



**YAMAICHI ELECTRONICS EUROPE**  
**Sustainability report 2023/24**

Dear employees  
Dear customers  
Dear partners!

Sustainability and compliance are not just catchwords for AMAICHI ELECTRONICS, they are our mission. We must face the challenges of the changing markets, technologies, companies and the climate change here and now.

For see sustainability as a synergy of ecological, economic and social aspects.

With our second sustainability report we would like to provide all internal and external stakeholders with an overview of the sustainability at YAMAICHI ELECTRONICS. This way, we pave the path for sustainability reporting ahead of statutory obligation.

There have been further developments in a number of topics since our first sustainability report. Thus, for example, we have equipped our production in Frankfurt/Oder with a solar installation, we have transformed an over 5,000m² ornamental lawn into a flowering meadow or together with our employees celebrated the achieving of our breakthrough objective at team events lasting several days.

We have also made progress in systematic reporting. Thus, for the first time we are reporting on our activities in a structured manner according to Scope 1, 2 and 3 as “CCF” (Corporate Carbon Footprint). We have started the reporting for the product page “PFC” (Product Carbon Footprint) based on a product selection. We are already tackling challenges awaiting us with a statutory regulation of reporting obligations.

Together we become more mindful. This report shows how measures taken impact sustainability and how we provide further space for various aspects and expand our ‘overall sustainability system’ in a targeted manner. In doing so it remains important for us to support the ambitious goals of our customers in the supply chain.

Together we push ahead with innovative and sustainable approaches!



**Helge Puhlmann**  
European President



**Verena Remppis**  
Human Resources and Administration Director

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## YAMAICHI ELECTRONICS EUROPE

### Our profile

The European headquarters of YAMAICHI ELECTRONICS Deutschland GmbH (YED) with main headquarters in Munich together with its subsidiary in UK, Italy, Israel and Tunisia supports the west European connector market. In-house developed products as well as purchased parts of the parent company YAMAICHI ELECTRONICS Co. Ltd. (founded 1956), Tokyo, Japan, are sold both through direct sales as well as via third-party trading partners. Connectors from the electromechanical component division are primarily used in the automation technology and mechanical engineering as well as in semi-conductor and communications industry, medical technology and in automotive sector.

In 2006, YED founded the 100% owned subsidiary YAMAICHI ELECTRONICS Deutschland Manufacturing GmbH (YDM) in Frankfurt/Oder, in order to be able to meet the increasing customer requirements for specific products and to ensure greater flexibility. Made in Germany!

YAMAICHI ELECTRONICS EUROPE employs around 381 employees, including junior staff.



## On our second sustainability report 2023/ 24

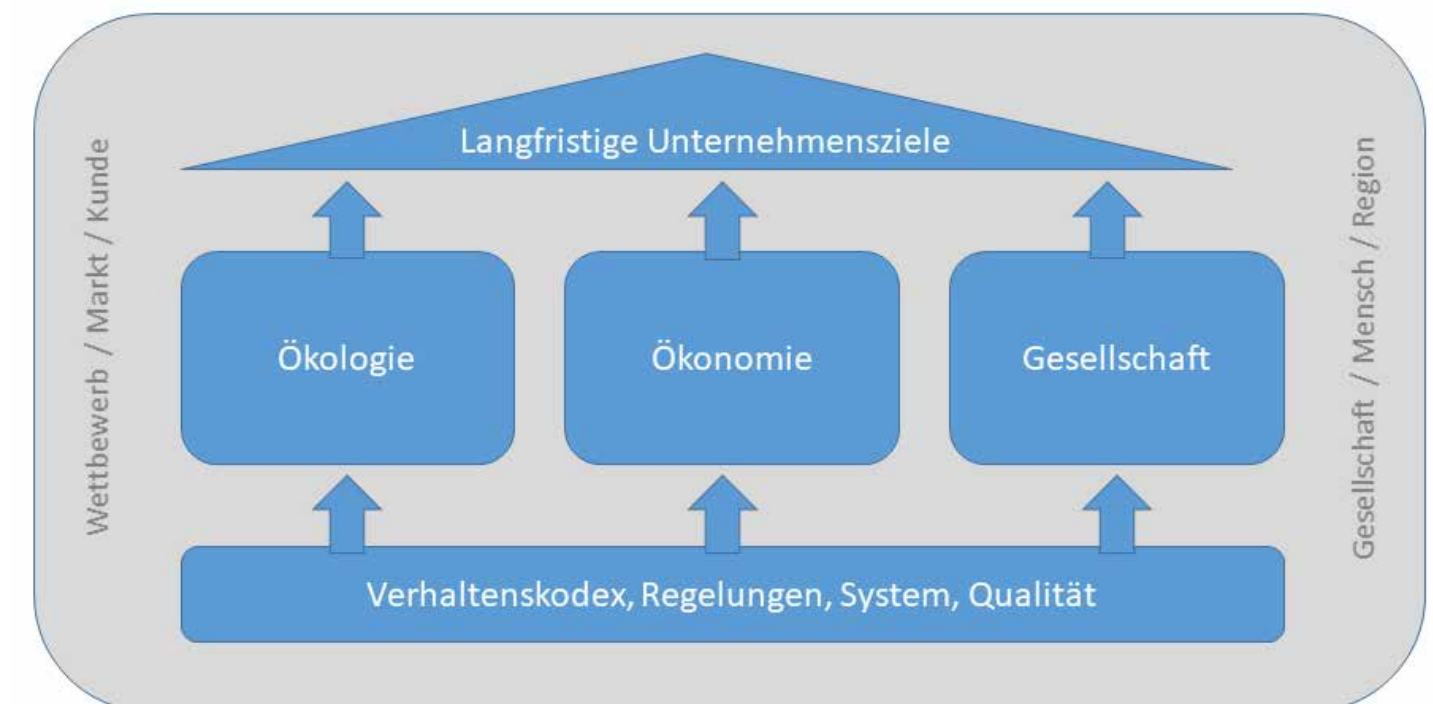
For the second time, we are consolidating in this report our content and project on the issue of sustainability. Looking ahead, this should allow us to focus even more intensely on the topic of sustainability. Our goal is to provide a balanced illustration of our impact. What we report is transparent, documented, current and relevant. This report is initially created in company structure, but in its future development it will be based on the anticipated statutory requirements.

### Our sustainability system - firmly enshrined

#### Our target system - our integrated approach

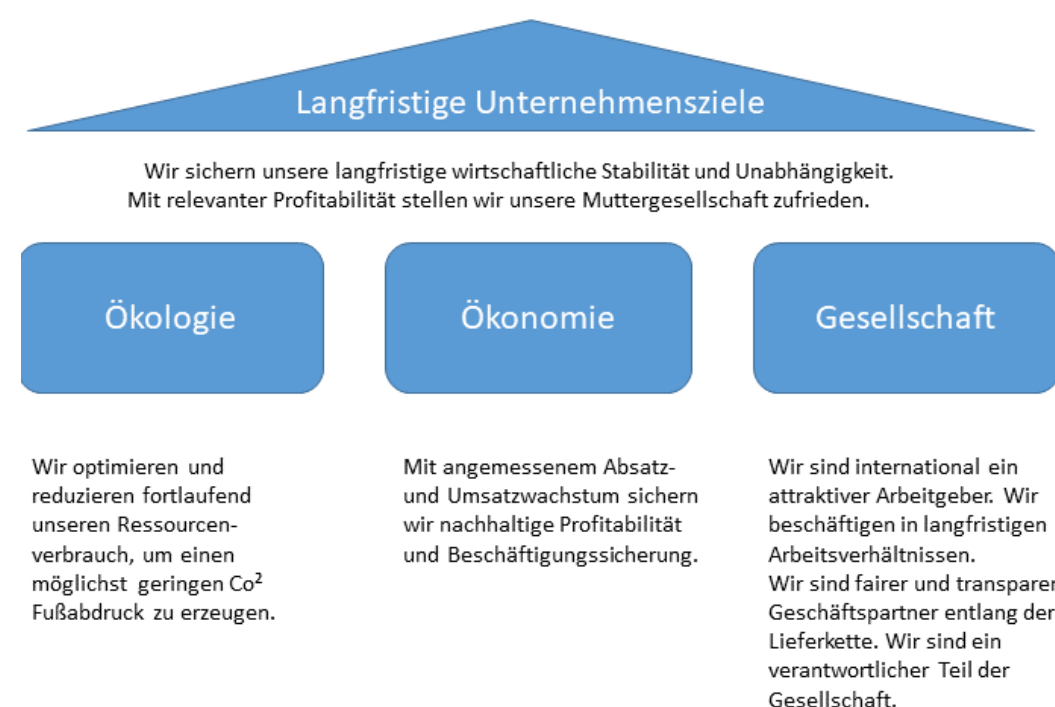
Our objective and value system is founded on our Code of Conduct as well as other essential regulations and quality requirements. Compliance has always been very important to us.

We consider ourselves both as active participants in a tough competitive environment as well as part of our social environment, whether in Germany, abroad in other European countries and just as much for our subsidiaries outside Europe.



## Our sustainability objectives - three columns

Ecology coupled with social and our business objectives form the pillars of our actions. They are not in contradiction, but are rather mutually dependent. Only when we perform very well in all disciplines, can we reach our ambitious corporate objectives.



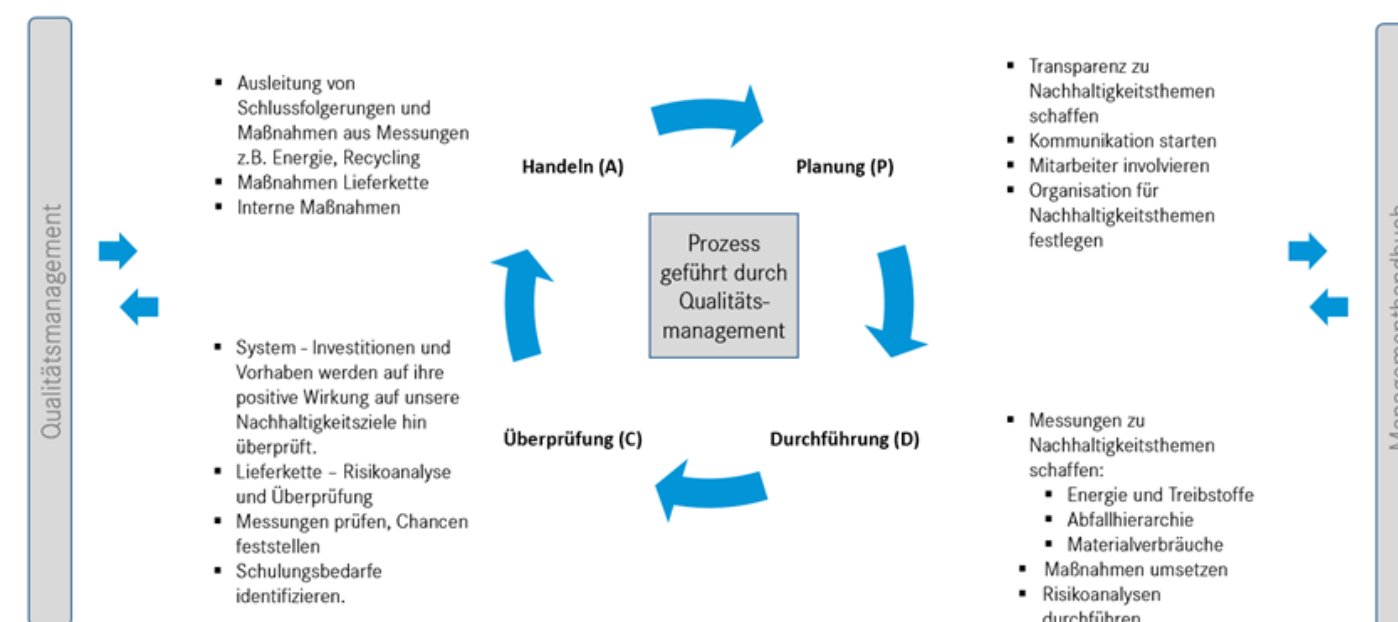
Sustainability approaches work only when they are an integral part of daily actions and crucial decisions, such as investments. That is why we have decided to introduce the topic of sustainability in accordance with the PDCA Logic. We must plan, execute, critically review activities and initiate corrective measures.

We must create even more transparency in order to be able to evaluate the positive as well as the negative aspects of our actions. This will create an improved basis for setting and pursuing ambitious objectives. One of the areas we focus on, among others, is transparency in the area of energy, logistics, product. This will allow us to also support the ambitious objectives of our customers in the supply chain.

The sustainability system is functionally anchored in the Quality Management function and gradually developed. Here the sustainability can be seamlessly integrated in our Quality Management and our management process.

## Our activities

Our activities were broadly spread across three pillars in 2023/24. We have worked on issues such as environment, energy, compliance, efficiency employees and made good progress.





## Our measures in detail

### Ecology

**We continuously optimize and reduce our resource consumption, in order to create as little Co<sup>2</sup> footprint as possible.**

Thanks to the implementation of various measures, YAMAICHI ELECTRONICS ensures that our products and services minimise waste, save on energy and water and reduce or prevent potential damage to the environment. From the small to the big – we work at all levels.

### Production, environmental management system

Currently we produce in Germany / Frankfurt (Oder). This enables us to save on long transport routes and promote regional and local value creation.

Of course, our production complies with current environmental standards, as evidenced by our certificate for Environmental Management System in accordance with **DIN EN ISO 14001**.

The sustainable use of resources and the setting of environmental objectives are also an integral part of this approach, such as the identification and removal of sources of error and risks, which endanger environmental protection.

Environmental objectives are annually developed by the management and approved by the executive board. The involvement of all employees in the essential environmental issues and the associated promotion of environmental awareness is important to us. Environmental aspects and their impact are annually reviewed across all relevant processes and operating states.

In line with our slogan „Green Earth for Tomorrow“, we are committed to the following guidelines:

Gemäß unserem Slogan „**Green Earth for Tomorrow**“ verpflichten wir uns zu folgenden Richtlinien:

#### 1. Implementation of measures

YAMAICHI ELECTRONICS implements measures to minimise waste, save energy and reduce possible damage to the environment from our products and services.

#### 2. Continuous improvement and prevention of environmental damage

At YAMAICHI ELECTRONICS measures are implemented for the continuous improvement and assurance of appropriate implementation of waste reduction, saving resources and recycling.

#### 3. Adherence to environmentally relevant regulations

YAMAICHI ELECTRONICS will adhere to the appropriate laws and/or regulations regarding environmental protection, as valid in the relevant countries or districts and fulfils the requirements of interest

groups and/or other third parties in connection with environmental topics. YAMAICHI ELECTRONICS requires environment-friendly products and services from their suppliers, contractors and partners by contract. Contractors operating on the company's site must commit to keeping our environmental policy and measures.

#### 4. Promotion of educational programmes on the topic of environmental protection

YAMAICHI ELECTRONICS supports training and educational measures on the topic of environmental protection in order to encourage employees to save resources and reduce waste and to cooperate actively in the retention of a sustainable environment.

#### 5. YAMAICHI ELECTRONICS Group makes its „Environmental Policy“ public.

We have decided to transform the approx. 5,000m<sup>2</sup>, extensive ornamental lawn of our production site in Frankfurt/Oder into an extensive-ly managed **flowering meadow** made up of various plants with different flowering periods. This way we create a habitat for many species of insects.

Even the smallest things make a big difference: That is why we are sponsoring two bee colonies and have been in partnership with the Bio-land bee-keeping company “**Honiglandschaften**” since 01/10/2022.

We are climate partners at **PLANT-MY-TREE®**, a climate and environmental organisation which carries out reforestation projects on its own land in Germany. In particular, we support an area in Ratzdorf,, near our production site in Frankfurt (Oder), with 500 trees.





## Reduction of commuting Co<sup>2</sup> emissions

Since 2017, we have been offering bicycle leasing, financially subsidized by YED and YDM, in cooperation with Jobrad. Meanwhile, we have leased **105 new bicycles**, that at least temporarily are being used for commuting instead of using public transport or passenger cars. For our bike commuters we offer showers and changing facilities.



In cooperation with the local transport operators we also offer **Jobtickets** both at the Frankfurt/Oder site as well as at Munich site. Currently these are being used by 93 employees. The Jobticket is used by 43% of employees at the Munich site!

Thus, we also support the reduction of Co<sup>2</sup> emissions on the way to work!

## Reduction of Co<sup>2</sup> emissions Logistics

Thanks to our key partner suppliers our supply chain extends all the way to Asia. Every year we purchase several hundred tons of products from there. Since switching a major part of the freight from air to rail transport we have saved hundreds of tons in Co<sup>2</sup> equivalents over the past few years. The war in Ukraine forced us to reorganise our logistics. Meanwhile, we transport our goods from Asia to Europe primarily via shipping routes. In terms of their Co<sup>2</sup> emissions both types of transport are at comparatively low and therefore positive level compared with air transport. However, we have to anticipate significantly longer and sub-optimal transport times in our business operations.



## Noise emissions

To protect our neighbours and in spirit of cooperation we carry out noise measurements annually.

## Our consumption - energy and water supply at our sites

	Munich (YED) Office building + warehouse 2023	Frankfurt/Oder (YDM) Office + production 2023	Sousse (Tunisia, YTE) Office building 2023
Strom (kWh)	150.995	1.170.178	165.132**
Gas (kWh)	53.687*	261.656	-
Wasser (m <sup>3</sup> )	264*	796	-

\*Values 2022 \*\*still without production

In 2024 we installed a **solar installation in our production site in Frankfurt (Oder)**. To our regret, we have not been able to save on energy in the production, as due to scheduling bottlenecks in the formal acceptance of the system the starts-up had to be postponed until Autumn 2024. Based on project planning the solar installation should make a contribution of 495,000kWh (42% of plant coverage rate based on 2023).

With the relocation to our new production site in Frankfurt/Oder in 2020, planned on the basis of the Energy Saving Ordinance (EnEV) 2016, all light sources were converted into LED across the board. Machine waste heat is used for heating as much as possible. Panel radiators are controlled via individual thermostats. The warehouse is controlled zone-by-zone via room thermostats.

## Our 1st. Co<sup>2</sup> overall balance sheet (without product)

For the first time, we have transferred all relevant and available Co<sup>2</sup> emitters into an overall balance sheet (eco-cockpit). The latter comprises all internal, company consumption such as electricity, gas, business travel flights, vehicle fleet and employee commute.

## The total value of the Co<sup>2</sup> equivalents is: 1,740 t

(incl. 2% security surcharge), approx. 4.6t per employee or 0.019 Co<sup>2</sup>e per € sales.



Scope 1 Natural gas and company car fuel  
Scope 2 Electricity  
Scope 3 Employee journeys and business flights.



## Waste

Due to high recycling rates and price of materials the recycling fees continue to exceed the total waste costs.

The total amount of waste amounts to **46.3t**. The largest volumes comprise 17.8t of cardboard packaging, 17.3t of “other” emulsions and 5.4t of halogen-free emulsions. The rest is almost equally divided into oil-stained products and residual waste.

## Vehicle fleet

Our company fleet consists of approx. 50 vehicles (passenger cars). Meanwhile, the ratio of hybrid vehicles has tripled. The total consumption of diesel and petrol fuels amounts to about 120,000l. With an average **fleet consumption of 121g/KM**, our company fleet in 2023 [s. eco-cockpit Scope 1] is 11% above the comparable fleets (109g/KM Arval). The conversion to a purely E-Fleet is currently not possible, in particular for certain types of use such as field sales.

## Air travel

We are aware that air travel leaves a significant Co<sup>2</sup> footprint. We continue to use the meeting behaviour, particularly changed by the pandemic, in the form of video/team conferences. As the subsidiary of a Japanese group and with an international customer and supplier structure we cannot forgo air travel entirely. For this reason, as contribution to sustainability, we have decided to pay into the Lufthansa ‘**Sustainable Aviation Fuel**’ program, certified according to ‘Scope 3 Greenhouse Gas Protocol-Standard’. This way we reduce our ecological balance sheet by about 3 tons of Co<sup>2</sup> annually.

In addition, we make intensive use of railways, particularly for journeys within Germany.

Flight volume in 2023 (see eco-cockpit Scope 3):

Number of flights (74% long-distance)	Distance kilometres	CO <sup>2</sup> emissions
121	828.200	176,3t

Moreover, we critically scrutinise the flights for their organisational, economic and environmental impact.



## Power supply

Until 2025, all essential power contracts for Munich and Frankfurt/Oder will be reviewed for the option of green power supply. The conversion can be completed until 2026.

## Vehicle fleet

We are taking a more intensive look at our vehicle selection so as to achieve the comparative level (109 g/KM) in the future.

## Solar installation, Frankfurt (Oder)

At the latest as of 2025 our solar installation will make a significant contribution to our production. Depending on annual need, it will cover a contribution of between 30 and 40% of the power requirement. We anticipate a saving of more than 200t Co<sup>2</sup>e!

## Overall Co<sup>2</sup> balance

The initial overall findings on our “internal Carbon Footprint” (CCF) and the ongoing study on the “Co<sup>2</sup> Footprint Product” (PCF) will provide us with insights and motivate us to further improve and/or compensate our values. We will also develop a specific recording of our emissions in the area of logistics.



## Company, employees

**We are an internationally attractive and fair employer. We employ based on long-term employment contracts.**

**We are a fair and transparent business partner along the supply chain. We are a responsible part of the society.**

Our employees - regardless of direct employees or those commissioned through temporary employment agencies - will receive fair pays and of course above the minimum wage limits.

### Prevention - Exercise, healthy diet, vaccinations

We are also committed to prevention. At the Munich site we offer extremely popular weekly exercise sessions in the office conducted by a health and exercise coach.



We have offered high-quality water and fruits free of charge for all workplaces. For our coffee offering, we dispensed with material intensive capsule packaging and offered only "fair" milk.

We support a balanced lunchtime catering with meal subsidies either based on vouchers at a monthly value of €35/person or at a cafeteria at €3.70/lunch.

### Prevention - ergonomic and secure workplaces

With the relocation to the new office buildings in Munich, Tunisia and Frankfurt/Oder within the last few years the offices have been designed to be even more friendly, modern and ergonomic. The employees can enjoy rest and sufficient meeting facilities as well as a relaxed atmosphere in the high-quality break rooms.

With the relocation to the new production in Frankfurt (Oder) the workplaces were realigned and ergonomically designed with the involvement of the employees.

Of course, all workplaces at our sites are regularly inspected by specialists and members of the executive board and examined in terms of occupational and health protection, and necessary measures are defined and implemented.

We have not had any occupational accidents. Unfortunately, we had a commuting accident in the previous financial year.



## Employee satisfaction

A key yardstick of our efforts as a fair and attractive employer is the regular measurement of **employee satisfaction**. We have achieved a high level of satisfaction in the last few years. In the last survey in 2023, the employee satisfaction remained steady at 80% (based on a scale of 1-5 this corresponds to a score of 4). Moreover, the externally assessed employee satisfaction is an important yardstick. We are very glad to have received an above-average rating as an employer at kununu with 4.1 points (compared to the industry average of 3.5).

Mitarbeiter:innen-Zufriedenheit		
▼ Karriere & Gehalt	3,7 ★★★★★	Seit 2012 haben 144 Mitarbeiter und Bewerber diesen Arbeitgeber mit durchschnittlich 4,1 Punkten bewertet. Dieser Wert ist höher als der Durchschnitt der Branche Elektro/Elektronik (3,5 Punkte).
▼ Unternehmenskultur	4,1 ★★★★★	
▼ Arbeitsumgebung	4,0 ★★★★★	
▼ Vielfalt	4,3 ★★★★★	

KUNUNU rating last updated 07/2024

## Promotion of training - our future

We are currently training **30 trainees** in twelve various professions. Our trainees represent almost 10% of the employees of the German site.



We offer young people the opportunity for a dual study program, student and study internships, working student positions or the opportunity for writing research papers and diploma theses. Following a successful training program we now have established the corresponding program for Product Management. All employees are trained further as needed. In addition to internal training programs we also spend a mid-five-figure amount on external training programs.



## Diversity

YAMAICHI ELECTRONICS EUROPE more than 20 different nationalities. Women comprise about 33% of the total number of employees. From this, 6 women occupy management positions.

Our age pyramid

Age group	< 30 years	30 – 50 years	> 50 years
YED	36%	41%	23%
YDM	18%	49%	33%

Our average employee age is 38 in Munich, 43 in Frankfurt/Oder and 32 years in Tunisia.

## Equality of opportunity - for a more just world

Meanwhile, at our modern site in Tunisia, North Africa, we employ 65 employees under high-quality, long-term employment contracts as engineers, buyers and specialists.



We are also building up our Tunisian site. Currently we are building another production site in Tunisia. The production premises are leased, set up according to European standards and the personnel gradually built up. In the first expansion stage, the number of persons under long-term employee contracts will increase from its current 11 to 30 employees. The first finished products can be delivered/shipped in July 2024!

## Work-life balance

We offer working hours system with high personal responsibility and trust-based working hours. This allows parents to be more flexible for their time with children. This also provides the employees with more freedom when it comes to increasingly important care of the parents.

In addition, we offer a sabbatical program for special time-outs and projects, which has been used by 13 employees since its introduction.

We offer various working time models. The working at other sites and the homeoffice have been a matter of course with us for years. 24 employees work under part-time contracts.

The media brand Freundin (Electronics category) has recognised us for the family and work compatibility, life balance and equality of opportunities.

Employees with small children receive a voluntary kindergarten allowance.

On general school and kindergarten closing days (Bavarian bridging days) we offer our employee children entertaining and educational “Children’s Days” under professional supervision.

## Remuneration and profit participation of all employees

We have a fair and inclusive remuneration system at all our sites. Depending on annual net profit the employees participate in the success of the company (between 25 and 125% at the top). Of course, we pay both direct and indirect employees well above the minimum wage limits. During the pandemic we paid both the “Corona bonus” as well as “Inflation bonus” in Germany.

## Compliance - high values and lawful conduct

Early 2022, we revised our Code of Conduct and communicated it to all employees. We have also rewritten and communicated our compliance policy and introduced an online whistleblower system, which can also be used anonymously. We received no information in the previous financial year.

Of course, all employees are obligated to observe all applicable statutory regulations, our Code of Conduct as well as our internal regulations.

We have committed all suppliers in our supply chain to our demanding “Supplier Code of Conduct”. We review our suppliers continuously for breaches of e.g. sanction lists. We also use supplier visits (e.g. Asia) as well as quality studies to obtain detailed information on working and production conditions. It is a matter of course for us to pay our suppliers as per agreement and without delays.

For the 2023/24 financial year the management published a Statement of Principle on Human Rights. In addition, we issued a statement in accordance with UK Modern Slavery Act 2015, section 54.

## Data protection plays a major role for us!

We take this issue very seriously and since 2018 have commissioned consistently independent data protection officers to tackle all the aspects of GDPR.



## Social engagement - we are an active part of the society

Over the past few years, we have been sponsoring various **associations and sports activities**, in professional and recreational sports, with a mid-five-figure amount:

- Handball (FHC Ff/O)
- Football (1. FC Ff/O, youth teams)
- Motor sports, Marvin Fritz Racing
- Equestrian sports, Hohenwalder Pferdetage
- Webasto Duatlohn, Krailling.



## Open and modern communication

We communicate in a transparent, diverse and modern manner. We regularly present our company at the important international electronics trade fairs ( e.g. electronica Munich). The public can visit us on our website or follow our presence in the social media, e.g. LinkedIn. We keep our employees up to date in regular employee events whether online or live.



When circumstances allow, we celebrated together. Regardless of whether Christmas, in summer or on particular occasions. Thus, thanks to achieving our “Breakthrough target of €100 million sales, last year we had the pleasure of spending an eventful weekend together with all employees in Erfurt. Our Tunisian team also carried out an exciting three-day desert tour as a team event.



## Planned improvements

### Supply chain

To expand the risk analysis of our suppliers we will also include the systematic aspects of sustainability, e.g. human rights, as part of the quality audits in the future.

### Prevention

In 2024/25 we will also implement broad-based measures in order to increase movement and resilience of all employees.

### Economy

**With adequate sales and turnover growth we can ensure sustainable profitability and job security.**

### Growth

The long-term milestone which we have set ourselves and pursued for some time now was €100 million in sales.

With around €105 million, we were able to celebrate a nine-figure sales success in the financial year 2022/23 for the first time. Due to the overall economic situation and the recessionary trends in Germany in 2023, we closed the financial year 2023/24 with a turnover of only around €90 million and a slightly positive result. However, the long-term perspective opens up trends for positive organic growth, upon which we will build again:

Sales	2023/24	2022/23	2021/22	2020/21	2019/20
in € millions	90,5	104,8	90,8	66,6	65,1

Thanks to a modern machine fleet we make only expansion investments in very modern machine equipments.

We invest mid-single-figure millions in research and development in order to ensure tomorrow's success. As part of the funding of research activities by the federal government we received a research grant of € 0.5 Million in 2024 (for the financial year 2020).

Thanks to an equity investment of over 56% we enjoy a particularly solid financing. We have no liabilities to banks!





## Outlook

Due to the difficult global economic situation we do not expect an increase in sales for the financial year 2024/25. We hope that the global demand will recover again in 2025/26 and we can get back on the growth path.

## Customer, Product, Quality

We run a professional quality management. We guarantee the safety of our products and services and provide our customers with the relevant information.

YAMAICHI ELECTRONICS has implemented an internal Quality Management System to assure highest quality. This system is effectively in place at all management levels in order to ensure that the quality standards are complied with in the company across the board. Our management transfers the quality standards to the employees of YAMAICHI ELECTRONICS.

The fulfilment of customer requirements is top priority, that is why quality objectives such as product, service and process quality are constantly targeted and monitored.

All standards and guidelines are kept up-to-date in a manual (e.g. Management Manual) and made available to all employees of YAMAICHI ELECTRONICS.

YAMAICHI ELECTRONICS received consistent ISO9001 certification:

- Location Munich since 1996
- Location Frankfurt (Oder) since 2008.

We comply with EU Directive RoHS (hazardous substances in electrical and electronic products) as well as the EU Ordinance REACH (Registration, Evaluation, Approval and Restriction of Chemicals).

Of course, we are also willing to allow our customers to have our QM system, work conditions, occupational safety, environmental management and payroll audited by independent institutes.

Since 2017, we have the AEO approval as “Authorised Economic Operator” (customs simplifications/security) from the Munich Chief Customs Office.



## # Genders

It goes without saying that women as well as female forms of expression, as with all genders, enjoy equal rights at YAMAICHI ELECTRONICS. We also make every effort to take this into account in the language of our publications. However, if this is not advisable due to overriding stylistic reasons, we will continue to use the traditional designations and dispense with gender\*\* entirely.

## Dates and documents

- YE Management Manual dated 17/06/2021
- Alphabet Fleet Management Fleet Details
- ARVAL Fleet Management Fleet Details
- CO<sup>2</sup>\_Air\_Home Flight data and Co<sup>2</sup> assessments
- ECOCOCKPIT Scope 1, 2 and 3 internal consumption without product
- Internal lists, reports, documents

Approved:

Prepared:

Check:

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Helge Puhmann, European President, 24.08.2024

Human Resources & Administration 09/2024

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<https://www.yamaichi.de/de/> and Internal Employee Communication



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August 2024

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