management established strategic CSR themes in which the Group should strengthen its initiatives. Based on these themes, we revised our CSR Policy in June 2016.



■ Strategic CSR Themes

Human Rights and Labor Practices

- Systematic initiatives for the respect of human rights (evaluating the influence of our business activities on human rights, etc.)
- Promotion of diversity and human resources development (promotion of the active role of female workers, cultivation of global human resources, etc.)

The Environment

- Lowering of greenhouse gas emissions (emission management that expands the scope of emissions throughout the entire supply chain, etc.)
- Sustainable procurement of timber (stringent verification of traceability and lawfulness, expanded use of certified timber, etc.)

Fair Operating Practices

- Socially responsible procurement (by confirming adherence to the Yamaha Supplier CSR Code of Conduct and making requests for improvements when necessary, etc.)

Consumer Issues

- Development of products and services with a focus on social issues (universal design, environmentally-friendly products, application of sound technologies, etc.)

Community Involvement and Development

- Development of regional community-based business and social contribution activities (resolution of regional issues through music, contribution to the development of regional communities, etc.)

■ Yamaha Corporation Group CSR Policy

Our aim is “Sharing Passion & Performance”

The Corporate Philosophy of the Yamaha Corporation Group is, “With our unique expertise and sensibilities, gained from our devotion to sound and music, we are committed to creating excitement and cultural inspiration together with people around the world.”

Based on this philosophy, Yamaha conducts its CSR activities according to the following guidelines, seeking to contribute to the sustainable development of society and to further strengthen the bond of trust with its stakeholders through sound, transparent management methods, and corporate activities that balance social and environmental concerns.

1. By creating new values through products and services focused on social and environmental issues, Yamaha contributes to the sustainable development of society.
2. Through business development and social contributions based in each region of the globe, Yamaha contributes to the promotion and popularization of music, and to the development of communities.
3. By understanding the significance of protecting the natural environment and maintaining biodiversity, and by promoting the reduction of environmental burden through measures such as sustainable procurement of timber and lowering greenhouse gas emissions, Yamaha works to maintain a healthy global environment.
4. Yamaha observes laws, ordinances, and social norms, and moreover, conducts business in a fair and impartial manner throughout the entire value chain, including activities such as socially responsible procurement carried out in cooperation with business partners.
5. Yamaha endeavors to prevent abuses of human rights, responding appropriately to the effect of its business activities as well as to any attendant risks to human rights, with the goal of achieving a society that safeguards the dignity of all.
6. Yamaha works to create an atmosphere that holds in high regard the employee diversity that is a source of the new values created within the Company, and which allows each person to fully demonstrate their sensibilities and creativity through training and use, without regard to race, nationality, gender, or age.

Formulated in February 2010 and revised in June 2016

CSR Education

In promoting initiatives based on our CSR Policy, the Yamaha Group believes it is important to deepen employee understanding of CSR and raise awareness for environmental and social issues. The Yamaha Group engages in educational and awareness-raising

activities by sending CSR information via its website and Intranet, as well as training and seminars for all employees, from managers to new recruits, with the aim of promoting CSR throughout each aspect of its business operations.

Fiscal 2016 Results

Item	Target	Content	Number of participants
In-house seminar	Management team and department managers, general employees	A seminar by experts from outside the Company, Lecture on the creation of products and services that take into account social issues	250
Basic CSR training	New recruits, etc.	Introduction to CSR, Explanation of Yamaha Group CSR Policy and measures, etc.	52

Corporate Social Responsibility (CSR)

Highlights

■ External Evaluation

Socially responsible investment (SRI) is an investing activity that values companies from not only a financial perspective but also from social and environmental viewpoints as well. SRI is used by investors to determine what companies to invest in based on whether or not a company is fulfilling their social responsibilities. Yamaha is listed on such major international SRI indexes as the FTSE4Good Global Index, MSCI Global Sustainability Indexes, and Morningstar Social Responsibility Index (MS-SRI).



■ Participation in the United Nations Global Compact

Yamaha endorses the United Nations Global Compact, a voluntary code of conduct that encourages businesses worldwide to adopt sustainable and socially responsible policies. Yamaha signed the Compact in June 2011 and has been promoting initiatives in adherence with the Compact's 10 principles in the four areas of human rights, labor, environment, and anti-corruption. At the same time, the Company has been actively cooperating with Global Compact Network Japan (GCNJ) in such ways as managing subcommittees.



■ Topics

Yamaha Eco-Products Program

Guided by its Environmental Policy, the Yamaha Group is working to create environmentally-friendly products in order to contribute to the creation of a sustainable society. To support this effort, Yamaha established the Yamaha Eco-Products Program in 2015, which certifies environmentally-friendly products that meet standards established by the Company.

The Yamaha Eco-Label is attached to products that meet the Company's standards. By providing customers with easy-to-understand information on the environment, the program aims to assist customers in selecting which products to purchase.



For more details on the program, please visit: http://www.yamaha.com/about_yamaha/csr/guideline_eco_products

Music Time Program

Elementary school music education throughout the world is facing a wide range of issues. With a shortage of music facilities and instructors, music education is not being implemented sufficiently. The reality is that there are many children who are not fortunate enough to have the opportunity to learn a musical instrument.

Yamaha believes that enhanced music education during childhood expands the possibilities for children to grow and, therefore, that it is necessary to increase the opportunities children are exposed to musical instruments at school. With that belief, Yamaha has established the Music Time Program, which carries out music lessons at schools. In addition to lessons, the Music Time Program provides public elementary schools with a complete package of instruments, teaching materials, and musical guidance and know-how. Currently, Yamaha is running the program in Malaysia and Indonesia. In doing so, Yamaha is promoting activities that create opportunities for children around the world to play musical instruments through solutions unique to the Company.



Smart Education System Project

Smart Education System (SES) is a new learning system created by Yamaha that focuses on sound and music. Recently, the utilization of ICT* devices in the school learning environment is becoming essential, reflected by such facts as the Japanese Ministry of Education, Culture, Sports, Science and Technology (MEXT)'s aim of making a tablet available to each child at schools in Japan by 2020. Guided by the concept of using music and ICT devices to learn, Yamaha continues its R&D activities while repeatedly conducting demonstration experiments at schools in order to develop music classes that are even more effective and fun. For example, Yamaha is carrying out classes where students receive a lecture from a guitar teacher via relay broadcasting, and, after the lecture, students try their hand at playing guitar while viewing digital educational materials that combine videos of finger motion and guitar sounds. In addition, Yamaha is implementing classes where students use iVOCALOID™, an iOS** application that allows users to compose songs by intuitively combining sounds, to create their own class song. In these ways, Yamaha is providing schools with one-of-a-kind content using ICT devices.

* ICT (Information and communications technology) devices: Network devices and audio communication devices

** IOS is a trademark or registered trademark of Cisco in the U.S. and other countries and is used under its license.



Donation of Musical Instruments to Schools for the Children of Migrant Workers

On the occasion of its 10-year anniversary, Yamaha Music & Electronics (China) Co., Ltd. (YMEC) began donating instruments to schools for the children of migrant workers all over China in fiscal 2012—together with four manufacturing subsidiaries in the country—as a five-year project to show gratitude toward local areas for the development of its business in China.

YMEC has continued this activity under the belief that the donation of musical instruments, AV products, and other materials for music classes at schools can offer more children the opportunity to experience music as well as convey to them the wonders of music, thereby fostering a rich sensitivity.

Since beginning this activity, YMEC has carried out donations in Shanghai (March 2013), Beijing (September 2013), Tianjin (October 2013), Hangzhou (December 2013), Suzhou (May 2014), and Guangzhou (October 2014).

In fiscal 2016, YMEC donated five pianos, 150 portable keyboards, five AV products, and PA equipment to five elementary and other schools in Hangzhou City. At the donation ceremony, music teachers held a mini concert with portable keyboards, which was greatly enjoyed by those in attendance.

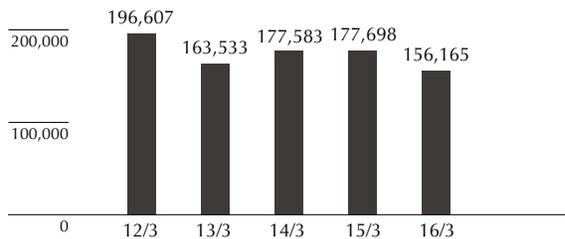
Under a policy to continue these kinds of CSR activities, YMEC plans to make donations to schools for the children of migrant workers in approximately 10 cities, with the aim of reinforcing relationships with local distributors and extending its contribution to local communities.



Environmental Performance Data

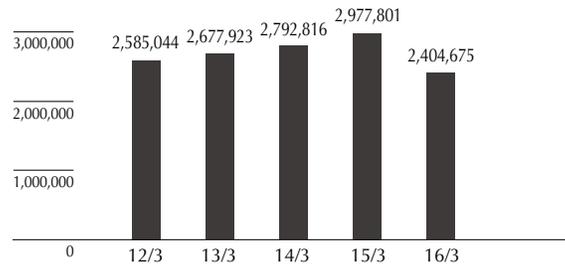
GHG (Greenhouse Gas) Emissions

t-CO₂
300,000



Water Usage Amounts

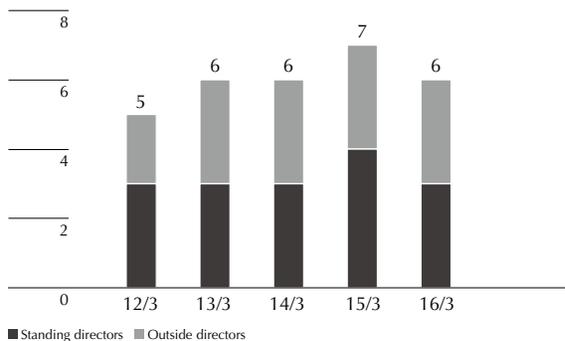
m³
4,000,000



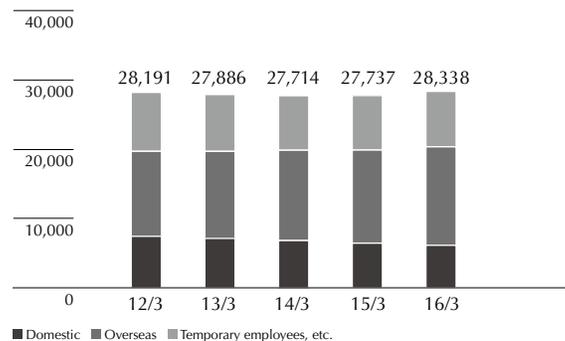
* The environmental performance data includes figures of Yamaha headquarters, all the production sites, and resort facilities covering more than 90% of the group site.

Human Resources Data

Number of Directors



Number of Employees



	2012/3	2013/3	2014/3	2015/3	2016/3
Percentage of female employees	22.2%	21.6%	20.0%	17.2%	17.8%
Percentage of female employees in management positions	4.1%	4.4%	4.7%	4.8%	4.8%
Average years of continuous employment (years)	20.8	20.1	20.6	20.3	19.8
Percentage of persons with disabilities employed	2.18%	2.08%	2.15%	2.38%	2.31%

* Figures in this table are for Yamaha Corporation only

For more in-depth reporting on Yamaha's CSR activities, please visit "Corporate Social Responsibility" on Yamaha's website: http://www.yamaha.com/about_yamaha/csr/