

ESG Data

Abbreviations indicated under “scope” represent the following group or company:

A: YAMADA HOLDINGS
 B: YAMADA DENKI
 C: YAMADA HOLDINGS and its major operating companies (Including consolidated and non-consolidated)
 D: YAMADA HOLDINGS and its major operating companies (Consolidated)

Environmental Performance Data

Item			Scope of Data	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Preventing Global Warming	Energy consumption		C	thousand kL	—	—	—	159	160
	CO ₂ emissions	Scope 1	C	kt-CO ₂	—	—	—	54	49
		Scope 2			—	—	—	259	285
		Scope 3			—	—	—	26,371	—
		Category 1: Purchased Goods and Services			—	—	—	4,911	—
		Category 2: Capital Goods			—	—	—	21	—
		Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2			—	—	—	46	—
		Category 5: Waste Generated in Operations			—	—	—	206	—
		Category 6: Business Travel			—	—	—	2	—
		Category 7: Employee Commuting			—	—	—	4	—
		Category 11: Use of Sold Products			—	—	—	20,907	—
		Category 12: End-of-Life Treatment of Sold Products			—	—	—	273	—
		Category 14: Franchises			—	—	—	2	—
	CO ₂ emissions from electricity use per floor area		C	kg-CO ₂ /m ²	56.0	53.2	51.0	40.5	43.9
	CO ₂ reductions from improved efficiencies in distribution		B	t-CO ₂	90.5	87.4	75.7	73.9	72.4
Reduce Waste and Resource Recycling	Introduction of Renewable Energy	Amount of renewable energy used	C	thousand kWh	11,548	11,167	10,847	10,593	11,328
		Amount of solar power (Rooftops of stores etc.)	C	thousand kWh	46,383	46,508	43,830	46,873	48,367
		Percentage of renewable energy out of total power consumption*1	C	%	1.87	1.84	1.85	1.94	2.03
	Reuse & Recycling	Amount of Industrial Waste Disposed*1	C	t	24,879	18,162	20,875	60,980	133,949
		Number of TVs reused	B	units	11,796	9,585	8,556	7,911	6,732
		Number of Refrigerators reused			32,479	30,380	23,634	24,932	31,458
		Number of Washing machines and dryers reused			60,360	55,795	23,495	24,094	40,013
		Number of Air-conditioners reused			—	—	—	—	460
		Number of Computers reused			333,533	352,047	395,363	417,261	358,265
		Total			438,168	447,807	451,048	474,198	439,928
		Number of Small Electrical Appliances Recycled	B	thousand units	—	630	726	802	958
		Recycled Weight (including thermal usage weight)	B	t	—	4,279	5,560	6,280	7,660
		Number of collected Ink Cartridges	B	units	981,993	930,329	1,061,896	1,210,177	940,097

*1 The scope of aggregation has been expanded from the FY 2022

* Previous years' values retroactively revised to improve accuracy.

Social Performance Data

Item			Scope of Data	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Employees	Full-time employees	Male	D	Persons	17,448	16,733	17,498	19,126	18,323
		Female			2,304	2,120	2,487	5,174	4,628
		Total			19,752	18,853	19,985	24,300	22,951
		Male	A* ¹		8,852	9,055	9,153	653	753
		Female			1,309	1,377	1,386	108	139
		Total			10,161	10,432	10,539	761	892
	Temporary employees	Total of male and female	D	Persons	9,577	9,520	9,496	9,258	8,441
		Total of male and female	A* ¹		7,769	7,744	7,709	217	228
	Number of new employees	Male	C	Persons	0	73	104	388	358
		Female			1	14	45	197	241
		Total			1	87	149	585	599
	Average number of years service* ²	Total of male and female	C	Years	10.9	11.8	12.7	12.7	12.6
Diversity	Ratio of female employees	Managers	A	%	2.6	3.1	3.0	7.6	8.0
			C		2.5	3.0	3.2	3.8	4.0
		Full-time employees	C		11.7	11.2	12.4	21.3	20.2
	Number of employees with disabilities		C	Persons	533	569	612	670	700
	Number of retirees reemployed* ²		C	Persons	95	105	128	174	162
	Ratio of retirees reemployed* ²		C	%	88.1	81.8	82.9	85.3	89
	Number of foreign employees* ²	Male	C	Persons	63	73	103	176	85
		Female			40	67	121	125	93
		Total			103	140	224	301	178
	Work-life Balance	Turnover rate* ²		C	%	3.6	4.3	5.6	5.3
Ratio of paid leave taken* ^{2,a3}		C	%	22.0	26.5	28.9	45.8	46.2	
Number of employees taking childcare leave* ²		Male	C	Persons	8	11	28	37	32
		Female			130	122	215	265	187
		Total			138	133	243	302	219
Number of employees taking shorter hours for childcare* ²		Male	C	Persons	1	1	10	13	7
		Female			118	134	350	730	581
		Total			119	135	360	743	588
Number of employees taking nursing care leave* ²		Male	C	Persons	2	1	4	3	2
		Female			1	2	5	5	5
		Total			3	3	9	8	7
Ratio of labor union members* ⁴		C	%	77.6	76.8	76.4	79.2	75.1	
Health and Safety at Work	Number of accidents at work	Lost workdays	A+B	Cases	65	88	74	78	64
		Without lost workdays			132	165	195	141	108
		Total			197	253	269	219	172
	Ratio of Stress tests taken* ⁵		C	%	92.7	91.2	94.5	92.3	92.7
	Ratio of Health checkups taken* ⁵		C	%	95.1	92.1	95.8	93.0	93.8

Social Performance Data

Item			Scope of Data	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Human Resource Development	Number of qualified employees	Home Appliance Advisor	C	Persons	6,795	7,672	8,295	8,408	8,956
		Smart Master			441	758	1,068	1,146	1,274
		Photo Master			—	—	—	1,663	1,679
		Certified Sellers (1st to 3rd Grade)			—	—	—	1,251	1,268
		First Class Architect			—	—	—	184	227
		Second Class Architect			—	—	—	659	727
		First Class Building Operation and Management Engineer			—	—	—	148	178
		Second Class Building Operation and Management Engineer			—	—	—	125	154
		Real Estate Notary			—	—	—	534	580
		Sleep Advisor			—	—	—	491	595
		Second Class Electric Works Specialist			—	—	—	—	627
		Interior Stylist			—	—	—	180	190
		Second Grade Certified Skilled Professional of Financial Planning			—	—	—	—	203
		Total			7,236	8,430	9,363	14,789	16,658
Business Partner Questionnaire Results	YAMADA HOLDINGS' business partners	Number of companies	A	Companies	—	—	—	—	121
		Response rate		%	—	—	—	—	43.0
	Group Company business partners	Number of companies	C	Companies	—	—	—	5	314
		Response rate		%	—	—	—	100	53.8
	Main business partners	Number of companies	B	Companies	49	48	48	81	80
		Response rate		%	91.8	93.8	89.6	82.7	63.8
	SPA product manufacturers	Number of companies	A	Companies	25	25	18	19	37
		Response rate		%	100	100	100	100	70.3

*1 Changes due to the transition to the holdings company structure in October 2020.

*2 Full-time employees only

*3 From FY 2018 to FY 2020, the figures are for YAMADA DENKI.

*4 From FY2022, YAMADA HOLDINGS and its major operating companies are covered.

*5 FY 2018 figure is for YAMADA DENKI (nonconsolidated).

Governance Data

Item			Scope of Data	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Corporate Governance	Number of Directors*	Male	A	Persons	14	16	8	8	6
		Female			1	1	2	2	2
		Total			15	17	10	10	8
	Ratio of Female Directors*			%	6.7	5.9	20	20	25
	Number of Outside Directors (number of independent directors)*	Male		Persons	2(2)	2(2)	1(1)	1(1)	2(2)
		Female			0(0)	0(0)	1(1)	1(1)	1(1)
		Total			2(2)	2(2)	2(2)	2(2)	3(3)
	Term of office for Directors			Years	2	2	2	2	2
	Frequency of Meetings of the Board of Directors			Times	21	21	21	20	21
	Attendance at Board of Directors meetings	Outside Directors		%	100	100	100	97.1	98.8
		Outside Audit & Supervisory Board Members			97.6	100	95.2	92.5	100
	Number of Executive Officers*	Male		Persons	18	19	20	32	11
		Female			2	2	2	2	1
		Total			20	21	22	34	12
	Number of Executive Officers concurrently serving as Directors	Total of male and female			12	11	6	5	3
					3	3	4	4	4
	Number of Audit & Supervisory Board Members*	Male			0	0	0	0	0
		Female			3	3	4	4	4
		Total			0	0	0	0	0
	Ratio of Female Audit & Supervisory Board Members*			%	0	0	0	0	0
	Number of Outside Audit & Supervisory Board Members (number of independent officers)*	Male		Persons	2(2)	2(2)	2(2)	2(2)	2(2)
		Female			0(0)	0(0)	0(0)	0(0)	0(0)
		Total			2(2)	2(2)	2(2)	2(2)	2(2)
	Term of office for Audit & Supervisory Board Members			Years	4	4	4	4	4
	Frequency of Meetings of the Audit & Supervisory Board			Times	12	12	12	12	12
	Attendance of Audit & Supervisory Board Members	Outside Audit & Supervisory Board Members		%	95.8	100	91.6	95.8	100
	Director Remuneration	Directors (excluding Outside Directors)		Million yen	903	946	975	695	631
		Audit & Supervisory Board Members (excluding Outside Audit & Supervisory Board Members)			21	21	21	39	45
		Outside Officers			21	20	20	20	20

* The number and ratio are as of General Meeting of shareholders in June of each year.

YAMADA HOLDINGS and its major operating companies (including non-consolidated) FY2022

C:

Azuma Metal Co., Ltd.
e Wellness Co., Ltd.
OTSUKA KAGU, LTD.
IEMAMORI CO., LTD.
INVERSENET INC.
Cosmos Berry's Co., Ltd.
SANKYU Corporation
J Staff Co., Ltd.
CIC Corporation
NIHON TOURIST CLUB CO., LTD
Housetec Inc.
Hinokiya Group Co., Ltd.
BPC Co., Ltd.
YAMADA Environmental Resources Development Holdings Co., Ltd.
YAMADA SMALL AMOUNT SHORT TERM INSURANCE CO., LTD.
Yamada Technical Service, INC
YAMADA DENKI CO., LTD.
Yamada Trading Co., Ltd.
YAMADA FINANCE SERVICE Co., Ltd.
Yamada Financial Co., Ltd.
YAMADA FOOD SERVICE CO., LTD.
YAMADA HOLDINGS CO., LTD.
YAMADA HOMES CO., LTD.
Yamada Life Insurance Co., Ltd.
Repair Depot Co., Ltd.
Y · JUST Co., Ltd.

YAMADA HOLDINGS and its major operating companies (consolidated) FY2022

D:

INVERSENET INC.
e Wellness Co., Ltd.
OTSUKA KAGU, LTD.
Cosmos Berry's Co., Ltd.
Conglo Co., Ltd.
J Staff Co., Ltd.
CIC Corporation
Shuken Co., Ltd.
Chubu Nikka Service Co., Ltd.
Nikka Maintenance Co., Ltd.
Nippon Aqua Co., Ltd.
Housetec Inc.
Hinokiya Group Co., Ltd.
BPC Co., Ltd.
YAMADA Environmental Resources Development Holdings Co., Ltd.
YAMADA JUKEN HOLDINGS Co., LTD.
YAMADA DENKI CO., LTD.
YAMADA DENKI (SHENYANG) CO., LTD.
Yamada Trading Co., Ltd.
YAMADA FINANCE SERVICE Co., Ltd.
Yamada Financial Co., Ltd.
YAMADA HOMES CO., LTD.
YAMADA HOLDINGS CO., LTD.
Repair Depot Co., Ltd.
BEST DENKI MALAYSIA SDN.BHD.
BEST DENKI (SINGAPORE) PTE.LTD.
NAKAYAMA RESOURCES & DEV'T. CORP.
YAMADA TECHNOLOGY CORPORATION