

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 (Consolidated)

Environmental Performance Data

Item		Scope of Data	Unit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
Tackling Climate Change	Energy consumption	C*3	thousand kL	–	–	159	160	152	
	CO ₂ emissions	Scope 1	C*3	kt-CO ₂	–	–	54	53 ✓	56
		Scope 2			–	–	259	263 ✓	231
		Scope 3			–	–	26,371	23,376 ✓	–
		Category 1: Purchased Goods and Services			–	–	4,911	4,332	–
		Category 2: Capital Goods			–	–	21	101	–
		Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2			–	–	46	50	–
		Category 4: Upstream Transportation and Distribution			–	–	–	299	–
		Category 5: Waste Generated in Operations			–	–	206	83	–
		Category 6: Business Travel			–	–	2	3	–
		Category 7: Employee Commuting			–	–	4	26	–
		Category 11: Use of Sold Products			–	–	20,907	18,299	–
		Category 12: End-of-Life Treatment of Sold Products			–	–	273	179	–
		Category 14: Franchises			–	–	2	2	–
		CO ₂ emissions per floor area			C*3	kg-CO ₂ /m ²	53.2	51.0	40.9
	CO ₂ reductions from improved efficiencies in distribution	B	t-CO ₂	87.4	75.7	73.9	72.4	69.9	
	Introduction of Renewable Energy	Amount of renewable energy used	C*3	thousand kWh	11,167	10,847	10,593	11,328	10,714
Amount of solar power (Rooftops of stores etc.)		C*3	thousand kWh	46,508	43,830	46,873	48,367	49,145	
Percentage of renewable energy out of total power consumption*1		C*3	%	1.84	1.85	1.94	2.03	2.16	
Reduce Waste and Resource Recycling	Amount of Waste	Amount of Industrial Waste Disposed*2	C*3	t	18,162	20,875	60,980	133,949	175,105
		Reuse & Recycling	Number of TVs reused	B	units	9,585	8,556	7,911	6,732
	Number of Refrigerators reused		30,380			23,634	24,932	31,458	75,521
	Number of Washing machines and dryers reused		55,795			23,495	24,094	40,013	43,555
	Number of Air-conditioners reused		–			–	–	460	532
	Number of Computers reused		352,047			395,363	417,261	358,265	408,312
	Total		447,807			451,048	474,198	439,928	536,506
	Number of Small Electrical Appliances Recycled	B	thousand units	630	726	802	958	830	
	Recycled Weight (including thermal usage weight)	B	t	4,279	5,560	6,280	7,660	6,192	
Number of collected Ink Cartridges	B	units	930,329	1,061,896	1,210,177	940,097	868,645		

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

*2 The Hinokiya Group (housing segment) has been added to scope from Fiscal 2023

*3 Includes unconsolidated subsidiaries

* Previous years' values retroactively revised to improve accuracy

* ✓ Check mark is a value guaranteed by a third party

Social Performance Data

Item		Scope of Data	Unit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
Employees	Number of Full-time employees	Male	C	Persons	16,733	17,498	19,126	18,323	19,912
		Female			2,120	2,487	5,174	4,628	5,372
		Total			18,853	19,985	24,300	22,951	25,284
		Male	A*1		9,055	9,153	653	753	470
		Female			1,377	1,386	108	139	130
		Total			10,432	10,539	761	892	600
	Number of Temporary employees	Total of male and female	C	Persons	9,520	9,496	9,258	8,441	6,148
		Total of male and female	A*1		7,744	7,709	217	228	103
	Number of new employees *2*3	Male	C*7	Persons	73	104	388	358	573
		Female			14	45	197	241	303
Total		87			149	585	599	876	
Average number of years service*2	Total of male and female	C*4	Years	11.8	12.7	12.7	12.6	9.9*8	
Diversity	Ratio of female employees	Managers	A	%	3.1	3.0	7.6	8.0	11.3
			C*4		3.0	3.2	3.8	4.0	3.6
		Full-time employees	C		11.2	12.4	21.3	20.2	21.2
	Percentage of employees with disabilities (including non-fulltime employees)*5		C	%	-	-	-	-	2.3
	Ratio of retirees reemployed*2		C*7	%	81.8	82.9	85.3	89.0	82.3
	Number of foreign employees*2	Male	C*7	Persons	73	103	176	85	108
		Female			67	121	125	93	105
Total		140			224	301	178	213	
Work-life Balance	Turnover rate*2		C*4	%	4.3	5.6	5.3	6.1	6.4
	Percentage of paid leave taken	Full-time employees*3	C*7	%	26.5	28.9	45.8	46.2	51.0
		Full-time and non-fulltime employees	C		-	-	-	-	56.9
	Number of employees taking childcare leave*2	Male	C*7	Persons	11	28	37	32	41
		Female			122	215	265	187	217
		Total			133	243	302	219	258
	Ratio of childcare leave taken*9	Male	A+B	%	-	-	-	-	14.3
		Female			-	-	-	-	119.2
	Number of employees taking shorter hours for childcare*2	Male	C*7	Persons	1	10	13	7	9
		Female			134	350	730	581	628
		Total			135	360	743	588	637
Number of employees taking nursing care leave*2	Male	C*7	Persons	1	4	3	2	3	
	Female			2	5	5	5	0	
	Total			3	9	8	7	3	
Ratio of labor union members*6		C	%	76.8	76.4	79.2	75.1	75.1	
Employee satisfaction survey Overall rating*10		A+B	-	-	-	-	-	B	

Social Performance Data

Item		Scope of Data	Unit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
Health and Safety at Work	Number of accidents at work	Lost workdays	A+B	Cases	88	74	78	64	64
		Without lost workdays			165	195	141	108	178
		Total			253	269	219	172	242
	Frequency rate of accidents that require time off work		B	-	-	-	-	-	0.69
	Ratio of Stress tests taken		C*4	%	91.2	94.5	92.3	92.7	93.2
	Ratio of Health checkups taken		C*4	%	92.1	95.8	93.0	93.8	97.9
Human Resource Development	Number of qualified employees	Home Appliance Advisor	C*7	Persons	7,672	8,295	8,408	8,956	9,346
		Smart Master			758	1,068	1,146	1,274	1,256
		Photo Master			-	-	1,663	1,679	1,613
		Certified Sellers (1st to 3rd Grade)			-	-	1,251	1,268	1,011
		First Class Architect			-	-	184	227	165
		Second Class Architect			-	-	659	727	590
		First Class Building Operation and Management Engineer			-	-	148	178	141
		Second Class Building Operation and Management Engineer			-	-	125	154	150
		Real Estate Notary			-	-	534	580	556
		Sleep Advisor			-	-	491	595	625
		Second Class Electric Works Specialist			-	-	-	627	657
		Interior Stylist			-	-	180	190	215
		Second Grade Certified Skilled Professional of Financial Planning			-	-	-	203	129
Total				8,430	9,363	14,789	16,658	16,454	
Average hours of training per employee		C*2	hours	-	-	-	-	19	
Business Partner Questionnaire Results	YAMADA HOLDINGS' business partners	Number of companies	A	Companies	-	-	-	121	280
		Response rate		%	-	-	-	43.0	56.1
	Group company business partners	Number of companies	C*7	Companies	-	-	5	314	247
		Response rate		%	-	-	100	53.8	67.6
	YAMADA DENKI main business partners	Number of companies	B	Companies	48	48	81	80	75
		Response rate		%	93.8	89.6	82.7	63.8	62.7
	SPA product manufacturers	Number of companies	A	Companies	25	18	19	37	39
		Response rate		%	100	100	100	70.3	100

*1 In line with its transition to a holding company structure, employees were transferred to YAMADA DENKI.

*2 Full-time employees only

*3 From Fiscal 2019 to Fiscal 2020, the figures are for YAMADA DENKI (Unconsolidated).

*4 Figures include unconsolidated subsidiaries from Fiscal 2019 to Fiscal 2022

*5 Number of employees disclosed up until fiscal 2022, but changed to percentage from fiscal 2023.

*6 Data for YAMADA HOLDINGS and its major operating companies from fiscal 2022.

*7 Includes unconsolidated subsidiaries

*8 Average number of years service has become shorter owing to the promotion of contracted full-time employees to full-time employees

*9 Childcare leave can be taken before the child reaches the age of three, so the acquisition rate may exceed 100%

*10 7 ratings: S, A, B+, B, B-, C, D

Governance Data

Item		Scope of Data	Unit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	
Corporate Governance	Number of Directors*	Male	Persons	16	8	8	6	6	
		Female		1	2	2	2	2	
		Total		17	10	10	8	8	
	Ratio of Female Directors*			%	5.9	20	20	25	25
	Number of Outside Directors (number of independent directors)*	Male	Persons	2(2)	1(1)	1(1)	2(2)	2(2)	
		Female		0(0)	1(1)	1(1)	1(1)	1(1)	
		Total		2(2)	2(2)	2(2)	3(3)	3(3)	
	Term of office for Directors			Years	2	2	2	2	2
	Frequency of Meetings of the Board of Directors			Times	21	21	20	21	20
	Attendance at Board of Directors meetings	Outside Directors	%	100	100	97.1	98.8	100	
		Outside Audit & Supervisory Board Members		100	95.2	92.5	100	100	
	Number of Executive Officers*	Male	Persons	19	20	32	11	11	
		Female		2	2	2	1	1	
		Total		21	22	34	12	12	
	Number of Executive Officers concurrently serving as Directors	Total of male and female	Persons	11	6	5	3	3	
	Number of Audit & Supervisory Board Members*	Male	Persons	3	4	4	4	4	
		Female		0	0	0	0	0	
		Total		3	4	4	4	4	
	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		%	100	91.6	95.8	100	100	
Director Remuneration	Directors (excluding Outside Directors)	Million yen	946	975	695	631	637		
	Audit & Supervisory Board Members (excluding Outside Audit & Supervisory Board Members)		21	21	39	45	50		
	Outside Officers		20	20	20	20	26		
IR Activities	Ordinary general meeting of shareholders	A	Times	1	1	1	1	1	
	Number of Meetings with Investors			221	212	247	208	204	

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