

# 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 2021              | FY 2022              | FY 2023              | FY 2024              | FY 2025              |
|------------------------------------------|----------------------------------|------------------------------------------------------------------------------------|-------------------|------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Waste Reduction and Resource Circulation | Amount of waste                  | Amount of industrial waste disposed                                                | C <sup>*1+2</sup> | t                                  | 60,980 <sup>*3</sup> | 133,949              | 175,105              | 172,109              | 144,084              |
|                                          | Reuse & recycling                | Number of TVs reused                                                               | B                 | Units                              | 7,911                | 6,732                | 8,586                | 9,365                | 11,009               |
|                                          |                                  | Number of refrigerators reused                                                     |                   |                                    | 24,932               | 31,458               | 43,555               | 41,871               | 54,580               |
|                                          |                                  | Number of washing machines and clothes dryers                                      |                   |                                    | 24,094               | 40,013               | 75,521               | 67,471               | 89,973               |
|                                          |                                  | Number of air conditioners reused                                                  |                   |                                    | -                    | 460                  | 532                  | 1,020                | 1,337                |
|                                          |                                  | Total                                                                              |                   |                                    | 56,937               | 78,663               | 128,194              | 119,727              | 156,899              |
|                                          |                                  | Number of computers reused and recycled                                            |                   | Units                              | 417,261              | 358,265              | 408,312              | 405,025              | 335,482              |
|                                          |                                  | Number of small home appliances recycled                                           |                   | Units                              | 802,478              | 958,417              | 830,227              | 839,103              | 843,128              |
|                                          |                                  | Incoming weight of small home appliances                                           |                   | t                                  | 7,018                | 7,644                | 6,535                | 6,178                | 5,955                |
|                                          |                                  | Recycling rate of small home appliances                                            |                   | %                                  | 89                   | 100                  | 95                   | 96                   | 98                   |
|                                          |                                  | Number of collected ink cartridges                                                 |                   | Units                              | 1,210,177            | 940,097              | 868,645              | 793,300              | 804,057              |
| Tackling Climate Change                  | Energy consumption               |                                                                                    | C <sup>*2</sup>   | TJ                                 | 6,178                | 6,209                | 5,840                | 6,033                | 5,610                |
|                                          | CO <sub>2</sub> emissions        | Scope 1                                                                            | C <sup>*2</sup>   | kt-CO <sub>2</sub>                 | 54                   | 53 <sup>*4</sup>     | 53 <sup>*4</sup>     | 48 <sup>*4</sup>     | 36 <sup>*4</sup>     |
|                                          |                                  | Scope 2                                                                            |                   |                                    | 259                  | 263 <sup>*4</sup>    | 231 <sup>*4</sup>    | 231 <sup>*4</sup>    | 235 <sup>*4</sup>    |
|                                          |                                  | Scope 3                                                                            |                   |                                    | 26,371               | 23,376 <sup>*4</sup> | 21,491 <sup>*4</sup> | 21,335 <sup>*4</sup> | 20,423 <sup>*4</sup> |
|                                          |                                  | Category 1: Purchased Goods and Services                                           |                   |                                    | 4,911                | 4,332                | 4,199                | 4,219                | 4,423                |
|                                          |                                  | Category 2: Capital Goods                                                          |                   |                                    | 21                   | 101                  | 87                   | 104                  | 161                  |
|                                          |                                  | Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 |                   |                                    | 46                   | 50                   | 46                   | 47                   | 45                   |
|                                          |                                  | Category 4: Upstream Transportation and Distribution                               |                   |                                    | -                    | 299                  | 309                  | 309                  | 322                  |
|                                          |                                  | Category 5: Waste Generated in Operations                                          |                   |                                    | 206                  | 83                   | 109                  | 107                  | 87                   |
|                                          |                                  | Category 6: Business Travel                                                        |                   |                                    | 2                    | 9                    | 9                    | 9                    | 9                    |
|                                          |                                  | Category 7: Employee Commuting                                                     |                   |                                    | 4                    | 26                   | 27                   | 28                   | 26                   |
|                                          |                                  | Category 11: Use of Sold Products                                                  |                   |                                    | 20,907               | 18,299               | 16,521               | 16,337               | 15,203               |
|                                          |                                  | Category 12: End-of-Life Treatment of Sold Products                                |                   |                                    | 273                  | 179                  | 182                  | 173                  | 145                  |
|                                          |                                  | Category 14: Franchises                                                            |                   |                                    | 2                    | 2                    | 2                    | 2                    | 1                    |
|                                          |                                  | CO <sub>2</sub> emissions from electricity use per floor area                      | C <sup>*2</sup>   | kg-CO <sub>2</sub> /m <sup>2</sup> | 40.9                 | 40.4                 | 35.0                 | 34.6                 | 35.5                 |
|                                          |                                  | CO <sub>2</sub> reductions from improved efficiencies in distribution              | B                 | t-CO <sub>2</sub>                  | 73.9                 | 72.4                 | 69.9                 | 66.1                 | 58.0                 |
|                                          | Introduction of renewable energy | Amount of renewable energy used                                                    | C <sup>*2</sup>   | MWh                                | 10,593               | 11,328               | 10,714               | 19,531               | 19,480               |
|                                          |                                  | Amount of solar power (Rooftops of stores etc.) <sup>*4</sup>                      |                   | MWh                                | 46,873               | 48,367               | 49,145               | 49,377               | 50,431               |
|                                          |                                  | Percentage of renewable energy out of total power consumption                      |                   | %                                  | 1.94                 | 2.03                 | 2.15                 | 3.74                 | 3.92                 |

\*1 The Hinokiya Group (housing segment) has been added to scope from fiscal 2023.

\*2 Includes unconsolidated subsidiaries until fiscal 2024.

\*3 Figures are only for YAMADA DENKI.

\*4 Figures include the amount of self-generation and self-consumption from fiscal 2025.

\*<sup>4</sup> indicates figures that have been third-party guaranteed.

## Social Performance Data

| Item                              |                                               |                                                                   | Scope of Data   | Unit    | FY 2021         | FY 2022 | FY 2023           | FY 2024 | FY 2025 |
|-----------------------------------|-----------------------------------------------|-------------------------------------------------------------------|-----------------|---------|-----------------|---------|-------------------|---------|---------|
| Employee Data                     | Number of full-time employees                 | Male                                                              | C               | Persons | 19,126          | 18,323  | 19,912            | 20,096  | 20,276  |
|                                   |                                               | Female                                                            |                 |         | 5,174           | 4,628   | 5,372             | 5,430   | 5,400   |
|                                   |                                               | Total                                                             |                 |         | 24,300          | 22,951  | 25,284            | 25,526  | 25,676  |
|                                   |                                               | Male                                                              | A               |         | 653             | 753     | 470               | 465     | 440     |
|                                   |                                               | Female                                                            |                 |         | 108             | 139     | 130               | 143     | 133     |
|                                   |                                               | Total                                                             |                 |         | 761             | 892     | 600               | 608     | 573     |
|                                   | Number of temporary employees                 | Total of male and female                                          | C               | Persons | 9,258           | 8,441   | 6,148             | 6,262   | 5,895   |
|                                   |                                               |                                                                   | A               |         | 217             | 228     | 103               | 96      | 82      |
|                                   | Number of managers                            | Male                                                              | C               | Persons | -               | -       | -                 | -       | 5,129   |
|                                   |                                               | Female                                                            |                 |         | -               | -       | -                 | -       | 217     |
|                                   |                                               | Total                                                             |                 |         | -               | -       | -                 | -       | 5,346   |
|                                   |                                               | Male                                                              | A               |         | -               | -       | -                 | -       | 166     |
|                                   |                                               | Female                                                            |                 |         | -               | -       | -                 | -       | 23      |
|                                   |                                               | Total                                                             |                 |         | -               | -       | -                 | -       | 189     |
|                                   | Number of new employees <sup>*1</sup>         | Male                                                              | C <sup>*2</sup> | Persons | 388             | 358     | 573               | 514     | 469     |
|                                   |                                               | Female                                                            |                 |         | 197             | 241     | 303               | 235     | 190     |
|                                   |                                               | Total                                                             |                 |         | 585             | 599     | 876               | 749     | 659     |
|                                   | Average number of years service <sup>*1</sup> | Male                                                              | C               | Years   | -               | -       | -                 | -       | 11.3    |
|                                   |                                               | Female                                                            |                 |         | -               | -       | -                 | -       | 8.9     |
|                                   |                                               | Total                                                             | C <sup>*3</sup> | Years   | 12.7            | 12.6    | 9.9 <sup>*4</sup> | 10.4    | 10.8    |
|                                   | Turnover rate <sup>*1</sup>                   | Total of male and female                                          | C <sup>*3</sup> | %       | 5.3             | 6.1     | 6.4               | 6.0     | 4.4     |
| Human Resource Development        | Number of qualified employees <sup>*5</sup>   | Home Appliance Advisor                                            | C <sup>*2</sup> | Persons | 8,408           | 8,956   | 9,346             | 9,723   | 9,337   |
|                                   |                                               | Smart Master                                                      |                 |         | 1,146           | 1,274   | 1,256             | 1,297   | 1,271   |
|                                   |                                               | Photo Master                                                      |                 |         | 1,663           | 1,679   | 1,613             | 1,636   | 1,614   |
|                                   |                                               | Certified Sellers (1st to 3rd Grade)                              |                 |         | 1,251           | 1,268   | 1,011             | 1,057   | 883     |
|                                   |                                               | First Class Architect                                             |                 |         | 184             | 227     | 165               | 148     | 139     |
|                                   |                                               | Second Class Architect                                            |                 |         | 659             | 727     | 590               | 545     | 559     |
|                                   |                                               | First Class Building Operation and Management Engineer            |                 |         | 148             | 178     | 141               | 132     | 125     |
|                                   |                                               | Second Class Building Operation and Management Engineer           |                 |         | 125             | 154     | 150               | 152     | 159     |
|                                   |                                               | Real Estate Notary                                                |                 |         | 534             | 580     | 556               | 561     | 616     |
|                                   |                                               | Sleep Advisor                                                     |                 |         | 491             | 595     | 625               | 638     | 610     |
|                                   |                                               | Interior Stylist                                                  |                 |         | 180             | 190     | 215               | 299     | 217     |
|                                   |                                               | Second Class Electric Works Specialist                            |                 |         | -               | 627     | 657               | 811     | 896     |
|                                   |                                               | Second Grade Certified Skilled Professional of Financial Planning |                 |         | -               | 203     | 129               | 132     | 157     |
|                                   |                                               | Total                                                             |                 |         | 14,789          | 16,658  | 16,454            | 17,131  | 16,583  |
|                                   |                                               | Average hours of training per employee                            |                 |         | C <sup>*1</sup> | Hours   | -                 | -       | 19      |
|                                   | Number of Sales Engineers                     |                                                                   | B               | Persons | 175             | 337     | 452               | 483     | 526     |
| Customer Satisfaction Initiatives | Customer feedback                             | Complimentary feedback                                            | B               | Cases   | 638             | 625     | 616               | 590     | 556     |
|                                   |                                               | Suggestions for improvement                                       |                 |         | 632             | 615     | 545               | 462     | 474     |

\*1 Full-time employees only

\*2 Includes unconsolidated subsidiaries until fiscal 2023.

\*3 Includes unconsolidated subsidiaries until fiscal 2022.

\*4 Average number of years service has become shorter owing to the promotion of contracted full-time employees to full-time employees.

\*5 Total number of qualifications held (cumulative)

## Social Performance Data

| Item                                         |                                                                                            |                                              | Scope of Data    | Unit        | FY 2021 | FY 2022 | FY 2023          | FY 2024          | FY 2025 |
|----------------------------------------------|--------------------------------------------------------------------------------------------|----------------------------------------------|------------------|-------------|---------|---------|------------------|------------------|---------|
| Diversity, Equity & Inclusion and Well-Being | Ratio of female employees                                                                  | Managers                                     | A                | %           | 7.6     | 8.0     | 11.3             | 12.4             | 12.2    |
|                                              |                                                                                            |                                              | C <sup>*3</sup>  |             | 3.8     | 4.0     | 3.6              | 3.6              | 4.1     |
|                                              |                                                                                            | Full-time employees                          | C                |             | 21.3    | 20.2    | 21.2             | 21.3             | 21.0    |
|                                              | Gender pay gap                                                                             | All employees                                | C <sup>*6</sup>  | %           | -       | -       | 49.8             | 51.5             | 52.4    |
|                                              |                                                                                            | Full-time employees                          |                  |             | -       | -       | 69.5             | 75.5             | 72.8    |
|                                              |                                                                                            | Non-fulltime employees                       |                  |             | -       | -       | 73.0             | 73.2             | 74.3    |
|                                              | Percentage of employees with disabilities (including non-fulltime employees) <sup>*7</sup> |                                              | C                | %           | -       | -       | 2.3              | 2.4              | 2.3     |
|                                              | Retirees reemployed <sup>*1</sup>                                                          |                                              | C <sup>*2</sup>  | %           | 85.3    | 89.0    | 82.3             | 78.6             | 68.9    |
|                                              | Number of foreign employees <sup>*1</sup>                                                  | Male                                         | C <sup>*2</sup>  | Persons     | 176     | 85      | 108              | 110              | 217     |
|                                              |                                                                                            | Female                                       |                  |             | 125     | 93      | 105              | 95               | 90      |
|                                              |                                                                                            | Total                                        |                  |             | 301     | 178     | 213              | 205              | 307     |
|                                              | Ratio of paid leave taken                                                                  | Full-time employees                          | C <sup>*2</sup>  | %           | 45.8    | 46.2    | 51.0             | 59.4             | 53.6    |
|                                              |                                                                                            | Full-time employees & Non-fulltime employees | C                |             | -       | -       | 56.9             | 64.0             | 58.1    |
|                                              | Number of employees taking childcare leave <sup>*1</sup>                                   | Male                                         | C <sup>*2</sup>  | Persons     | 37      | 32      | 41               | 89               | 97      |
|                                              |                                                                                            | Female                                       |                  |             | 265     | 187     | 217              | 175              | 207     |
|                                              |                                                                                            | Total                                        |                  |             | 302     | 219     | 258              | 264              | 304     |
|                                              | Ratio of employees taking childcare leave <sup>*8</sup>                                    | Male                                         | C <sup>*9</sup>  | %           | -       | -       | 14.3             | 32.5             | 36.2    |
|                                              |                                                                                            | Female                                       |                  |             | -       | -       | 119.2            | 100              | 100     |
|                                              | Number of employees taking shorter hours for childcare <sup>*1</sup>                       | Male                                         | C <sup>*3</sup>  | Persons     | 13      | 7       | 9                | 32               | 35      |
|                                              |                                                                                            | Female                                       |                  |             | 730     | 581     | 628              | 965              | 982     |
|                                              |                                                                                            | Total                                        |                  |             | 743     | 588     | 637              | 997              | 1,017   |
|                                              | Number of employees taking nursing care leave <sup>*1</sup>                                | Male                                         | C <sup>*3</sup>  | Persons     | 3       | 2       | 3                | 6                | 6       |
|                                              |                                                                                            | Female                                       |                  |             | 5       | 5       | 0                | 6                | 6       |
|                                              |                                                                                            | Total                                        |                  |             | 8       | 7       | 3                | 12               | 12      |
|                                              | Ratio of labor union members <sup>*10</sup>                                                |                                              | C                | %           | 79.2    | 75.1    | 75.1             | 75.0             | 75.3    |
|                                              | Engagement survey <sup>*11</sup>                                                           |                                              | C                | -           | -       | -       | B <sup>*12</sup> | B <sup>*13</sup> | B       |
| Health and Safety at Work                    | Number of accidents at work                                                                | Lost workdays                                | C <sup>*14</sup> | Cases       | 78      | 64      | 64               | 70               | 105     |
|                                              |                                                                                            | Without lost workdays                        |                  |             | 141     | 108     | 178              | 169              | 203     |
|                                              |                                                                                            | Total                                        |                  |             | 219     | 172     | 242              | 239              | 308     |
|                                              | Frequency of accidents that require time off work                                          |                                              | C <sup>*15</sup> | -           | -       | -       | 0.69             | 0.98             | 1.14    |
|                                              | Ratio of Health checkups taken                                                             |                                              | C <sup>*3</sup>  | %           | 93.0    | 93.8    | 97.9             | 95.9             | 95.6    |
|                                              | Ratio of Stress tests taken                                                                |                                              | C <sup>*3</sup>  | %           | 92.3    | 92.7    | 93.2             | 96.1             | 96.5    |
| Philanthropic Activities                     | Donations                                                                                  |                                              | A+B              | Million yen | 23      | 24      | 32               | 29               | 28      |

\*1 Full-time employees only

\*2 Includes unconsolidated subsidiaries until fiscal 2023.

\*3 Includes unconsolidated subsidiaries until fiscal 2022.

\*4 Average number of years service has become shorter owing to the promotion of contracted full-time employees to full-time employees.

\*5 Total number of qualifications held (cumulative)

\*6 Fiscal 2023-Fiscal 2024: YAMADA HOLDINGS, YAMADA DENKI, INVERSET, YAMADA HOMES, Hinokiya Group, Nippon Aqua, Housetec, and Nikka Maintenance  
Fiscal 2025: YAMADA HOLDINGS, YAMADA DENKI, YAMADA JUKEN HOLDINGS, YAMADA HOMES, Shuken, HOKUSHINHOUSE, SEKIHOME, Housetec, Nikka Maintenance, Chubu Nikka Service, Hinokiya Group, Fusion Asset Management, Nippon Aqua, YAMADA FINANCE SERVICE, YAMADA SMALL AMOUNT SHORT TERM INSURANCE, House Depot Partners, YAMADA Environmental Resources Development Holdings, CIC, INVERSET, Yamada Trading, Cosmos Berry's, J Staff, and BPC

\*7 Number of employees disclosed up until fiscal 2022, but changed to percentage from fiscal 2023.

\*8 Childcare leave can be taken before the child reaches the age of three, so the acquisition rate may exceed 100%.

\*9 The figures for fiscal 2023 to fiscal 2024 are for YAMADA HOLDINGS and YAMADA DENKI.

\*10 Data for YAMADA HOLDINGS and its major operating companies from fiscal 2022

\*11 Engagement survey uses a seven-point rating system: S, A, B+, B, B-, C, D. Includes the results of employee satisfaction surveys until fiscal 2024.

\*12 YAMADA HOLDINGS and YAMADA DENKI

\*13 YAMADA HOLDINGS, YAMADA DENKI, YAMADA FINANCE SERVICE, CIC, INVERSET, YAMADA HOMES, Hinokiya Group, Housetec, Chubu Nikka Service, and Nikka Maintenance

\*14 The figures for fiscal 2021 to fiscal 2024 are for YAMADA HOLDINGS and YAMADA DENKI.

\*15 The figures for fiscal 2023 to fiscal 2024 are for YAMADA DENKI.

## Governance Data

| Item                    |                                                                                     |                                                                     |                     | Scope of Data   | Unit      | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 |
|-------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------|-----------------|-----------|---------|---------|---------|---------|---------|
| Corporate Governance    | Number of directors <sup>*1</sup>                                                   | Persons                                                             | Male                | A               | Persons   | -       | -       | -       | 10      | 10      |
|                         |                                                                                     |                                                                     | Female              |                 |           | -       | -       | -       | 2       | 2       |
|                         |                                                                                     |                                                                     | Total               |                 |           | -       | -       | -       | 12      | 12      |
|                         |                                                                                     | Ratio of female directors                                           |                     |                 | %         | -       | -       | -       | 16.7    | 16.7    |
|                         |                                                                                     | Number of outside directors (number of independent directors)       | Male                |                 | Persons   | -       | -       | -       | 4(4)    | 4(4)    |
|                         |                                                                                     |                                                                     | Female              |                 |           | -       | -       | -       | 1(1)    | 1(1)    |
|                         |                                                                                     |                                                                     | Total               |                 |           | -       | -       | -       | 5(5)    | 5(5)    |
|                         |                                                                                     | Ratio of outside directors                                          |                     |                 | %         | -       | -       | -       | 41.7    | 41.7    |
|                         | Number of directors who are not Audit & Supervisory Committee members <sup>*1</sup> | Persons                                                             | Male                | A               | Persons   | -       | -       | -       | 5       | 5       |
|                         |                                                                                     |                                                                     | Female              |                 |           | -       | -       | -       | 2       | 2       |
|                         |                                                                                     |                                                                     | Total               |                 |           | -       | -       | -       | 7       | 7       |
|                         |                                                                                     | Number of outside directors (number of independent directors)       | Male                |                 | Persons   | -       | -       | -       | 1(1)    | 1(1)    |
|                         |                                                                                     |                                                                     | Female              |                 |           | -       | -       | -       | 1(1)    | 1(1)    |
|                         |                                                                                     |                                                                     | Total               |                 |           | -       | -       | -       | 2(2)    | 2(2)    |
|                         |                                                                                     | Term of directors who are not Audit & Supervisory Committee members |                     |                 | Years     | -       | -       | -       | 1       | 1       |
|                         | Number of directors who are Audit & Supervisory Committee members <sup>*1</sup>     | Persons                                                             | Male                | A               | Persons   | -       | -       | -       | 5       | 5       |
|                         |                                                                                     |                                                                     | Female              |                 |           | -       | -       | -       | 0       | 0       |
|                         |                                                                                     |                                                                     | Total               |                 |           | -       | -       | -       | 5       | 5       |
|                         |                                                                                     | Number of outside directors (number of independent directors)       | Male                |                 | Persons   | -       | -       | -       | 3(3)    | 3(3)    |
|                         |                                                                                     |                                                                     | Female              |                 |           | -       | -       | -       | 0(0)    | 0(0)    |
|                         |                                                                                     |                                                                     | Total               |                 |           | -       | -       | -       | 3(3)    | 3(3)    |
|                         |                                                                                     | Term of directors who are Audit & Supervisory Committee members     |                     |                 | Years     | -       | -       | -       | 2       | 2       |
|                         | Number of executive officers <sup>*1</sup>                                          | Male                                                                | A                   | Persons         | -         | -       | -       | 13      | 13      |         |
|                         |                                                                                     |                                                                     |                     |                 | Female    | -       | -       | -       | 1       | 1       |
|                         |                                                                                     |                                                                     |                     |                 | Total     | -       | -       | -       | 14      | 14      |
|                         |                                                                                     | Director and executive officers <sup>*1</sup>                       |                     |                 | A         | Persons | -       | -       | -       | 4       |
|                         | IR activity                                                                         | Ordinary general meeting of shareholders                            |                     | A               | Times     | 1       | 1       | 1       | 1       | 1       |
|                         |                                                                                     | Number of meetings with investors                                   |                     |                 |           | 247     | 208     | 204     | 223     | 216     |
| Compliance              | Whistleblowing reports                                                              |                                                                     |                     | C <sup>*2</sup> | Cases     | 133     | 151     | 173     | 165     | 391     |
|                         |                                                                                     | Harassment related                                                  |                     |                 |           | -       | -       | -       | -       | 249     |
|                         |                                                                                     | Employment related                                                  |                     |                 |           | -       | -       | -       | -       | 69      |
|                         |                                                                                     | HR related                                                          |                     |                 |           | -       | -       | -       | -       | 73      |
| Supply Chain Management | Business partner questionnaire results                                              |                                                                     | Number of companies | C               | Companies | 105     | 552     | 641     | 626     | 648     |
|                         |                                                                                     |                                                                     | Response rate       |                 | %         | 86.6    | 54.0    | 64.0    | 62.3    | 69.3    |
|                         |                                                                                     | YAMADA HOLDINGS' business partners                                  | Number of companies | A               | Companies | -       | 121     | 280     | 289     | 297     |
|                         |                                                                                     |                                                                     | Response rate       |                 | %         | -       | 43.0    | 56.1    | 49.1    | 58.9    |
|                         |                                                                                     | Group company business partners                                     | Number of companies | C               | Companies | 5       | 314     | 247     | 220     | 228     |
|                         |                                                                                     |                                                                     | Response rate       |                 | %         | 100     | 53.8    | 67.6    | 71.8    | 74.1    |
|                         |                                                                                     | YAMADA DENKI main business partners                                 | Number of companies | B               | Companies | 81      | 80      | 75      | 74      | 73      |
|                         |                                                                                     |                                                                     | Response rate       |                 | %         | 82.7    | 63.8    | 62.7    | 63.5    | 75.3    |
|                         |                                                                                     | Contract manufacturers of SPA products                              | Number of companies | A               | Companies | 19      | 37      | 39      | 43      | 50      |
|                         |                                                                                     |                                                                     | Response rate       |                 | %         | 100     | 70.3    | 100     | 100     | 100     |
| Political Donations     | Political donations                                                                 |                                                                     |                     | A               | Yen       | 0       | 0       | 0       | 0       | 0       |

\*1 Due to the transition to a company with an Audit and Supervisory Committee on June 27, 2024. Hence the data provided reflects the period after the transition. For data prior to the transition, please refer to the past ESG data.

\*2 Includes unconsolidated subsidiaries.

## Independent Assurance Statement

June 23, 2025

Mr. Noboru Yamada  
Representative Director,  
Chairperson and CEO  
YAMADA HOLDINGS CO., LTD.

### 1. Purpose

We, Sustainability Accounting Co., Ltd., have been engaged by YAMADA HOLDINGS CO., LTD. (hereinafter "the Company") to provide limited assurance on the Company and its domestic consolidated subsidiaries' performance indicators for the year ended March 31, 2025, which are 36.4 kt-CO<sub>2</sub> for Scope1, 235 kt-CO<sub>2</sub> for market-based Scope2 and 20.4 Mt-CO<sub>2</sub> for Scope3 (Category 1,2,3,4,5,6,7,11,12,14). The purpose of this process is to express our conclusion on whether the CO<sub>2</sub> emissions were calculated in accordance with the Company's standards. The Company's management is responsible for calculating the CO<sub>2</sub> emissions. Our responsibility is to independently carry out a limited assurance engagement and to express our assurance conclusion.

### 2. Procedures Performed

We conducted our assurance engagement in accordance with International Standard on Assurance Engagement 3000 (ISAE 3000) and 3410 (ISAE3410). The key procedures we carried out included:

- Interviewing the Company's responsible personnel to understand the Company's standards
- Reviewing the Company's standards
- Performing cross-checks on a sample basis and performing a recalculation to determine whether the CO<sub>2</sub> emissions were calculated in accordance with the Company's standards.

### 3. Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the CO<sub>2</sub> emissions have not been calculated in all material respects in accordance with the Company's standards.

We have no conflict of interest relationships with the Company.



Takashi Fukushima  
Representative Director  
Sustainability Accounting Co., Ltd.