

Year 2021-2022

Sustainable Report

Thai Yamaha Motor



About This Report

This report was identified from the Sustainable Development Report 2021-2022 and analyzed for adjustment according to GRI standards, which cover economic, social, and environmental dimensions, linking to the global framework of Sustainable Development Goals.

Download this report at website
Thai Yamaha Motor Company Limited
(www.yamaha-motor.co.th)

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Corporate Mission

KANDO Creating Company



Slogan

Revs Your Heart

Unique Style of Yamaha

Innovation Excitement Confidence Emotion Ties



Message from the Management

Over the past few years, Thai Yamaha Motor would like to thank everyone who has been involved in our success. Whether it is a trade partner, Yamaha dealer, customers, or the media, they have given great response and support. As a representative of Thai Yamaha Motor, I would like to emphasize that the organization's mission is to be a Kando Creating Company. A company that offers new excitement and more fulfillment to people all over the world. We operate by creating value that surpasses customer expectations, establishing a corporate environment that fosters self-esteem, and fulfilling social responsibilities globally. Following this corporate philosophy gives us the challenge of creating unique products and enables our company to reach its goals as expected.

At the same time, we are facing an era of major transformation. Whether it is the pandemic of COVID-19 disease that changes people's lifestyles and values or the change in global policy and strategy in response to climate change as countries around the world work towards achieving carbon neutrality.

Therefore, the Japanese parent company has set a long-term vision for 2030 under the concept of “Art for Human Possibilities” to help resolve social issues in the unique way of Yamaha by harnessing the knowledge, technology, and partners we have cultivated so far to develop business that contribute to the achievement of the SDGs (Sustainable Development Goals). Furthermore, strengthening sustainability will be one of the Pillars of our management.



Mr. Tatsuya Nozaki
Chief Executive Officer
Thai Yamaha Motor

Message from the Management

One of the management principles we focus on is building a strong foundation for our brand. Let all customers believe that Yamaha is a product that they can rely on. Although in the past, the company has encountered many uncertainties, whether it is the motorcycle market product shortage or even economic, social, and environmental impacts, we can fix it and create a better situation. Ready to bring success to the organization as we expect.

In addition to our success, our company also believes that fulfilling our social responsibility is something Yamaha must do in a sustainable way, whether it involves preserving our local environment to the best of our ability, prioritizing human rights and fairness for employees, combating corruption, and many other aspects

We carry out activities and announce guidelines to move our operations forward together in all aspects, so that we can be a company that those involved with us can trust.



Mr.Phongstorn Ermongkonchai
Chief Operating Officer
Thai Yamaha Motor

About Thai Yamaha Motor

รู้จักไทยยามาฮ่ามอเตอร์

Thai Yamaha Motor

Thai Yamaha Motor Company Limited is a manufacturer and seller of motorcycles, outboard motors, golf cars, and spare parts. Import and sales of products from the Yamaha Motor Global network, such as complete-built-Unit motorcycles, water vehicles, outboard motors, multi-purpose engines, and others. Export of locally assembled motorcycles, outboard motors, golf cars, and parts.

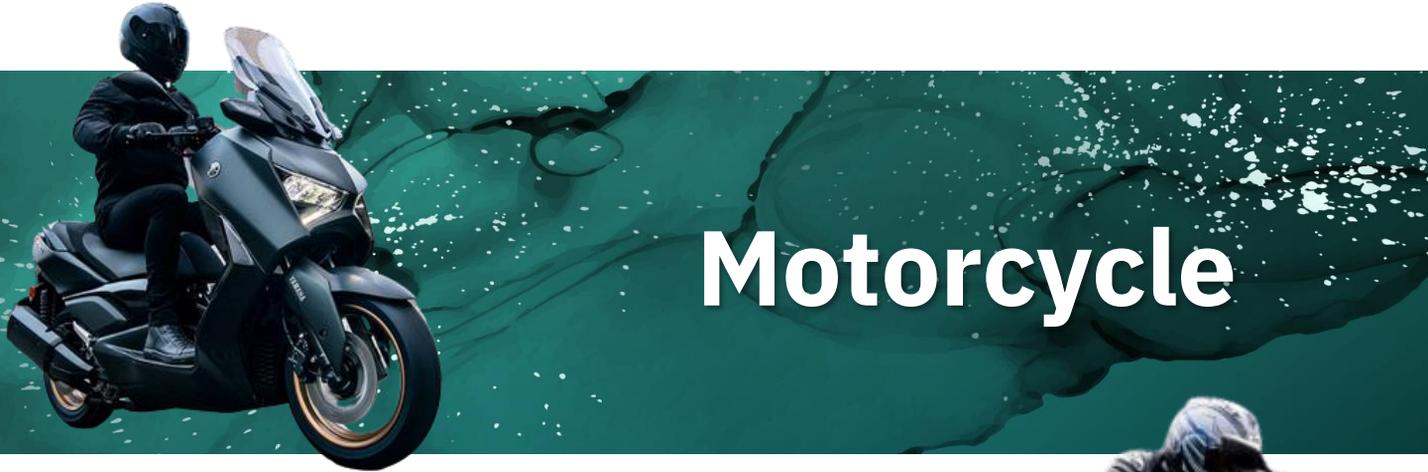
On March 12, 1964, Siam Yamaha Co., Ltd. was founded, and in 2000, Yamaha Motor Co., Ltd. (YMC) in Japan acquired a major stake in the company, which reinforced its proficiency and world-class standard. Today, we are known as Thai Yamaha Motor Co., Ltd.

At present, Thai Yamaha Motor Co., Ltd. is located at 64 Mu 1, Debaratana Road, Sisa Chorakhe Yai Sub-District, Bang Sao Thong District, Samut Prakan Province, 10570.

And has a registered capital of 1,820 million baht, 91.69% owned by Yamaha Motor Japan and 8.31% by Bangkok Bank.



Products



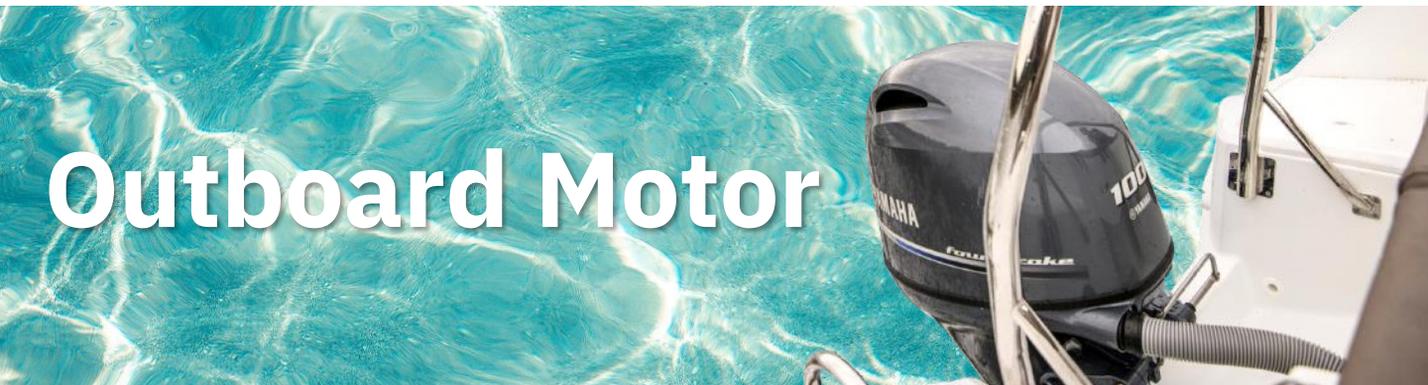
Motorcycle



Big Bike

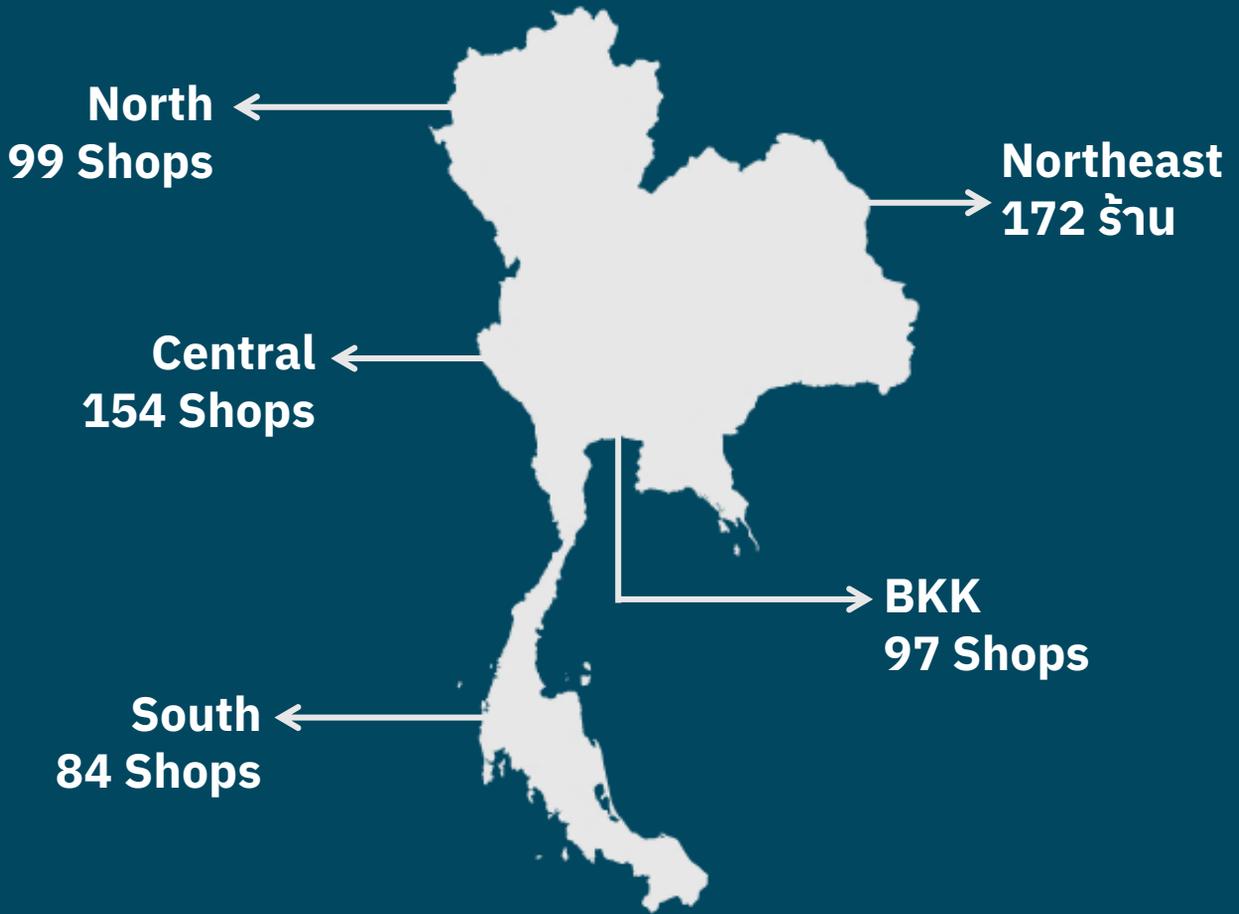


Golf Car



Outboard Motor

Yamaha Dealer



Yamaha Rider's Club

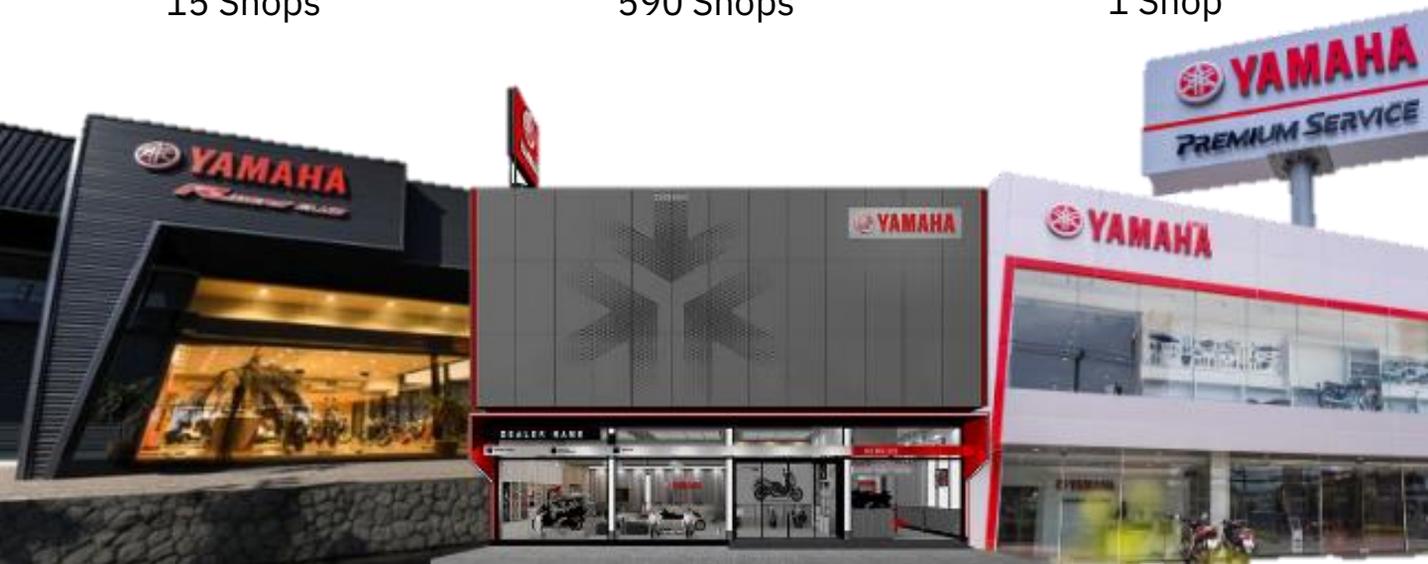
15 Shops

Yamaha Square

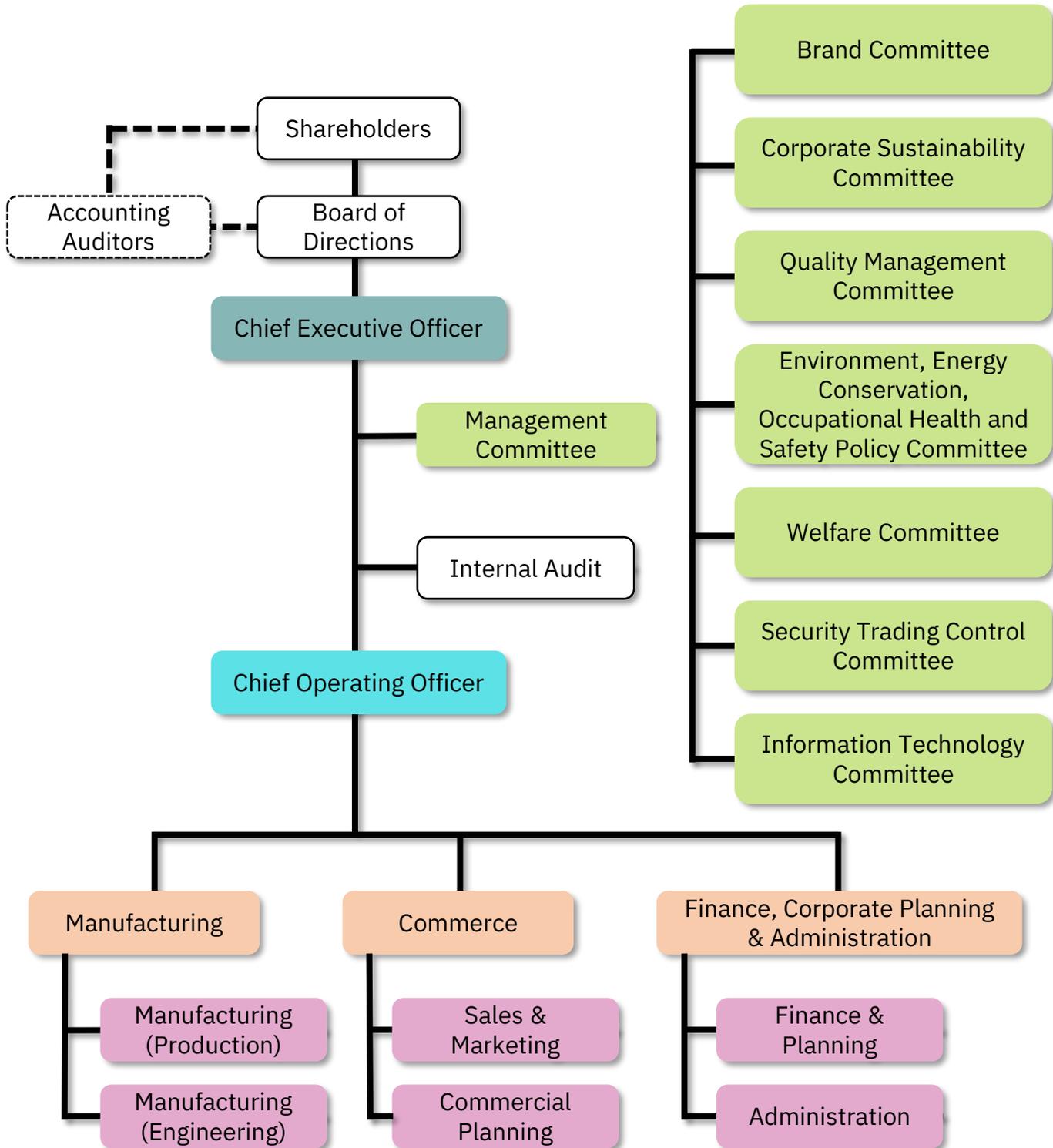
590 Shops

Yamaha Premium Service

1 Shop



Organization Structure



Responsibility of the Board of Committee

Board of Committee

Roles, Duties and Responsibilities

Brand Committee

Oversee the organization's image and products, while driving overall activities and operations to strengthen the brand.

Corporate Sustainability Committee

Supervise on employees' compliance to the requirements for sustainability and support overall activities and operations towards social responsibility.

Quality Management Committee

Manage the quality operations and develop management systems in accordance with the requirements and laws.

Environment, Energy Conservation, Occupational Health and Safety Policy Committee

Support for sustainable environment, energy, occupational health and safety management systems. Promoting compliance with the laws and regulations with continuous and sustainable efficiency.

Safety Committee

Set up safety plans and policies, with the promotion of safe and healthy working environment.

Welfare Committee

Consult to the management of welfare allocation and promote the equal access to resources for employees of all levels.

Security Trading Control Committee

Control for the approval of transactions related to external businesses or entities, as well as categorize and screen on overall transactions.

Information Technology Committee

Establish the strategic direction of business for IT system development of the organization

Corporate Governance

Thai Yamaha Motor Co., Ltd. enhances the efficacy in business corporate governance, and excellent management, with an emphasis on good benefits of all people through ethics, transparency, and verifiable business transactions. For this reason, a policy on good corporate governance has been established as a guideline for the management and employees at work.

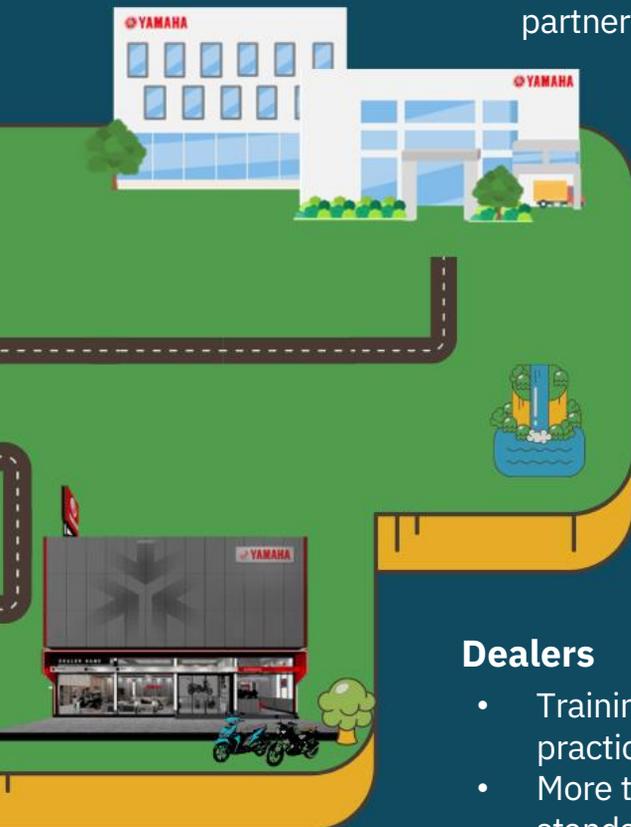
The company has set visions, strategies, policies, and work plans, with consideration on factors and appropriate risk management approaches.

Also, the company emphasizes morals and ethics within the organization in a bid to operate according to the framework of good corporate governance , such as fair trading, no illegal benefits, workplace safety, confidentiality of the company and personal information, and respect for human rights.



Partners

- Yamaha Motor Asia (YMAC) : Product development for Asian markets (R&D)
- Yamaha Motor Parts Manufacturing (YPMT) : Produce spare parts and aluminum
- Procurement with more than 160 lists of first-tier partners and more than 1,700 lists of second-tier partners



Dealers

- Training Yamaha dealers on theory and practices related to products
- More than 500 shops got the Pro-Care standard certified to create the best customer satisfaction
- More than 400 shops got the Yamaha Green Service Shop to ensure efficient environmental work standards

Thai Yamaha Motor

Sustainability Basic Policy

&

Integrated Management

System Policy

นโยบายระบบการจัดการแบบบูรณาการและ
นโยบายพื้นฐานด้านความยั่งยืนของกลุ่ม
บริษัทยามาฮ่ามอเตอร์

Corporate Sustainability Basic Policy of Thai Yamaha Motor Co., Ltd.



Thai Yamaha Motor's corporate mission is to be a "Kando Creating Company" We aim to offer the people all over the world joy, amazement, elation, fulfillment and happiness through our products and services while maintaining harmony with society and the global environment. To achieve this, we will leverage the empathy arising from connections between people as an engine for creating new value. As a company trusted by society, we will, under appropriate corporate governance, contribute to the resolution of social issues and sustainable development through innovation and diverse products and services, in ways that take the unique style of Yamaha

We ask our business partners to uphold this policy and act on its basis.

- We will comply with international rules, laws and ordinances, ensure risk management, corporate governance, and at the same time, we will work to prevent corruption, and execute our operations with fairness and integrity
- We will respect human rights, will not discriminate, and will not use child labor or carry out forced labor under any form
- We will value our relationships with our stakeholders and disclose information in a timely and appropriate manner

Customers

We will provide high quality products and services that can be used safely and with a peace of mind by anyone and will be working to educate people on the proper ways to use our products and spreading this knowledge to create good environments for their use

Employees

We think that health and safety of our employees is a foundation of the company's growth. We will be improving working environments, respects and promote diversity and inclusion, and engage proactively in talent management. We will also respect the freedom of association and the right of collective bargaining.

Shareholders and Investors

We will aim to enhance corporate value through long-term stable growth based on mutual dialogue.

Business partners

We will have our doors wide open to all partners, regardless of nationality or size, and with long-term perspective we will be engaged in achievement of mutual prosperity

Community

We will respect the cultures and customs of each country and region, and work to be achieve harmony with communities.

Environment

We will develop technologies in a way to prevent global warming, and work to minimize environment loads. Furthermore, we will undertake the conversation of biodiversity and sustainable use of natural resources.

Integrated Management System Policy

(Quality, Environment, Energy, Occupational Health and Safety)

Thai Yamaha Motor Company is committed to continuously manage the Quality, Environment, Energy, Occupational Health and Safety System to enhance management system performance for sustainable growth. The company considers Quality, Environment, Energy, Occupational Health and Safety management system as important part of its operation, regarding to the interested parties needs and expectation inside and outside the company, where the management and employees at all levels will cooperate to comply with the Policy by the following;

- Commit to satisfy customers with high quality products, prompt delivery and services that meet customer needs;
- Fulfil with YMC directives, all compliance obligations relevant to quality, environment, energy, occupational Health and Safety. Take actions to manage possible risks;
- Establish objectives, targets and plan to achieve the intended outcomes and achieve continual improvement for the management systems of the Quality, Environment, Energy, Occupational Health and Safety;
- Commit to encouraging awareness-raising to employees at all company's activities and processes as follow;

- 1) Control the process effectiveness to ensure that comply with international standard and company standard
- 2) Promote effective usage of resources and energy, recycling of limited resource greenhouse gases emission along with purposing to Carbon Neutrality and Net-Zero emission
- 3) Promote business operation on social responsibility and harmony with nature which control chemicals management in processes and products and commit to protecting environment from harm and degradation arising from TYM's activities, products, and services
- 4) Eliminate and reduce all possible hazards and all risks. Continuously improve and commit to preventing work-related injury and ill-health with cooperating for continuous improvement on programs in order, to improve healthy work conditions, and to promote safety at the worksite;



- Provide appropriate budget, product, services, organization knowledge and resources allocation needed to perform the operation for development of the management systems of the Quality, Environment, Energy, Occupational Health and Safety for the benefits of employee and organization. Support procurement, process design activities and renewable energy resources of efficient products and services that consider energy performance improvement.
- Communicate to worker, work's representative and interested parties for effective understanding including consultation and participation to improve relationship with by organizing activities, and
- Review the Quality, Environment, Energy, Occupational Health and Safety Policy on annual basis to ensure compliance and to adaptation the changes that may arise.

Sustainable Development of Thai Yamaha Motor

การพัฒนาอย่างยั่งยืนของไทยยามาฮ่ามอเตอร์

Thai Yamaha Motor Company Limited has operated under three management principles: creating value that surpasses customer expectations; establishing a corporate environment that fosters self-esteem; and fulfilling social responsibilities globally. To achieve success on all three principles, the company has set goals and an operation plan that consider the conditions of society, the economy, and the environment. This comes from the direction of the parent company and commitments at the national and international levels.

Therefore, as the company that has been trusted by society, we operate and follow the Sustainable Development Goals (SDGs) with the goal of achieving sustainable growth through solving social problems and responding to all stakeholders through Yamaha innovations, services, and products.



Key Issues and Scope

E

Environment Plan 2050 to set goals that help reduce environmental impacts on nature

Environment

- Climate Change (Carbon Neutral and Energy)
- Resource Recycling
- Biodiversity
- Management

S

Organizing social activities Discussion meetings and promoting the potential of personnel

Social

- Corporate Social Responsibility
- Road Safety
- Occupational Health and Safety
- Human Right and Welfare

G

Operating with transparency according to the requirements of “Compliance Comes First”

Governance

- Long Term Vision
- Code of Ethics
- Risk Management
- Economic Performance
- Customer Satisfaction



สิ่งแวดล้อม
ENVIRONMENT



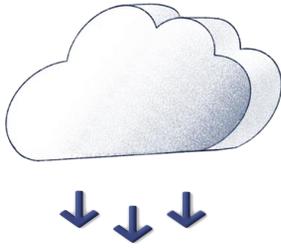
*Thai
Yamaha
Motor
In
Harmony
with
Nature*

Environment

Yamaha is committed to creating products and services that allow users to go beyond satisfaction. Along with interacting with a beautiful natural environment. We will therefore take responsibility for environmental conservation and minimize our effect on the environment.

In the Yamaha Motor Group Environmental Plan 2050, we set climate change, recycling of resources, and biodiversity as priority action areas, with carbon neutrality, a circular economy, and nature positivity as targets to achieve

Carbon Neutral and Energy



Reduce CO₂ and toward Carbon neutrality within 2035 and Net Zero by 2050
At present, we can reduce CO₂ compared to 2010;

58%

Guaranteed with awards that promote good energy management within the organization

Thailand Energy Award 2021



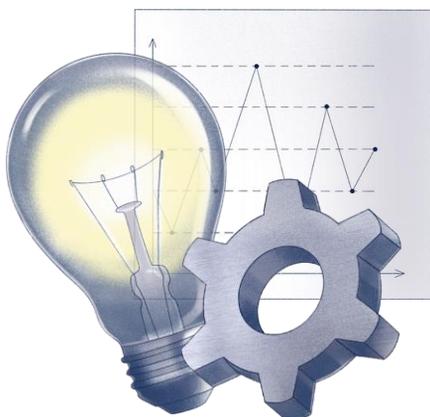
Compliance with the energy law. We ensure that no operation goes against the regulations and laws. We have registered laws within the company.

66 Lists

Install solar cells to reduce electricity usage. Install 81 kWp in 2021 and 400 kWp in 2022.

Electrical generation (2021-2022)

1.2 Million MJ



Others energy project

- Energy saving equipment / Control energy use
- Improve power factor / Change low-performance devices

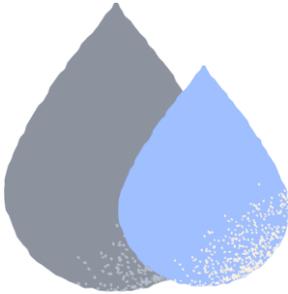
Energy Saving

0.88 Million MJ In 2021

3.5 Million MJ In 2023



Environment Management



Water is recycled at least 50% compared with city water in each month. To circulate water resources for sustainable benefit.

Including being a zero-discharge organization. The average of recycled water can be produced;

60%



Reduce waste generation by at least 1% in every year. The base year is 2010. At present, we can reduce waste;

23%



Build green culture and operations that take into consideration of environment. And to show that our company joins to protect environmental guaranteed by;

ECO Factory

Green Industry Level 4

Raise environmental awareness for employees. During 2021 - 2022, environmental activities will be organized;



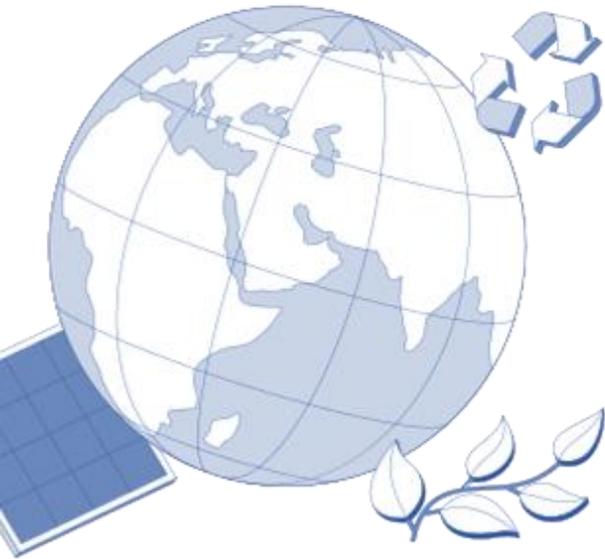
20 Activities

Compliance with the environment law. We ensure that no operation goes against the regulations and laws. We have registered laws within the company;

66 Lists







Yamaha Motor in Japan provides direction about the environment for Yamaha Motor Group around the world. To create objectives and targets that are in the same direction.

Environmental Plan 2050

Environmental Plan 2050



Climate Change

- Reduce CO2 emission from production and support production
- Using clean energy



Resource Recycling

- Promote the 3R and be a zero waste to landfill organization
- Reduce water usage and increase the quality of water recycling system



Biodiversity

- Activity to protect the places
- Activities that contribute to solve environment issues



Management

- Strengthening of compliance with environmental laws and regulations
- Building awareness on environmental conservation

Climate Change



For over 60 years since its founding, Yamaha Motor has used the lightweight, compact, durable, and reliable concepts of engineering, manufacturing, and marketing. But at the same time, more than 80% of the CO₂ emissions from Yamaha Motor Group come from CO₂ emissions associated with the use of our products. To tackle the issue, Thai Yamaha Motor has set up strategies to help achieve carbon neutrality;

- ➔ Improve the fuel efficiency of ICE systems
- ➔ Upgrade and expand BEV products
- ➔ Expand sales of BEV models
- ➔ Develop power trains with carbon neutral fuel capabilities



Environmental Plan 2050 Climate Change

Thai Yamaha Motor aims to be a motorcycle industry with a low carbon society. The goal is to reach carbon neutrality by 2035 and net zero by 2050



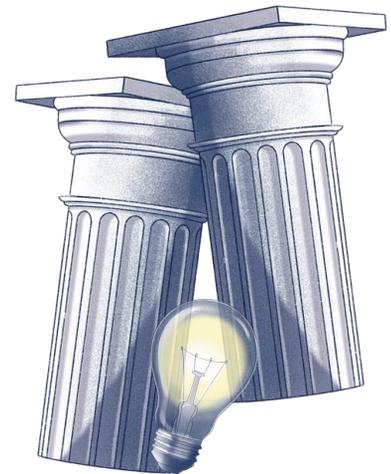
To be able to achieve carbon neutrality, Thai Yamaha Motor has established a 4 dimension strategy for operation directions.



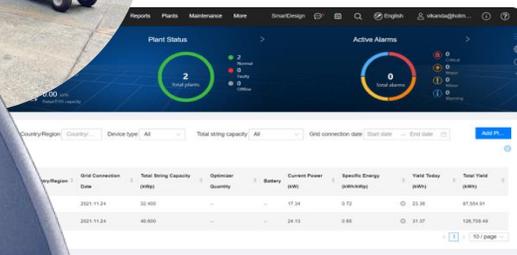
1. Build environment Committee since 1996, to achieve the company's target by working team that comes from every position to work together to achieve the target of carbon neutrality.

2. Applying 4 principles to management for carbon neutrality

- Theoretical Value Energy: to find and reduce energy usage that is not beneficial.
- Renewable Energy: Installing solar cells to produce electricity and reduce carbon dioxide emissions.
- Process Reform: Process Reform: The replacement of low-performing machines or equipment with machines that have high efficiency including new technology.
- Fossil Fuel Free: hanging machinery that uses fossil fuels into electricity from renewable energy.



3. Energy analysis such as using a real-time inspection system to check information accurately and use the data to analyze.



4. Raise awareness for carbon neutrality and focus on giving knowledge through organizing activities and internal public relations and being able to relate to practical work.



Resource Recycling



The competitiveness of the motorcycle market is not only fought over appearance, quality, innovation, and satisfaction that users will receive. However, the image of the company shows that products have been developed under awareness and responsibility towards the environment is becoming one of the choices of service users.

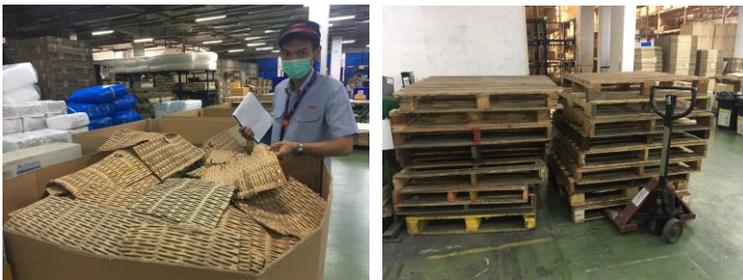
The 3R Concept (Reduce, Reuse, Recycle) is becoming ever more important in all phases of product life cycles, from development and production to use and final disposal, to creating a recycling-oriented society. The Yamaha Motor Group promotes recycling and the effective use of limited resources.

Thai Yamaha Motor has used the 3Rs concept as the basis of our waste management. Both waste and water will consider the potential and the related regulations to leave the least amount of waste that needs to be disposed of or treated.

Focusing on being a company:
Zero Waste to Landfill & Zero Discharge



REUSE
REDUCE
RECYCLE



Environmental Plan 2050

Resource Recycling

Biodiversity



Harmony with nature or being part of nature is one of the company's objectives and targets, especially in preserving and protecting local biodiversity and environmental social responsibility with surrounding communities.

Thai Yamaha has received targets and directions to protect biodiversity;

- Creating biodiversity in the ecosystem
- Breed and genetic diversity
- Activities that promote benefits to nature
- Minimize environmental impacts



Environmental Plan 2050 Biodiversity



Thai Yamaha Motor organizes activities related to the environment every year by creating a variety of activities and benefits in every aspect such as building water retardation dams, planting trees, cleaning, and increasing green areas. The most important is to create unlimited environmental knowledge to employees and their families



We view environmental conservation activities that embody the unique style of Yamaha from the following four perspectives.

1. Activities to protect the natural environment where our products are used

environments where our products are used such as motorcycles, ATVs or outboard motors etc.



2. Activities that use our products

Our products are used to help protect nature

3. Activities in collaboration with Yamaha users

Customers' participation in our activities

4. Activities that contribute to solving regional environmental issues

Activities that protect our local environment



Environment Management



Thai Yamaha Motor endeavors to minimize environmental issues, including those concerning climate change and biodiversity to achieve our target. In addition to focusing on climate change, resource recycling, and biodiversity, management systems also implemented in our company



We apply work operation along with management system standards to achieve systematic work. The company have certifications that can be verified. Thai Yamaha Motor has established an environment committee to deliberate on policies and visions for the future concerning environmental initiatives, short- and long-term which are not against the law.

The company organizes internal audits 1 time/year during April. and external audit 1 time/year during August



Environmental Plan 2050 Environment Management

S

สังคม
OCIAL

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



◎ *Ties*

◎ *Innovation*

◎ *Excitement*

◎ *Confidence*

◎ *Emotion*

Social Response

Thai Yamaha Motor is committed to creating sustainable development in society through the company's business and activity which is based on the corporate philosophy, risk management, and compliance with legal and regulations.

As part of society, Thai Yamaha Motor has a clear policy for social responsibility with a focus on sustainable social development. and can be self-reliant

Corporate Social Responsibility

Corporate Social Responsibility Policy

Thai Yamaha Motor Co., Ltd. aims to conduct business with responsibility for society, environment, and communities in which we conduct our business. We focus on collaboration towards sustainable development to accomplish the aforementioned goals and concepts. Therefore, we have imposed a business policy involving the following:

1. It is our ambition to sustainably thrive, along with focusing on environmental conservation by taking effects on communities and society as a whole into account.
2. We would make use of our knowledge, experience, and expertise in engineering and energy to benefit society by making the best use of natural resources under the concept of sufficiency economy, in order to be sustainably independent.
3. We would create projects on social responsibilities by encouraging collaboration in communities and with the regional governmental sector.
4. We would encourage collaboration among employees in the company as well as cultivate values about social responsibilities.







The company has created various communication channels for the public to show that business operations are fair, reliable, and friendly to users and the environment. One of the channels that the company is trying to pass on is expressing through social responsibility in various aspects that can be done.

Thai Yamaha Motor will present all activities to Yamaha Motor Group around the world to emphasize that the company gives importance to society as well.

The company has various activities that help and create opportunities for society, such as knowledge, promoting environmental conservation, improving traffic safety and resolving local community, etc.

Corporate Social Responsibility



As a company that has a successful business as a motorcycle distributor. To give back to the society, in addition to providing quality products, The company has the intention to contribute income to society by creating knowledge and careers for the community.



Organizing an **OTOP market** for the community to sell food, drinks, and others once a month every month. The average income for the community is 60,000 baht/store/year

Arrange concessions for **disabled people or caregivers of disabled people market** to sell food, drinks, and others. To help the underprivileged in society according to government regulations regarding rights under Section 35.



support food and drinks from local shops for a food break



Organize **Green Market** activities to promote environmentally friendly packaging



Road Safety

Since 2004, Thai Yamaha Motor has organized a project on “Safety training” and “Motorcycle license” for educational institutions across the country, average 40–50 times a year under the project name “Yamaha Riding Technique project” or YRT, in cooperation with the government. Since the year 2007, the company has established “Yamaha Riding Academy” or YRA to be a motorcycle riding academy for the general public, students, as well as public and private agencies, certified by “Department of Land Transport,” Ministry of Transport.

Part 1 Training Building

Consists of standard training rooms and a simulator room

Part 2 Large Auditorium

The capacity is 265 seats with complete lights and sound systems of high technology

Part 3 Testing field

In an area size of 10,907 square meters, according to the standards of Department of Land Transport and the same standards as a testing field in Japan.

Part 4 Test runway

Can test high-speed riding at a distance of more than 300 meters.

Yamaha Riding Academy



The company is registered as a Yamaha motorcycle riding training institute where the certificate can be submitted to transportation to obtain a driver's license. In addition, the company has also joined in supporting the safe driving training project for students or interested personnel.

In addition, the company also supports training projects for service riders, whether it be Grab or Food Panda in the Delivery Man Project. This project allows riders to be more than super riders by enhancing correct and safe driving skills by training in the Learn To Ride course, with more than 1,774 people participating in this course. Including the Kids Bike course that promotes driving skills for Thai youth from the age of 5-10 years and how to survive when stuck in a van. There are over 573 students enrolled in this course.

For the past 2 years, the company has traveled to various institutions. To organize activities for over 500 students such as

Year 2021

- Samutprakan Technical College
- Faculty of Medicine Siriraj Hospital, Mahidol University
- Sahapanich business technological college
- Takfa Technology and Management College
- Takhliprachasan School

Year 2022

- Samutprakan Technical College
- Watsaothongnok School
- Sor. Arun Driving School



Road Safety For New Generation, Rider And For Kids

WE CARE WE SAVE




Research Finding In-depth Accident Investigate in Thailand

Honda and Yamaha In collaboration with the Accident Research Center of Thailand Under the Asian Institute of Technology prepared a statement summarizing research results “Research Finding In-depth Accident Investigate in Thailand” based on 1,000 case studies to find factors that cause road accidents. Ready to open the forum on the topic “Direction and perspective for reducing accidents in the future”

Factors causing accidents were found in 1,00 case studies.

49% Misjudgment of the situation

32% Wrong decision

13% The driver controls the car incorrectly

Providing helmets

The company has provided helmets to various agencies to create awareness for drivers to wear helmets every time they use a motorcycle and to promote safety related to the company's products, whether It will be a “We Care We Save” or “Yamaha is conscious” project.

During the past 2 years, The company provide helmets such as;

- **Siriraj Hospital**
- **Deputy Governor of Samut Prakan Province To distribute to the public**
- **Samut Prakan Provincial Police Station**
- **Governor of Bangkok To distribute to the public**

Occupational Health and Safety

Thai Yamaha Motor gives importance to the safety of employees in every aspect, both physical and mental. The company has organized activities, personnel, and budgets that will help the safety system of the company efficiently.

The company controls work safety hours and report the results to the management group at the Management Review meeting, including explaining the results of the investigation of every accident that occurs. The Company has achieved the average safe working hours in 2021-2022.



1,452,519

Hours



Control the physical health of employees

0

People



Complaint has been solved.

100%

Organize activities that enhance both physical and mental safety for employees.



- **Safety Morning Talk**
- **Fundamental Road Show and Safety Campaign**
- **Safe Forklift Driving Competition**
- **Body & Mind YHCC Clinic**



There is a safety inspection as required by law.

- **Light and sound measurement**
- **Measurement of chemical vapors**
- **Annual health check**



'Smiling Depression'
 เพราะว่ายิ้มไม่ได้แปลว่ามีความสุข
 ยิ้ม-หัวเราะง่าย เส้นเอ็นผิดปกติ แฝงความเครียด

Body & Mind YHCC Clinic
 ทุกบ่ายวันพฤหัสบดี
 สภะเมียนนิตินายใต้ YHCC
 02-740-8000 ต่อ 1782



บริษัท ไทยยามาฮ่ามอเตอร์ จำกัด
 กำหนดตรวจสุขภาพประจำปี 2565

วันที่ 25,28 กุมภาพันธ์ 2565 เวลา 06:00 - 15:00 น.
 วันที่ 1,2,3,4,7,8 มีนาคม 2565 เวลา 06:00 - 15:00 น.

กำหนดการพบแพทย์ วันที่ 29,30,31 มีนาคม 2565*

เนื่องด้วยสถานการณ์ Covid 19 ส่วนได้หน้าจากถอดการตรวจนะ
 ดำเนินการโดย โรงพยาบาลบางปะกอก 9 อินเตอร์เนชั่นแนล

ตารางแพทย์ YHCC ประจำเดือนธันวาคม

อายุรแพทย์ทั่วไป
 เวลา 08.30 - 12.30 น. และ 13.30 - 16.30 น.
 พญ.ณภัค ลากอำนาจกุล

อายุรแพทย์โรคหัวใจและหลอดเลือด
 สอดตรวจทุกวันพุธ ที่ 1, 8, 15, 29 เวลา 12.00 - 16.00 น.
อ.มนตรีชัย อำนวยพลา

ศัลยแพทย์ กระดูกและข้อ

อ.กุลพัชร ตรวจ 17, 24 ธ.ค. 08.00 - 12.00 น.	อ.ปณิตาน ตรวจ 1, 15 ธ.ค. 08.00 - 12.00 น.	อ.เสฏฐา ตรวจ 13, 20 ธ.ค. 12.00 - 16.00 น.	อ.สรวิทย์ ตรวจ 9, 23 ธ.ค. 08.00 - 12.00 น.
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ตารางแพทย์เดือนกันยายน

พญ. รุณภาศ สุขโอบยาน แพทย์อายุรกรรม แพทย์ศาสตร์ sw. รามธิบดี มหาวิทยาลัยมหิดล
ออกตรวจ จันทร์-ศุกร์
 เวลา 0830 น. - 1630 น.

ผศ.พ.มนตรีชัย อำนวยพลา
 อายุรแพทย์เฉพาะทาง โรคหัวใจและหลอดเลือด

ออกตรวจวันจันทร์
 เวลา 09.00 - 13.00 น.

ตารางแพทย์ศัลยกรรมกระดูกและข้อ

ผศ.พ.ทศพร จุลสำลี เฉพาะทางศัลยกรรมกระดูกและข้อ 2 วัน/สัปดาห์ เวลา 08.00 - 12.00 น.	ผศ.พ.สรวิทย์ ธรรมะพงศ์กิจ เฉพาะทางศัลยกรรมกระดูกและข้อ 8 วัน/สัปดาห์ เวลา 08.00 - 12.00 น. 15 วัน/สัปดาห์ เวลา 12.30 - 16.30 น.	อ.พ.เสฏฐา เวลารัตนพงศ์ เฉพาะทางศัลยกรรมกระดูกและข้อ 12 วัน/สัปดาห์ เวลา 12.30 - 16.30 น. 18 วัน/สัปดาห์ เวลา 12.30 - 16.30 น.
ผศ.พ.ปวีณา สุนธิยาร เฉพาะทางศัลยกรรมกระดูกและข้อ 14 วัน/สัปดาห์ เวลา 08.30 - 12.30 น. 28 วัน/สัปดาห์ เวลา 08.30 - 12.30 น.	อ.พ.ปวีณ ใจนิพนธ์ เฉพาะทางศัลยกรรมกระดูกและข้อ 22 วัน/สัปดาห์ เวลา 08.00 - 12.00 น.	

The company has occupational health and safety operations by the requirements of the occupational health and safety management standard system as well as other relevant legal requirements.

Safety Committee

Management level representatives
1 people

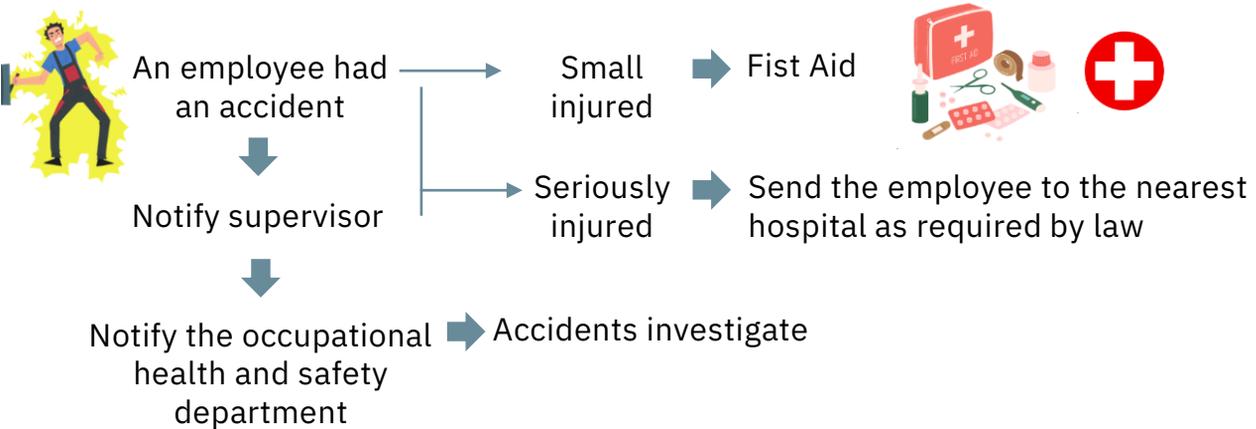
Supervisory level representatives
10 people

Employee representative
10 people

The Company appoints a committee by the Ministerial Regulations regarding the provision of work safety officers, personnel, agencies, or groups of persons to carry out safety operations in establishments with fifty or more employees.



Risk and Opportunity Assessment for Occupational Health and Safety



Health services and treatment for employees

The company pays attention to the health of its employees as its first priority. Therefore, the Yamaha Health Care Center was established under the management of Ramathibodi Health Center, Faculty of Medicine, Ramathibodi Hospital, Mahidol University



Blood Donation

The company invites employees to join in donating blood with the Thai Red Cross Society for employees to join in making merit and also get health as well. The company is part of the Blood Hero project of the Thai Red Cross Society, amounting to 500,00 baht to support in relieving the blood shortage crisis.

ขอเชิญชวนชาวยามาฮ่ามอเตอร์ ร่วมบริจาคโลหิตกับ สภากาชาดไทย

27 มิถุนายน 2565 เวลา 09:00 - 15:00 น.

ณ ห้องประชุมใหญ่ อาคารสำนักงาน ชั้น 2 บริษัท ไทยยามาฮ่ามอเตอร์ จำกัด

ส่งรายชื่อได้ที่ แผนกแรงงานสัมพันธ์ ติดต่อ คุณศกกิจ แออร์ภายใน 1037

ภาคโลหิตจะได้
ทุกเป็นกระเป๋าด้า
โลหิต กับสภากาชาดไทย





COVID-19



During the crisis of the COVID-19 epidemic, the company has set guidelines and practices for all employees to follow. To reduce the risk of infection and reduce the opportunity to spread risk, whether it is

- Partitions in the canteen
- More break time to reduce the number of people in the canteen.
- Open the entrance door to increase ventilation.
- Arrange Work From Home schedules in each department
- and others according to various related announcements

Even though the epidemic has subsided, the company continues to maintain certain regulations and guidelines to ensure that the spread does not occur within the company.

In addition, the company also emphasizes the importance of vaccines to all Yamaha employees by being COVID-19 vaccination Center. For Yamaha employees and those Insured under Social Security in Section 33, Thai Yamaha Motor is one of 11 vaccination Centers in 4 economic provinces.

The company also gives items needed during the epidemic crisis to many agencies and groups in need. To help relieve the burden during this crisis.

- Provide consumer goods to waiting centers in Samut Prakan Province
- Support cardboard boxes for building field beds for COVID-19 patients.
- Support a budget of 1.4 million to the Ministry of Social Development and Human Security.
- Providing a positive swab testing box
- And many more



เพื่อป้องกันการแพร่ระบาด Covid 19

เน้นย้ำ...หากมีอาการไม่สบาย ห้าม!! มาปฏิบัติงาน และให้แจ้งหัวหน้างาน และ YHCC ทันที

อาการ

- ไอ เจ็บคอ
- ไข้
- ปวดหัว ตัวร้อน มีไข้
- หายใจลำบากเหนื่อยหอบ
- ลิ้นไม่รับรส

ข้อแนะนำ

- สวมหน้ากากตลอดเวลา ที่สถานทำงานและที่สาธารณะ
- ล้างมือด้วยสบู่หรือเจลแอลกอฮอล์บ่อย ๆ
- เว้นระยะห่าง อย่างน้อย 1 เมตร
- ไม่ไปในที่แออัดหรือมีคนเยอะ

ขอความร่วมมือ

ลดการพูดคุย และใช้เวลาในโรงอาหารให้น้อยที่สุด
Reduce the time spent & refrain from talking in canteen.

ขอความร่วมมือ กิจกรรมปาร์ตี้ สังสรรค์ รับประทานอาหารร่วมกัน

งด

ข้อคำนึง

- ผู้ที่ได้รับวัคซีนครบ 2 เข็มไม่จำเป็นต้องใส่หน้ากากตลอดเวลา
- พนักงานควรทำใจหาหน้ากากป้องกันตัวเอง และห้ามถอด
- ห้ามสังสรรค์
- รวมพนักงาน
- รักษาระยะห่าง
- หลีกเลี่ยงการรับประทานอาหารร่วมกัน

ขอขอบคุณเจ้าหน้าที่ ศูนย์ฉีดวัคซีน โควิด 19 ณ ศูนย์ฉีดวัคซีน บริษัท ไทยยามาฮ่ามอเตอร์ จำกัด

ขอความร่วมมือ

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อังกุยอeng บริษัท ไทยยามาฮ่ามอเตอร์ จำกัด

อังกุยอeng บริษัท อังกุยอeng สกลนคร จำกัด

มอบตุ๊กตีสั่งส่งตรง แร่ต้นบวก

POSITIVE SWAB TESTING BOX

Human Right and Welfare

Thai Yamaha Motor conducts business to meet the needs of society. One of the important things and being the company's driving force to be more efficient is Thai Yamaha Motor's employees at every level. The company respects the individuality of its employees and works on justice that will provide knowledge, development, and equal and appropriate compensation along with creating a feeling of trust for employees and ensuring that the company is ready to help and provide support in every aspect.



Human resource management policy

Our employees are considered a valuable resource. The company is committed to developing the potential of every employee to help them become professionals and progress in their careers. The quality of life will be improved with

- Appropriate income
- Welfare
- A safe workplace
- A good working environment



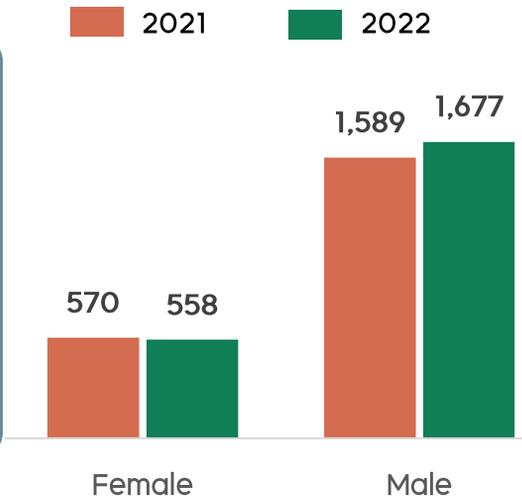
We have created a vision statement by allowing employees to participate in providing their opinions and practices in various areas.

The company is committed to managing human resources in line with this vision.



1. Planning and recruiting manpower policy

The company has a policy to hire employees according to their necessity, suitability, and abilities of each person without discrimination in recruitment. It will be according to the number and position specified in the manpower plan and The structure of each department



	2021	2022
Number of operation employees level	1,011	1,013
Number of supervisory and professional employees level	826	853
Number of manager-level	322	369
turnover rate	1.81	1.70

YAMAHA YOUNG GRADUATE

Thai Yamaha Motor gives opportunities to new graduates who are talented, energetic, and ready to learn to gain new experiences in the Yamaha Young Graduate project to create personnel who will become executives in the future.

- Learning on multi-job in various functions in TYM by rotation process
- Participating in meetings, workshops, and other
- Having buddy and mentor for advising and consulting
- Doing project assignment in area which interested in
- Reporting assignment progress to mentor (GM)
- Presenting project assignment to Management for evaluation



2. Welfare policy



Employee welfare will be based on the needs and appropriateness of basic factors that are consistent with living happily in society under the economic environment, living expenses, and necessities for the lives of employees and families. Including facilitation and the suitability of employees' work performance in each aspect

EMPLOYEE BENEFITS!



- Air-conditioned shuttle for employees during regular work hours, holidays, shift work, and overtime
- Employee uniforms and all types of safety equipment necessary for the job- Medical benefits for some employees and families
- Hospital room, annual health examination, and physical examination according to risk factors
- Life insurance and accidents 24 hours a day
- Subsidy for children's education-
- Assistance for weddings, christenings, funerals
- Emergency loan in case of illness, suffering from natural disasters
- Buying company products at special prices
- Provident fund

- - Allowance for traveling upcountry and abroad
- Vehicle for the position, car fuel costs
- Mobile phone cost
- Diligence Allowance
- Shift work allowance
- Living expenses
- Air-conditioned room for lunch and meals for shift workers, overtime employees, and employees working on holidays

3. Compensation policy

The company has a compensation policy for hiring employees to receive compensation appropriate to their responsibilities in the assigned position and is ready to push employees to learn and develop to advance to higher positions



4. Labor relations policy

The company has established a labor relations policy that promotes good relationships between executives and employees. Provide an opportunity for selecting employee representatives to participate in the management of the organization through the welfare committee in the workplace. In addition, the company will encourage employees to organize activities to create unity and commit to creating an organizational culture within the framework of ethics and human rights principles.



5. Human Resource Development Policy

The company aims to produce personnel with maximum efficiency to participate in job creation as well as develop skills in terms of machinery, equipment, and management. The company has a policy to provide training both within and outside the company and abroad with government and private sector institutions to enhance skills and knowledge. The right attitude and management together are not the only way to create a workforce.



G

ธรรมาภิบาล
OVERNANCE

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



*We
are
Kando
Creating
Company*

Governance

Yamaha is an organization that adheres to the Kando philosophy. We offer excitement and help improve the lives of people around the world.

Yamaha is committed to offering products and services that fulfill people's dreams through initiative and passion. And it will be an organization where people can look for excitement or new ideas. To provide the highest value and satisfaction





Long term vision of Thai Yamaha Motor

There are three levels comprising the Yamaha brand:

- Corporate mission to be a Kando Creating Company
- Brand slogan “Revs your heart”
- The unique style of Yamaha , its five principles of Innovation, Excitement, Confidence and Ties

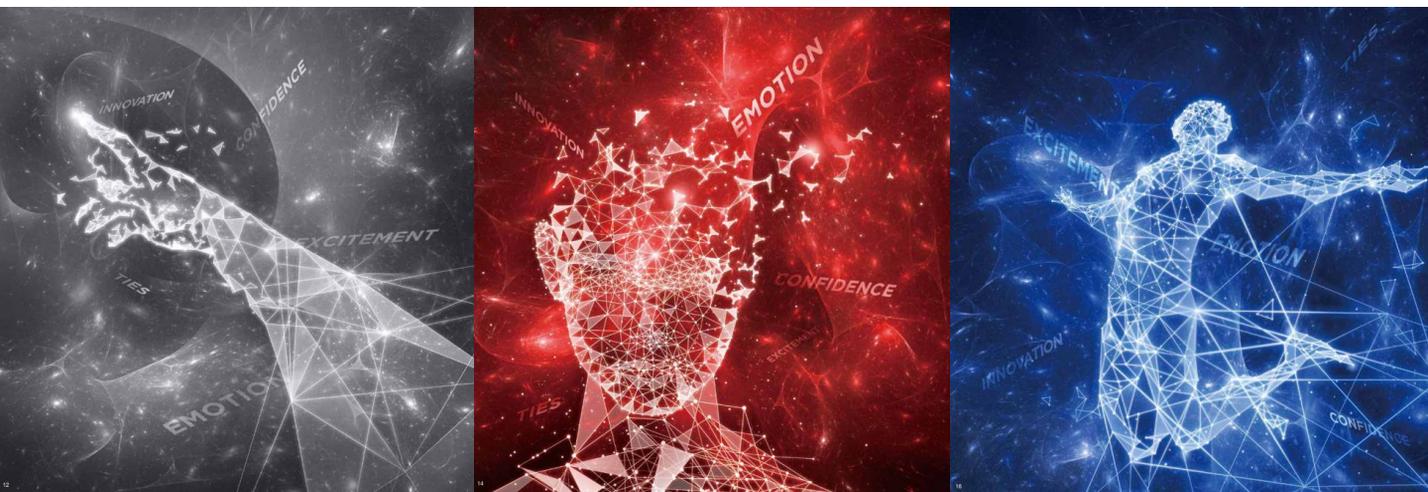
With these 3 levels, this makes the company can run business smoothly and can create maximum reliability and satisfaction. Therefore, the company will run a business related to the global environment, economy, and society by setting a vision that can see long-term benefits. For this reason, the company has set a long-term vision plan for the year 2030 as “ART for Human Possibilities” to address social issues in uniquely Yamaha ways.

1. Advancing Robotics : Develop advanced robotics and new ways to apply these breakthroughs to suit the needs of people and society, supporting human operation and enhancing comfort.

2. Rethink Solutions : The application of our expertise in engineering will be able to unlock the potential and confidence to move forward.

3. Transforming Mobility : Developing new methods of transport that enrich lives by offering the confidence to move safely. Comfortably and responsibly

With this vision, It will lead the company into a new era and improve the quality of life of our users around the world.



Thai Yamaha Motor adheres to operations that do not violate the principles of good governance to create transparency and fair business operations by setting clear regulations on activities related to our business and an agreement to provide any item or benefit that will help prevent the commission of an offense.

The Company has prepared a Code of Ethics, for compliance with regulations and laws for employees by announcing it on the Company's Intranet system, including organizing training courses on the Code of Ethics for all employees and every position.



Build strength knowledge and understanding by organizing ethics code training for employees.

100%

Adhere to the principles

Compliance Comes First



Have an online channel for reporting inconsistencies and complaints.

HR Online & One Stop Service

Control business operations by analyzing the external and internal environment, and a general overview of past risk management-related activities.

Risk Management

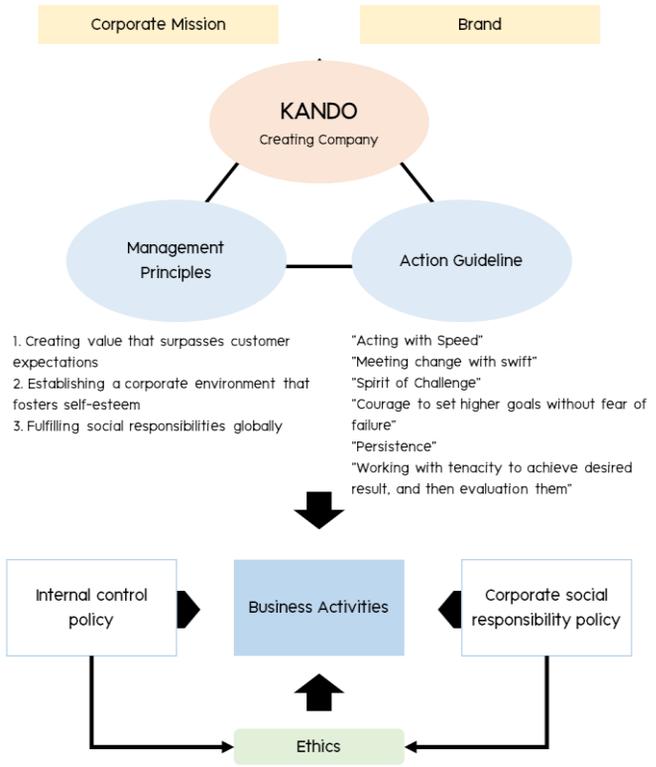


CODE OF ETHICS

The company controls its operations by legal requirements, the Compliance is defined as

understanding and complying with the legal obligations, internal regulations and social norms

The Code of Ethics is based on the company pledge, corporate philosophy and in accordance with Basic Policies of Internal Control and CSR derived from the perspective of Compliance, outlines the standard behaviors that we should observe in day-to-day activities.



We promise to put the Code of Ethics into practice. If you are ever concerned about a decision related to compliance, always give compliance the highest priority. Let us all work as one to make our company that inspires the confidence.



Yoshihiro Hidaka,
President, Chief Executive Officer and
Representative Director
Yamaha Motor Co., Ltd.

Thai Yamaha Motor is an organization that adheres to legal requirements and works with honesty integrity morality according to the policy of the president of the company Yamaha Motor Co., Ltd. says that compliance comes first.

The Code of Ethics was created to set behavioral standards that serve as precautions in daily life to comply with legal requirements.

- All employees must comply with the laws of the Kingdom of Thailand and follow company policy
- Strictly adhere to the requirements of the Code of Ethics.
- All managerial and supervisory employees must publish and train on the code of ethics
- If employees are found violating the Code of Ethics Employees must be considered.



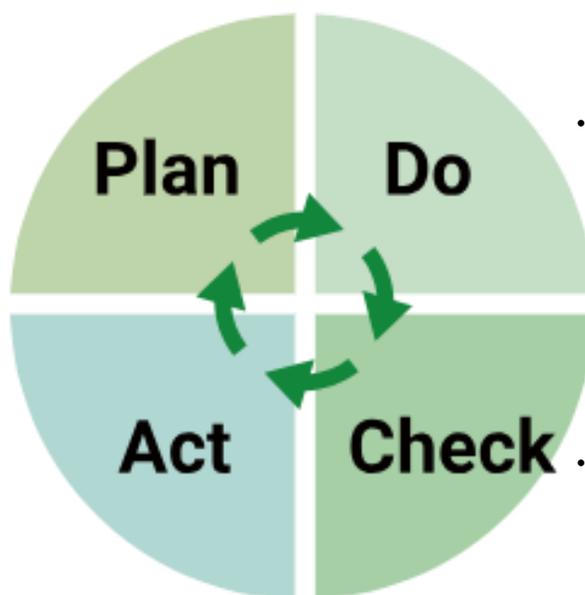
Scope of application

This Code of Ethics applies to all employees. (Full-time employee, Temporary employee, Contractor, and contract employees) of the Yamaha Motor Group

Risk Management

According to risk management rules, risk management structures work to reduce risk. There is a unit responsible for risk management organizing meetings and monitoring risks. It is followed at the level of the entire Yamaha Group network around the world. The risk management activities are organized through the PDCA cycle.

- Analysis of information from inside and outside the company
- Designation of significant risks
- Assessment of risk management
- Formulation of activity policy and activity plan
- Review of risk management
- Incorporation into activity plan
- Review of activity results



- Implementation of activities to address risks
- Monitoring of activities

Significant risk issues identified

	Risk Management	2021	2022
Pandemic	The company carries out activities and guidelines to reduce risks from the COVID-19 epidemic. Strictly according to various announcements and giving importance to the health of employees by organizing vaccination centers and quarantining measures for employees.	✓	✓
Damage Caused by Natural Disasters	Even though it is a risk that is likely to occur only a little. The company has control over risks that may occur due to disasters.	✓	
Major Accidents Involving Yamaha Products	The company always promotes safety activities through its products. Including participating in research for an accident-free Thailand.	✓	
Cybersecurity	The company has received a cyber protection and security policy. By specifying various access rights and must receive permission from the relevant department.	✓	✓
Violation of Laws and Regulations Concerning Product Quality	The company has regulations that are used to control the product which is the same standard as the company in Japan.	✓	
Products Containing Environmentally Hazardous Substances	The company prevents violations of laws and regulations regarding prohibited substances in products. A group of relevant departments has surveyed all of our partners to ensure that no such substances are contained in the products.	✓	✓
Improper Import/Export Procedures	The company controls and determines export procedures and continually surveys its trading partners.	✓	✓
Violation of Copyright Law Regarding Software License	The company's information technology department controls the system both the internet/intranet of the company including various programs that must be used and approved by the relevant department every time.	✓	✓
Bribery	The company has created an anti-bribery policy. that specifies information and steps. Including organizing training for employees.	✓	✓

Initial Response in an Emergency

บริษัท ไทยยามาฮ่ามอเตอร์ จำกัด กำหนดระเบียบในการตอบสนองต่อภาวะฉุกเฉินโดยกำหนดผู้ที่เกี่ยวข้องตามประเด็นต่างๆอย่างเหมาะสมและทันก่วงที เพื่อลดความเสียหายและความสูญเสียต่อบริษัท ชีวิต ทรัพย์สิน ความมั่นใจทางสังคมและกิจกรรมทางธุรกิจ

Initial Response in an Emergency

Judgment of Emergency Level

Incidents are organized according to the severity of damage and urgency:

- Damage and loss to life and property
- Impact on society
- Fluctuations in the number of personnel in related departments
- Level of media interest
- Difficulty of responding



Level 4 : Huge effect

An emergency task force must be appointed immediately. Has a great influence on the company

Level 3 : Great effect

Great damages and losses on human lives and health

Level 2 : Medium effect

The damages impact on the property. Media response can be predictable

Level 1 : No effect

Minor damages. Media response is not necessary

Complaint and Suggestion

During the past 2 years (2021-2022), Thai Yamaha Motor has not received any complaints related to business operations. Whether it is;

- Misappropriation of funds, breach of duty by directors and executives
- Bribery
- Bidding or mutual agreements between competing companies
- Accounting fraud such as account manipulation
- Financial crimes such as money laundering or insider trading
- Fraudulent activities that internal auditors intentionally overlook.
- Qualitative fraudulent activities such as making false information.
- Other inappropriate acts of fraud involving any directors and executives

The company has established a brand management committee, a quality committee, and a security trading control committee to control operations that affect the company's image and to develop the management system to meet the requirements and law.

Therefore, the Company has opened a reporting channel to the Company by giving personnel within the Company and its affiliates an opportunity to explain and report various issues as they deem appropriate.

Channels for reporting to the company



HR Online and
Company Intranet
System



Contact Human
Resources Department



Electronics email
ethics.compliance@yamaha-motor.co.th



COMPLAINTS & SUGGESTION

Economic Performance

Thai Yamaha Motor has established operating directions that are analyzed according to the Thai motorcycle market each year.



Year 2021

Although the spread of COVID-19 will have a heavy impact on businesses around the world. However, the motorcycle market remains strong and is likely to recover quickly. This allowed the company to gain market share to 16.5% as planned. Including reinforcing product quality, guaranteed for 5 years or 50,000 kilometers.

Year 2022

Although there is a shortage of parts in production, resulting in insufficient products to meet market demand it is still affected by the COVID-19 situation. Even though it's already lightened Yamaha's products were able to increase sales by 6.9% registered 283,903 vehicles and had a market share of 15.8%.



Total Sales



266,000

Motorcycle (2021)

284,000

Motorcycle (2022)



Sales Income



26,523 Million baht (2021)

27,523 Million baht (2022)

Profit



2,297 Million baht (2021)

2,257 Million baht (2022)



The company is also guaranteed by various quality awards. To make service users confident in the quality of the company's products that intended to give to every customer

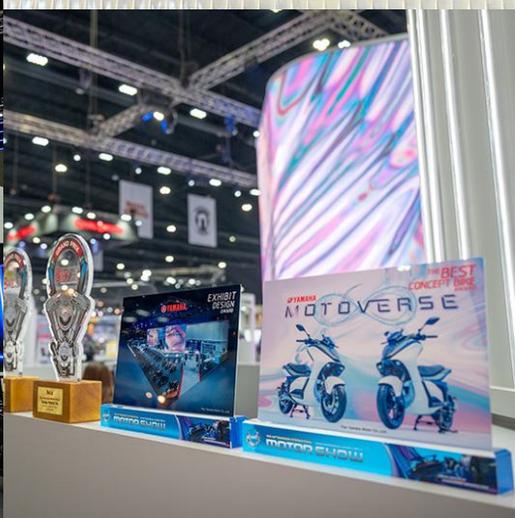
Year 2021

- 🏆 12 awards from the Thailand Bike of The Year 2021 event
- 🏆 Best Automobile Mobile Website 2021, the only brand in the automotive industry in Thailand
- 🏆 Designed an excellent booth and display at the motor show under the concept of "Smart Connected Life"
- 🏆 Most Gorgeous Costume Design Award 2021

Year 2022

- 🏆 10 awards from the Thailand Bike of The Year 2022
- 🏆 Best Brand Performance on Social Media
- 🏆 Designed an excellent booth and display at the motor show under the concept of "YAMAHA-Motoverse"
- 🏆 The Best Concept Bike Award 2022





ヤマハ คิว 3 รางวัล

- EXHIBIT DESIGN AWARD [15 ปี ชั่น]
- BEST INNOVATIVE BIKE AWARD
- MOST GORGEOUS COSTUME DESIGN AWARD

10 THAILAND SOCIAL AWARDS ANNIVERSARY

Yamaha Society Thailand
The Finalist
Best Brand Performance on Social Media
-Automotive-

“ยามาฮา” คิวรางวัลระดับโลก
Best Automobile Mobile Website 2021
ชนะเลิศเหรียญอุตสาหกรรมยานยนต์ไทย

YAMAHA
Revs Your Heart

Customer Satisfaction

The 2-wheeler vehicles market constantly changing and competing with new technology making many motorcycle brands are dedicated to providing the best product to users. Thai Yamaha Motor also, uses the Kando philosophy to create the best sustainable brand for Yamaha to fully respond to the heart of marketing. Yamaha's slogan 'Revs your heart' has a straightforward meaning to show that our product will create the highest satisfaction for our customers.



Monthly satisfaction surveys for customers who come to use Yamaha products

Survey results, our customers have satisfaction

89% Year 2021 **92%** Year 2022

Upgrading the new Yamaha showroom with a modern look, more light to show the products clearly. We have a plan to expand it;

600 Shops Within year 2026



Creating an after-service standard "Yamaha Pro Care" to create maximum satisfaction for customers and create a stronger brand image. There is a dealer shop that has been certified as a pro-care standard.



509 Shops



Thai Yamaha Motor gives many promotions to our customers and provides the most satisfaction service.

20 Lists

Whether it's a free vehicle condition check, gift voucher a special gift, a discount on various service fees, etc.

Fin
Fin Launch!
#เราพร้อมรับทุกโอกาส

โปรสุดฟินนี้ ยกกำลัง 2

1 ม.ค. - 31 มี.ค. 64

ต่อที่ 1 รับของแถมฟรีทุกคัน* | **ต่อที่ 2** รับประกันถึงกับ 5 ปี ไม่จำกัดระยะทาง*

*เงื่อนไข: โปรดดูรายละเอียดที่หน้าร้าน

ซื้อยามาซ่า สปอร์ต 155 cc
รับของแถมฟรี! ตั้งแต่ 1 ม.ค. - 31 มี.ค. 64

ซื้อยามาซ่า XSR155 ฟรี!
ของแถม มูลค่า 2,000 บาท*

ซื้อยามาซ่า MT-15 ฟรี!
ของแถม มูลค่า 7,000 บาท*

*เงื่อนไข: โปรดดูรายละเอียดที่หน้าร้าน

ซื้อยามาซ่า แอโร็กซ์ 155 5 ปี

ฟรี! ของแถม
มูลค่า 2,000 บาท*
(ตั้งแต่ 1 ม.ค. 2021 - 31 มี.ค. 2021)

ใช้สำหรับผู้จำหน่ายรถจักรยานยนต์ตามสาขาทั่วประเทศ
ตั้งแต่ 1 ม.ค. - 31 มี.ค. 64

ยามาซ่า ใจดี ช่วยน้อง

ซีซั่น 2

จับใหญ่
ลุ้นช่วยน้องสูงสุด 50,000 บาท

แจกหัวปัด
5,000 รางวัล มูลค่ารวม 20 ล้านบาท

ตั้งแต่ 1 ม.ค. - 31 มี.ค. 64

MT-03 & YZF-R3 พรีเมียร์!
ตั้งแต่ 1 ม.ค. - 31 มี.ค. 64

ซื้อยามาซ่า NEW-R3 ฟรี!
ของแถม มูลค่า 26,000 บาท*

ซื้อยามาซ่า R3 ปี 2016 ฟรี!
เปลี่ยนสีฟรี 1 + ฟิล์มสี + พ.ร.บ. 15,000 บาท*
และ ของแถม มูลค่า 21,000 บาท*

ซื้อยามาซ่า MT-03 ฟรี!
ของแถม มูลค่า 26,000 บาท*

*เงื่อนไข: โปรดดูรายละเอียดที่หน้าร้าน

รับสิทธิ์
เปลี่ยนถ่ายน้ำมันเครื่องฟรี!

เพียงโชว์ @YAMAHA Y-Connect

15 มี.ย. - 15 ส.ค. 64

*สามารถใช้งานได้สูงสุด 1 ครั้ง
*สำหรับผู้จำหน่ายรถจักรยานยนต์ตามสาขาทั่วประเทศ

ยามาซ่า คู่มือช่าง 2 ต่อ*

ต่อที่ 1 ซื้ออะไหล่ซ่อมครบ 109 บาท
รับส่วนลด เปลี่ยนถ่ายน้ำมันเครื่อง สูงสุด 100 บาท
เริ่ม 1 ธ.ค. 64 สิ้นสุด 31 ธ.ค. 64 เท่านั้น*

ต่อที่ 2 เริ่ม 1 ธ.ค. 64 สิ้นสุด 31 ธ.ค. 64 เท่านั้น

- ✓ เช็ทฟรี! 10 รายการ
- ✓ อะไหล่ 3 ชนิดพิเศษ กว่า 100 รายการ
- ✓ ฟรีค่าแรง 40 บาท เปลี่ยนถ่ายน้ำมันเครื่อง

*เงื่อนไข: โปรดดูรายละเอียดที่หน้าร้าน

ที่สุดแห่งความเร้าใจ กับโปรเอาใจสายเน็กเก็ตสปอร์ต

เมื่อซื้อ **MT-15** ทุกรุ่น

ตั้งแต่ 8 ก.พ. - 31 มี.ค. 64

*เงื่อนไข: โปรดดูรายละเอียดที่หน้าร้าน

Dealer Standard

Thai Yamaha Motor Company has dealer from over 500 shops throughout Thailand that are ready to serve customers interested in Yamaha products. The company has set service center standards for dealers to follow and is regularly audited according to those standards to ensure that customers will receive service from distributors that meet standards.



Training project for Yamaha dealers

Training courses such as the technician training course, vehicle inspections, service management, etc.



PROCARE All in one service

Service in 6 steps: check the condition of the new vehicle, recommend information and periodic maintenance, follow up with the customers, Check and maintain the vehicle, explain the details of the repaired work, and clean the vehicle before delivery. Inquire about the customer's satisfaction through online services.



Green Service

Assessment of environmental, energy, and occupational health and safety requirements related to dealers by applying the regulations from the Pollution Control Department.



5 Star

Evaluation of effective operations in terms of sales, marketing, spare parts, services, activities, and satisfaction that customers receive.



Performance Detail

Detail	unit	Year	
		2021	2022
Economic Performance			
Income from sales and services	million baht	26,523	27,523
Profits	million baht	2,297	2,257
Dividends paid to shareholders	million baht	2,542	1,642
Wages and compensation for employees	million baht	1,363	1,383
Wages and compensation for employees	million baht	6.77	7.77
Taxes paid to the government and local government agencies	million baht	9.00	1.60
Expenses for community development	million baht	1.00	1.00
Expenses for the organization pay to the Social Security Fund	million baht	12.13	15.35
Expenses for the organization are paid into the provident fund	million baht	45.16	45.83
Expenses for providing for retirement to employees	million baht	44.25	51.00
Social Performance			
Number of male employees	people	1,589	1,677
Number of female employees	people	570	558
Number of temporary employees	people	80	82
Number of operational level employees	people	1,011	1,013
Number of supervisory and professional staff	people	826	853
Number of managerial level employees	people	322	369
Turnover rate	percent	1.81	1.70
Environment Performance			
Electricity use	MJ	60,348,572	73,461,840
LPG use	MJ	11,262,789	14,193,266
Diesel use	MJ	1,238,280	1,190,934

Performance Detail

Detail	unit	Year	
		2021	2022
Environment Performance			
Gasoline use	MJ	2,282,732	3,164,865
Solar cell	MJ	190,228	263,739
City water	au.u.	156	171
Recycled water	au.u.	340	391
Waste generation	ตัน	156	171

GRI Context

GRI	Disclosure	Page Number(s) and/or URL	Omission/Remark
GRI 2: General Disclosure 2021			
1. The organization and its reporting practices			
2-1	Organizational details	5	
2-2	Entities included in the organization's sustainability reporting	cover (back), 19	
2-3	Reporting period, frequency, and contact point	cover (back), 19	
2-4	Restatements of information	cover (back), 19	
2-5	External assurance	-	
2. Activities and workers			
2-6	Activities, value chain, and other business relationships	6, 11-12	
2-7	Employees	49	
2-8	Workers who are not employees	-	
3. Governance			
2-9	Governance structure and composition	8-10	
2-10	Nomination and selection of the highest governance body	48-51	
2-11	Chair of the highest governance body	2-3	
2-12	Role of the highest governance body in overseeing the management of impacts	1-3, 14-16	
2-13	Delegation of responsibility for managing impacts	-	
2-14	Role of the highest governance body in sustainability reporting	cover (back)	
2-15	Conflicts of interest	10, 58-62	
2-16	Communication of critical concerns	62	
2-17	Collective knowledge of the highest governance body	51	
2-18	Evaluation of the performance of the highest governance body	51	
2-19	Remuneration policies	50	
2-20	Process to determine remuneration	49-50	
2-21	Annual total compensation ratio	49-50	

GRI	Disclosure	Page Number(s) and/or URL	Omission/Remark
4. Strategy, policies, and practices			
2-22	Statement on sustainable development strategy	14-16, 35, 48	
2-23	Policy commitments	14-16	
2-24	Embedding policy commitments	-	
2-25	Processes to remediate negative impacts	48, 62	
2-26	Mechanisms for seeking advice and raising concerns	62	
2-27	Compliance with laws and regulations	22, 24, 58	
2-28	Membership associations	-	
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	11-12	
2-30	Collective bargaining agreements	-	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	-	
3-2	List of material topics	-	
3-3	Management of material topics	-	

Opinion Survey on the Sustainability Report of Thai Yamaha Motor Co., Ltd.

Your information will be confidential and will not be disclosed in any media channels. And your comments will play a part in helping to develop the report in future years to be even better.



Scan the QR Code to give us your opinion

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