

# Yamaha Group Environmental Data

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

Climate Change Mitigation and Adaption ISO 26000 6.5.5		Scope of coverage: Headquarters area, manufacturing and resort facilities (distribution data includes key sales locations) Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Scope 1 greenhouse gas emissions GRI-305-1 [10,000 tons-CO <sub>2</sub> ]		2.3	2.2	2.3	2.2	2.4
Scope 2 greenhouse gas emissions GRI-305-2 Market-based standard [10,000 tons-CO <sub>2</sub> ]		13.5	13.9	12.8	11.9	13.1
Scope 1 + Scope 2 greenhouse gas emissions [10,000 tons-CO <sub>2</sub> ]		15.8	16.1	15.1	14.1	15.5
Greenhouse gas emissions intensity*1 GRI 305-4 [10,000 tons-CO <sub>2</sub> /10 billion yen]		0.36	0.37	0.36	0.38	0.38
Reduction of greenhouse gas emissions*2 GRI 305-5 [10,000 tons-CO <sub>2</sub> ]		0.2	-0.3	1.0	1.0	-1.4
Bionic greenhouse gas emissions GRI 305-5 [10,000 tons-CO <sub>2</sub> ]		0.9	0.9	0.6	0.6	0.6
Scope 3 greenhouse gas emissions GRI 305-3	Purchased goods and services [10,000 tons-CO <sub>2</sub> ]	43.7	48.1	48.6	39.6	41.3
	Capital goods*3 [10,000 tons-CO <sub>2</sub> ]	7.9	5.1	6.6	3.6	4.9
	Fuel- and energy-related activities (not included in Scope 1 or Scope 2) [10,000 tons-CO <sub>2</sub> ]	0.7	0.8	0.8	0.7	0.7
	Upstream transportation and distribution [10,000 tons-CO <sub>2</sub> ]	12.5	12.1	11.9	10.8	11.8
	Waste generated in operations [10,000 tons-CO <sub>2</sub> ]	0.4	0.5	0.4	0.3	0.4
	Business travel [10,000 tons-CO <sub>2</sub> ]	0.3	0.3	0.3	0.0	0.1
	Employee commuting [10,000 tons-CO <sub>2</sub> ]	1.2	1.1	1.2	0.7	1.0
	Upstream leased assets [10,000 tons-CO <sub>2</sub> ]	N/A	N/A	N/A	N/A	N/A
	Downstream transportation and distribution [10,000 tons-CO <sub>2</sub> ]	2.2	2.2	2.1	2.2	2.3
	Processing of sold products [10,000 tons-CO <sub>2</sub> ]	N/A	N/A	N/A	N/A	N/A
	Use of sold products*4 [10,000 tons-CO <sub>2</sub> ]	42.7	39.5	42.2	30.7	27.6
	End-of-life treatment of sold products [10,000 tons-CO <sub>2</sub> ]	0.7	0.7	0.6	0.6	0.6
	Downstream leased assets [10,000 tons-CO <sub>2</sub> ]	N/A	N/A	N/A	N/A	N/A
	Franchises [10,000 tons-CO <sub>2</sub> ]	N/A	N/A	N/A	N/A	N/A
	Investments [10,000 tons-CO <sub>2</sub> ]	N/A	N/A	N/A	N/A	N/A
Total Scope 3 greenhouse gas emissions [10,000 tons-CO <sub>2</sub> ]	112.3	110.4	114.7	89.3	90.8	
Logistics-related CO <sub>2</sub> emissions volume*5 G4-EN17 [t-CO <sub>2</sub> ]		125,163	120,920	119,108	107,852	117,630

\*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 expenditures for the period under review

\*4 Applies to musical instruments and audio equipment, figures for fiscal 2016-fiscal 2019 have been restated to better reflect the estimated use times and standard energy consumption of specific products, alternative coefficients for Japanese power utilities have been used

\*5 Category 4 of Scope 3

Energy ISO 26000 6.5.4/6.5.5		Scope of coverage: Headquarters area, manufacturing and resort facilities Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Energy consumption GRI 302-1 [MWh]		292,029	349,744	327,948	324,545	358,436
Energy procured from renewable sources [MWh]		25,236	15,959	19,196	26,823	33,209
By region	Japan [MWh]	162,467	219,546	168,951	156,345	165,020
	China [MWh]	54,660	53,944	78,817	78,209	87,459
	Southeast Asia [MWh]	74,902	76,253	80,010	77,060	89,570
	Others [MWh]	—	—	—	12,932	16,387

Prevention of Pollution ISO 26000 6.5.3		Scope of coverage: Headquarters area, manufacturing and resort facilities (★ indicates items applying to facilities in Japan) Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Water discharge GRI 306-1 (2016) GRI 303-4 (2018) [10,000 m <sup>3</sup> ]		169.4	173.8	153.9	139.4	148.1
Volume by destination	Fresh surface water [10,000 m <sup>3</sup> ]	96.3	102.1	84.8	77.9	84.3
	Brackish surface water/Seawater [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0
	Groundwater [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0
	Municipal/Industrial wastewater treatment plants [10,000 m <sup>3</sup> ]	73.0	71.7	69.1	61.4	63.8
	Wastewater for other organizations [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0
Nitrogen oxide (NOx) emissions ★ GRI 305-7 [Tons]		29.7	28.4	38.2	35.8	33.1
Sulfur oxide (SOx) emissions ★ GRI 305-7 [Tons]		2.8	4.5	5.4	3.5	4.7
Pollutant release and transfer register (PRTR)-designated substances released ★ GRI 305-7 [Tons]		53.9	47.3	48.9	44.9	44.8
Atmospheric emissions of volatile organic compounds (VOCs) ★ GRI 305-7 [Tons]		184	165	177	182	188
Volume of PRTR-designated substances handled (above 0.1 ton) ★ [Tons]		203	194	191	183	174
Volume of VOCs used ★ [Tons]		393	392	408	387	378
Number of sites subject to environmental risk audits*1	Japan [Sites]	4	4	4	6	3
	Overseas [Sites]	4	4	4	0	3

\*1 Audits by staff with skills and expertise in environmental preservation

Sustainable Resource Use ISO 26000 6.5.4		Scope of coverage: Headquarters area, manufacturing and resort facilities (☆ indicates items applying to facilities in Japan) Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Water withdrawals GRI 303-1 (2016)	GRI 303-3 (2018) [10,000 m <sup>3</sup> ]	207	192	180	171	182
Volume by sources	Fresh surface water [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0
	Brackish surface water/ Seawater [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0
	Rainwater [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0
	Groundwater (renewable) [10,000 m <sup>3</sup> ]	107	97	87	88	89
	Groundwater (non-renewable) [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0
	Produced/process water [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0
	Municipal supply [10,000 m <sup>3</sup> ]	100	95	94	83	92
Wastewater from other organizations [10,000 m <sup>3</sup> ]	0.0	0.0	0.0	0.0	0.0	
Water consumption [10,000 m <sup>3</sup> ]		45	34	34	40	40
Water recycling GRI 303-3 (2016)	Volume of recycled water [10,000 m <sup>3</sup> ]	20	11	11	8	9
	Recycling rate [%]	9.7	5.7	6.1	4.7	5.2
Timber procurement volume*1	GRI 301-1 [1,000 m <sup>3</sup> ]	85.8	93.8	84.0	75.0	96.8
By type	Solid wood [1,000 m <sup>3</sup> ]	50.4	56.7	49.0	40.9	54.1
	Wood composite [1,000 m <sup>3</sup> ]	35.4	37.1	35.0	33.9	42.7
By region	Japan [1,000 m <sup>3</sup> ]	2.4	1.5	1.7	1.2	1.1
	China [1,000 m <sup>3</sup> ]	9.2	7.8	6.9	5.7	7.5
	Southeast Asia [1,000 m <sup>3</sup> ]	34.0	37.8	34.7	31.1	37.7
	Oceania [1,000 m <sup>3</sup> ]	13.0	14.9	13.4	11.8	21.7
	North America [1,000 m <sup>3</sup> ]	14.4	17.0	14.4	11.6	15.3
	Europe [1,000 m <sup>3</sup> ]	10.3	9.9	9.0	8.0	8.4
	Africa [1,000 m <sup>3</sup> ]	0.8	0.7	0.8	0.7	0.9
Others [1,000 m <sup>3</sup> ]	1.8	4.2	3.1	4.8	4.2	
Waste generated	GRI 306-2 [1,000 tons]	11.3	13.8	13.5	12.3	13.9
Hazardous waste generated*2	GRI 306 [1,000 tons]	—	—	—	1.6	1.7
Electronic component waste generated	GRI 306 [1,000 tons]	—	—	—	0.2	0.2
Recycling activities☆	Waste generated [1,000 tons]	6.2	6.2	6.6	5.3	5.6
	Recycling rate*3 [%]	99	99	99	99	99

\*1 Calculated through system implemented in 2016

\*2 Total of industrial waste designated for special management in Japan and waste oil, waste solvents, waste acid, and waste alkaline at overseas bases

\*3 Calculated using values for the landfill rate

Eco-Friendly Products and Services ISO 26000 6.5/6.7.5		Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Yamaha Eco-Products Program*1	Qualified products [Number]	16	53	46	29	14
	Yamaha Eco-Label products [Number]	16	56	58	70	5
Education on eco-friendly designing of products [Recipients]		22	13	16	—	—

\*1 Initiative started in December 2015 aimed at certifying eco-friendly products that meet standards established by Yamaha

ISO 14001 Internal Environmental Audits		Data collection timing: Fiscal year-end (March 31)				
Indicator		Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Number of employees with internal environmental auditor qualifications (% of total employees)		381 (5.7%)	362 (5.6%)	354 (6.8%)	327 (6.4%)	293 (5.7%)
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, domestic manufacturing and resort facilities, manufacturing facilities in Indonesia (manufacturing facilities in China and Malaysia added from fiscal 2018) Data collection timing: Fiscal year-end (March 31)				
Indicator	Breakdown [Units]	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Environmental costs	Environmental investments [Millions of yen]	780	833	1,089	117	147
	Environmental expenses (personnel and other expenses) [Millions of yen]	1,081	1,426	1,257	1,251	1,295
Environmental benefits	Reduction of CO <sub>2</sub> emissions GRI 305-5 [10,000 tons]	0.1	-0.3	1.0	1.0	-1.4
	Reduction of water consumption [10,000 m <sup>3</sup> ]	14.0	15.0	12.0	9.0	-10.6
Economic benefits	Total savings [Millions of yen]	-123	-61	92	402	-555
	Gain on sales of valuable waste [Millions of yen]	340	333	330	241	322

# Yamaha Group Social Data

<b>Hiring and Employment</b> 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 <sup>1</sup>	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

<b>Diversity and Inclusion</b> 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.

<b>Work–Life Balance Support</b> 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	

<b>Labor–Management Relations</b> 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.

<b>Health and Safety</b> 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 Mokuzai Co., Ltd.).

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

<b>Compliance and Fair Business Practices</b> 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

<b>Responsible Procurement</b>		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

<b>Contributions to Communities</b>		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

## Fiscal year ended March 31, 2022 Yamaha Group Environmental Data by Site / Japan

Site		Business lines	Location	ISO14001 Acquisition Date	GHG Emissions (1,000tons)	NOx Emissions (tons)	SOx Emissions (tons)	PRTR Emissions (tons)	Waste		Water (1,000m <sup>3</sup> )	
									Generated (tons)	Landfill Rate (%)	Usage	Discharge
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.	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	Hamamatsu City, Shizuoka Prefecture	February 2001	0.1	0.05	—	—	449	1	46.2	46.2
Toyooka Factory	Yamaha Corporation Toyooka Factory, Yamaha Music Manufacturing Japan Corporation Main Factory	Manufacture of electronic instruments, wind, string and percussions instrument, PA equipment and electronic components	Iwata City, Shizuoka Prefecture	June 2000	8.0	2.24	—	1.30	1,122	0	322.5	516.7
Kakegawa Factory	Yamaha Corporation Kakegawa Factory, Yamaha Music Manufacturing Japan Corporation Kakegawa Factory	Manufacture of pianos	Kakegawa City, Shizuoka Prefecture	November 1998	10.8	28.62	0.01	20.26	1,364	1	61.9	20.4
Tenryu Factory	Yamaha Corporation Tenryu Factory, Yamaha Fine Technologies Co., Ltd.	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	Hamamatsu City, Shizuoka Prefecture	March 2001	8.1	3.46	—	11.64	843	0	85.2	85.2
Yamaha Music Manufacturing Japan Corporation Iwata Factory		Manufacture of piano frames	Iwata City, Shizuoka Prefecture	August 2014	8.1	2.19	4.70	9.97	1,375	0	263.7	262.2
Yamaha Music Manufacturing Japan Corporation Matsunokijima Factory		Processing, assembly, packing and shipping of wind instrument parts	Iwata City, Shizuoka Prefecture		0.1	—	—	0.01	55	0	0.5	0.5
Yamaha Music Manufacturing Japan Corporation Iida Factory		Manufacture of string, and percussion instruments	Hamamatsu City, Shizuoka Prefecture		0.7	0.07	0.25	1.19	107	0	0.5	1.7
Sakuraba Mokuzai Co., Ltd.		Lumber manufacturing for musical instruments, processing of wooden parts, and manufacturing of other woodwork.	Kitaakita City, Akita Prefecture	September 2002	0.6	0.01	0.05	0.43	157	5	9.1	3.2
Kitami Mokuzai Co., Ltd.		Lumber manufacturing for musical instruments, processing of wooden parts, and manufacturing of other woodwork.	Mombetsu-gun, Hokkaido	August 2014	0.9	0.04	0.00	0.02	51	80	9.8	2.0
Yamaha Resort Inc.		Operation of lodging facilities, restaurants, golf courses and related facilities	Fukuroi City, Shizuoka Prefecture	November 2001	2.1	2.35	0.38	—	43	0	281.8	51.6

## Fiscal year ended March 31, 2022 Yamaha Group Environmental Data by Site / Overseas

Site	Business lines	Location	ISO14001 Acquisition Date	GHG Emissions (1,000tons)	Waste Generated (tons)	Water (1,000m <sup>3</sup> )	
						Usage	Discharge
Tianjin Yamaha Electronic Musical Instruments, Inc.	Manufacture of electronic musical instruments	Tianjin, China	December 1999	12.7	333	76.7	68.3
Xiaoshan Yamaha Musical Instruments Co., Ltd.	Manufacturing and assembly of wind instruments and marching drums	Hangzhou, China	March 2013	4.5	529	30.2	30.2
Yamaha Electronics (Suzhou) Co., Ltd.	Manufacturing of consumer AV products	Suzhou, China	March 2004	9.6	294	49.1	39.3
Hangzhou Yamaha Musical Instruments Co., Ltd.	Manufacture of pianos, piano parts, and guitars	Hangzhou, China	May 2012	21.9	1,992	93.0	20.1
PT. Yamaha Musical Products Indonesia	Manufacturing and assembly of wind instruments, and manufacturing of accessories and cases for musical instruments, Pianica™ and recorders	Pasuruan, Indonesia	January 2001	8.7	475	150.1	82.0
PT. Yamaha Music Manufacturing Indonesia	Manufacturing of guitars and drums	East Jakarta, Indonesia	December 2001	9.3	1,941	52.5	16.0
PT. Yamaha Music Manufacturing Asia	Manufacturing of electronic musical instruments	Bekasi, Indonesia	July 2002	18.1	296	112.8	102.2
PT. Yamaha Indonesia	Manufacture of pianos	East Jakarta, Indonesia	May 2002	9.6	608	25.5	24.2
PT. Yamaha Electronics Manufacturing Indonesia	Manufacturing of consumer AV products (speakers)	Pasuruan, Indonesia	January 2003	7.3	1,217	42.7	29.0
Yamaha Electronics Manufacturing Malaysia Sdn. Bhd.	Manufacturing of consumer AV products, and manufacturing and sales of consumer AV service parts	Chemor, Malaysia	December 1998	5.1	16	44.5	44.5
PT. Yamaha Musical Products Asia	Manufacture of electronic musical instruments, piano parts, etc.	Bekasi, Indonesia	—	3.9	551	34.4	30.9
Yamaha Music India Pvt. Ltd.	Manufacture of musical instruments	India	—	2.4	94	20.0	4.6
Nexo S.A	Manufacture and sale of speakers for large-scale, high-power equipment	Plailly, France	—	3.9	157	2.7	—
L. Bösendorfer Klavierfabrik GmbH	Manufacture and sale of pianos	Wiener Neustadt, Austria	—	0.0	—	—	—

# External Recognition

## ESG Index and External Recognition

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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. In addition, Yamaha Group companies are included in all five of the ESG indexes (indicated with \* below) utilized by the Government Pension Investment Fund (GPIF).

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### FTSE4Good Global Index

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



## FTSE4Good

FTSE Russell (the trading name of FTSE International Limited and Frank Russell 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.

### FTSE Blossom Japan Index\*

Yamaha Corporation has been included in the FTSE Blossom Japan Index, an index compiled by FTSE Russell of the United Kingdom comprised of Japanese companies that excel based on ESG perspectives.



## FTSE Blossom Japan

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



## FTSE Blossom Japan Sector Relative Index\*

Yamaha Corporation has been included in the FTSE Blossom Japan Sector Relative Index. This comprehensive ESG index selectively incorporates best-in-class Japanese companies through a screening process employing the ESG assessments of FTSE Russell along with the assessments of the size of companies' environmental impact as well as their management of climate change risks. A total of 494 companies with high ESG scores were selected for the 2022 index.



# FTSE Blossom Japan Sector Relative Index

FTSE Russell confirms that Yamaha Corporation has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE Blossom Japan Sector Relative Index. The FTSE Blossom Japan Sector Relative Index is used by a wide variety of market participants to create and assess responsible investment funds and other products.

## MSCI ESG rating

Yamaha Corporation received a rating of AA (on a scale of CCC to AAA) in the MSCI ESG Ratings assessment, which analyzes companies based on their ESG initiatives and risk management capabilities.



CCC	B	BB	BBB	A	AA	AAA
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## MSCI ESG Leaders indexes

Yamaha Corporation has been included in the MSCI ESG Leaders Indexes, 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\*

Yamaha Corporation has been included in the MSCI Japan ESG Select Leaders Index, an index comprised of companies from among MSCI Japan IMI Top 500 Index-listed companies that exhibit excellence in ESG evaluations.

### 2022 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

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## MSCI Japan Empowering Women Select Index\*

Yamaha Corporation has been included in the MSCI Japan Empowering Women Select Index, an index comprised of companies from among the top 700 Japanese companies by market capitalization that exhibit excellence in terms of promoting gender diversity by empowering women within their industry.

## 2022 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

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## S&P / JPX Carbon Efficient Index\*

Yamaha Corporation has been included in the S&P / JPX Carbon Efficient Index, an ESG investment index that was newly adopted by the GPIF. This index is compiled by S&P Dow Jones Indices LLC, a world-leading financial market index company.

## S&P Japan 500 ESG

Yamaha Corporation has been included in the S&P Japan 500 ESG, 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.

## S&P Global Sustainability Yearbook Members

Yamaha Corporation was named among the Sustainability Yearbook Members in Sustainability Yearbook 2023 compiled by S&P Global of the United States with an evaluation score placing it in the top 15% within its industry.

Yamaha Corporation  
Leisure Equipment, Products & Consumer Electronics

**Sustainability  
Yearbook Member**  
S&P Global ESG Score 2022

**59** /100

As of February 7, 2023.  
Position and Score are industry specific and reflect exclusion screening criteria. Learn more at [spglobal.com/esg/yearbook](https://spglobal.com/esg/yearbook)

S&P Global

 Sustainable 1

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

Yamaha Corporation has been included in the ECPI Global Developed ESG Best-in-Class Index and the ECPI World ESG Equity Index. These 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 Equity Index is a wide-ranging index comprised of companies from developed countries that fulfill ECPI's ESG standards.

**ECPI**  Sense in sustainability

## CDP Climate Change Report

The Yamaha Group received an A- rating in the 2022 CDP Climate Change Report, a corporate climate change risk disclosure program of CDP, an international non-profit organization based in the United Kingdom.

## CDP Supplier Engagement Leaderboard

Yamaha Corporation has been selected as a 2022 CDP Supplier Engagement Leader by CDP in recognition of its supply chain-spanning climate change response initiatives.



## Evaluations and Awards for ESG Initiatives

### Health & Productivity Stock Selection

Yamaha Corporation has been selected for the second consecutive year for inclusion in the Health & Productivity Stock Selection program jointly organized by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange. This program was launched in 2015 with the purpose of recognizing companies that are strategically advancing health and productivity management initiatives with regard to their employees' health from a management perspective.



### Certified Health & Productivity Management Organization Recognition—White 500 Category

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 seven consecutive years since 2017 and Yamaha Corporate Services Corporation has been recognized for six 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 such as members of the LGBTQ community. Yamaha Corporation has been awarded with the highest rating of gold in the PRIDE INDEX each year since 2019.

work with Pride

