

Environmental Accounting

		Unit	Data coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Environmental Conservation Costs	Costs in Business Sites (Investment)	Million JPY	AMADA Group (Domestic)*1	18	1	1	1,729	2,958
	Costs in Business Sites (Expense)	Million JPY	AMADA Group (Domestic)*1	115	173	153	214	323
	(Breakdown①)Antipollution Cost (Investment)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	(Breakdown①)Antipollution Cost (Expense)	Million JPY	AMADA Group (Domestic)*1	20	34	32	32	46
	(Breakdown②)Global Environmental Conservation Cost (Investment)	Million JPY	AMADA Group (Domestic)*1	18	1	1	1,729	2,958
	(Breakdown②)Global Environmental Conservation Cost (Expense)	Million JPY	AMADA Group (Domestic)*1	13	35	36	46	110
	(Breakdown③)Resource Circulation Cost (Investment)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	(Breakdown③)Resource Circulation Cost (Expense)	Million JPY	AMADA Group (Domestic)*1	82	104	86	136	167
	Upstream / Downstream Cost (Investment)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	Upstream / Downstream Cost (Expense)	Million JPY	AMADA Group (Domestic)*1	1	0	0	0	0
	Management Activities Cost (Investment)	Million JPY	AMADA Group (Domestic)*1	0	0	0	3	0
	Management Activities Cost (Expense)	Million JPY	AMADA Group (Domestic)*1	38	37	47	52	87
	Research and Development Cost (Investment)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	Research and Development Cost (Expense)*2	Million JPY	AMADA Group (Domestic)*1	1,206	782	497	2,544	6,926
	Social Activities Cost (Investment)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	Social Activities Cost (Expense)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	Environmental Damage Restoration Cost (Investment)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	Environmental Damage Restoration Cost (Expense)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	Environmental Conservation Costs and Others (Investment)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	Environmental Conservation Costs and Others (Expense)	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
	Total Environmental Conservation Costs (Investment)	Million JPY	AMADA Group (Domestic)*1	18	1	1	1,732	2,958
	Total Environmental Conservation Costs (Expense)	Million JPY	AMADA Group (Domestic)*1	1,359	993	696	2,810	7,336
Effects of Environmental Conservation	Reduction in Energy Input at Business Sites	t-CO ₂	AMADA Group (Domestic)*1	1,630	708	1,044	969	1,227
	Reduction in Waste Disposal	t	AMADA Group (Domestic)*1	127	19	32	53	108
	Economic Effects	Million JPY	AMADA Group (Domestic)*1	35	27	24	94	194

Environmental Contribution

		Unit	Data coverage	FY2018	FY2019	FY2020	FY2021	FY2021
Amada Eco Products *3	Unit Sales	Unit	Consolidated	2,670	3,100	2,400	3,200	3,500
	Amada Eco-Products Unit Ratio	%	Consolidated	55	46	51	56	61
	Sales Amount	Million JPY	Consolidated	-	108,608	86,373	119,533	143,591
	Amada Eco-Products Sales Ratio	%	Consolidated	-	74	80	84	87

Environmental Data

Input		Unit	Data coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Energy Consumption	Non-renewable energy	1,000 kwh	AMADA Group (Domestic)*1	67,313	67,502	59,423	66,216	0
	Renewable energy (purchased)	1,000 kwh	AMADA Group (Domestic)*1	0	0	0	0	67,004
	Renewable energy (self-generated)	1,000 kwh	AMADA Group (Domestic)*1	557	531	612	605	614
	City Gas	1,000 m³	AMADA Group (Domestic)*1	1,065	1,190	904	796	832
	LPG	t	AMADA Group (Domestic)*1	222	204	161	213	220
	Heavy oil	kℓ	AMADA Group (Domestic)*1	0	28	26	27	21
	Kerosene	kℓ	AMADA Group (Domestic)*1	674	566	439	591	515
	Gasoline	kℓ	AMADA Group (Domestic)*1	7	6	9	6	3
	Diesel fuel	kℓ	AMADA Group (Domestic)*1	11	10	7	11	10
	Non-renewable energy	1,000 kwh	AMADA Group (Overseas)*5	31,413	37,112	35,728	34,837	33,801
	Renewable energy (purchased)	1,000 kwh	AMADA Group (Overseas)*5	0	3,119	3,848	8,997	4,024
	Renewable energy (self-generated)	1,000 kwh	AMADA Group (Overseas)*5	-	222	226	136	218
	Natural gas	1,000 m³	AMADA Group (Overseas)*5	1,948	1,453	1,464	1,271	1,358
	LPG	t	AMADA Group (Overseas)*5	13	193	109	111	39
	Heavy oil	kℓ	AMADA Group (Overseas)*5		7	11	9	0
	Kerosene	kℓ	AMADA Group (Overseas)*5	0.2	0	0	0	0
	Gasoline	kℓ	AMADA Group (Overseas)*5	20	78	165	55	0
	Diesel fuel	kℓ	AMADA Group (Overseas)*5	48	167	135	168	47
	Biomass	1,000 kwh	AMADA Group (Overseas)*5	-	918	941	987	1,080
	Warm water	Gcal	AMADA Group (Overseas)*5	-	190	206	229	235
	Total energy Consumption	GWh	Consolidated	147	156	142	151	144
Water Consumption	City Water	1,000 m³	AMADA Group (Domestic)*1	45	48	45	42	44
	Groundwater	1,000 m³	AMADA Group (Domestic)*1	185	omestic)*1	205	174	149
	Total Water Withdrwal	1,000 m³	AMADA Group (Domestic)*1	230	266	250	215	193
	Total Water Withdrwal	1,000 m³	AMADA Group (Domestic)*1	116	162	120	142	133
Resources Consumption	Iron	t	AMADA Group (Domestic)*1	34,439	31,106	17,579	28,511	38,966
	Non-ferrous Metal	t	AMADA Group (Domestic)*1	4	1	1	11	4
	Oil *6	kℓ	AMADA Group (Domestic)*1	232	240	125	163	164
Chemical Substances (Subject to the PRTR law *7)	Gasoline	kℓ	AMADA Group (Domestic)*1	78	9	7	5	3
	Painting Material	t	AMADA Group (Domestic)*1	194	62	19	40	23

	Output	Unit	Data coverage	FY2018	FY2019	FY2020	FY2021	FY2022
GHG	GHG *8	t-CO ₂	AMADA Group (Domestic)*1	32,623	35,620	29,852	31,675	3,892
	Scope1	t-CO ₂	AMADA Group (Domestic)*1	4,763	4,793	3,697	4,001	3,892
	Scope2	t-CO ₂	AMADA Group (Domestic)*1	31,499	30,828	26,155	27,674	0
	GHG *8	t-CO ₂	Overseas Consolidated Subsidiaries *4	16,274	18,577	15,766	14,917	12,986
	Scope1	t-CO ₂	Overseas Consolidated Subsidiaries *4	3,143	5,051	4,633	4,068	3,338
	Scope2	t-CO ₂	Overseas Consolidated Subsidiaries *4	13,131	13,526	11,133	10,849	9,648
	GHG *8	t-CO ₂	Consolidated	48,898	54,197	45,618	46,592	16,878
	Scope1+2 (Intensity)	CO ₂ /Revenue	Consolidated	0.145	0.169	0.182	0.149	0.046
	Scope1+2(energy intensity)*9	t-CO ₂ /GWh	Consolidated	357	346	322	309	118
	Scope3	t-CO ₂	Consolidated	-	1,961,644	1,323,198	1,942,035	2,184,806
	Category 1: Purchased Products and Services	t-CO ₂	Consolidated	-	1,376,126	903,207	1,472,466	1,690,332
	Category 2: Capital Goods	t-CO ₂	Consolidated	-	54,321	61,624	60,252	89,203
	Category 3: Fuel- and Energy-related Activities not Included in Scope 1 or 2	t-CO ₂	Consolidated	-	8,915	8,163	8,702	8,690
	Category 4: Transportation and Delivery (upstream)	t-CO ₂	Consolidated	-	6,653	6,107	7,923	8,629
	Category 5: Waste from Business	t-CO ₂	Consolidated	-	13,031	10,845	13,727	13,842
	Category 6: Business Trips	t-CO ₂	Consolidated	-	14,149	8,025	8,863	10,134
	Category 7: Employee Commuting	t-CO ₂	Consolidated	-	4,359	4,090	4,030	4,097
	Category 8: Lease Assets (upstream)	t-CO ₂	Consolidated	-	7,809	6,338	8,983	8,064
	Category 9: Transportation and Delivery (downstream)	t-CO ₂	Consolidated	-	-	-	-	-
	Category 10: Processing of Sold Products	t-CO ₂	Consolidated	-	-	-	-	-
	Category 11: Use of Sold Products	t-CO ₂	Consolidated	-	467,443	300,659	346,291	345,141
	Category 12: Disposal of Sold Products	t-CO ₂	Consolidated	-	1,654	1,286	1,348	1,450
	Category 13: Lease Assets (downstream)	t-CO ₂	Consolidated	-	7,183	12,855	9,451	5,224
	Category 14: Franchise	t-CO ₂	Consolidated	-	-	-	-	-
	Category 15: Investment	t-CO ₂	Consolidated	-	-	-	-	-
Water	Drainage Discharge	1,000 m ³	AMADA Group (Domestic)*1	98	96	74	103	92
	Drainage Discharge	1,000 m ³	AMADA Group (Overseas)*5	-	-	62	92	50
Waste	Total Emissions of Waste	t	AMADA Group (Domestic)*1	3,789	3,580	3,004	4,203	4,336
	Amount of Waste Recycled*10	t	AMADA Group (Domestic)*1	780	1,292	139	1,169	1,557
	Amount of Waste Incineration	t	AMADA Group (Domestic)*1	135	231	69	73	79
	Amount of Final Disposal	t	AMADA Group (Domestic)*1	36	29	17	28	21
	Amount Recycled After Product Disposal (iron) *11	t	AMADA Group (Domestic)*1	2,839	2,028	2,780	2,933	2,679
	Zero Emission Rate	%	AMADA Group (Domestic)*1	0.95	0.81	0.56	0.66	0.49
	Total Emissions of Waste	t	5 Major Overseas Production Sites	2,757	2,516	1,967	2,517	2,389
	Amount of Waste Recycled*10	t	5 Major Overseas Production Sites	-	-	332	730	427
	Amount of Waste Incineration	t	5 Major Overseas Production Sites	-	-	291	401	89
	Amount of Final Disposal	t	5 Major Overseas Production Sites	-	-	421	656	568
	Amount Recycled After Product Disposal (iron)*11	t	5 Major Overseas Production Sites	-	-	923	730	1,305
	Zero Emission Rate	%	5 Major Overseas Production Sites	-	-	21.42	26.06	23.78

Chemical Substances	Chemical Substances (Subject to the PRTR law*7?)	t	AMADA Group (Domestic)*1	90	59	39	56	77
	NOx	t	AMADA Group (Domestic)*1	1.2	3.9	2.7	3.6	4.5
	SOx	t	AMADA Group (Domestic)*1	0	0	0	0	0

Environmental Management System

	Unit	Data coverage	FY2018	FY2019	FY2020	FY2021	FY2022
ISO 14001 Site Certifications *12	Sites	Domestic	7	7	9	9	9
ISO 14001 Site Certifications *12	Sites	Overseas	4	4	4	4	4
Environmental Fines	Million JPY	AMADA Group (Domestic)*1	0	0	0	0	0
Accidents / Pollution that May Cause Environmental Problems		AMADA Group (Domestic)*1	0	0	0	0	0
Environment-related Complaints		AMADA Group (Domestic)*1	0	0	0	0	0

	-	Data coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Independent Verification by Third Party *13	-	AMADA Group (Overseas)*14	YES	YES	YES	YES	Planning

Notes

These datas are calculated retroactively If the aggregation method is changed.

*1 Covers 13 companies in the FY2018, 17 companies in the FY2019, 13 companies in the FY2020, 13 companies in the FY2021, and 14 companies in the FY2022 of the domestic consolidated subsidiaries.

*2 Calculated by adding up personnel expenses for RandD from FY2021

*3 All products developed by AMADA are assessed in a variety of categories: energy conservation, resource conservation, recyclable resources, material use restrictions, consideration for the environment at the time of use, rationalization of packaging, and information provision.
Among AMADA's low environmental impact products, ones that have improved remarkably over previous models based on these are called as Eco Products.assessments
More details: https://www.amada.co.jp/en/sustainability/eco_products/
The number of units and sales ratio of eco-products does not include Genefab products.

*4 Gas oil, LPG, Bunker A, volatile oils.

*5 Covres 38 companies in FY2018, 52 companies in FY2019, 54 copanies in FY2020, 52 copanies in FY2021, 51 companies in FY2022 of overseas consolidated subsidiaries.

*6 Total of slush, cutting oil, grinding oil, hydraulic oil and others.

*7 Pollutant Release and Transfer Register Law:Law concerning understanding of emissions of specified chemical substances and promotion of improvement of management.

*8 Until FY2018, calculated using emission factors announced by the Ministry of the Environment in FY 2007.

From FY2019, calculated using each year emission factors announced by the Ministry of the Environment.

*9 Amada Group CO₂ emissions (domestic + overseas) / total energy consumption

*10 Recycled resources other than iron (Plastics, etc.)

*11 Recycled amount of sold iron resources

*12 A breakdown of ISO 14001 certified sites can be found in the AMADA Group Annual Environmental Report(<https://www.amada.co.jp/ja/sustainability/forest-in-office/>)

*13 Third-party guarantee reports is included in the AMADA Group Annual Environmental Report (<https://www.amada.co.jp/ja/sustainability/forest-in-office/>)

*14 Up to the fiscal year ending March 31, 2022, domestic group companies (※1) were targeted.

From the fiscal year ending March 31, 2023, overseas consolidated subsidiaries (※5) have been added

Calculation Methods: as of FY2022

		Unit	Basis for the calculation
Energy Consumption	Energy Consumption(GWh Based)	1,000 kwh	Energy =(Fuel, Electric Energy, etc.) × Energy Conversion Factor Fuel Conversion Factor:Calculated using the Agency for Natural Resources and Energy's "Simplified Calculation Table for Energy Consumption (Crude Oil Equivalent) (FY2023)" and then converted to GWh.
	Scope1+2 (Domestic)	t-CO ₂	CO ₂ Emissions=Amount of purchased energy × CO ₂ emission factor CO ₂ Emission Factor: Electric Energy:List of Emission Factors by Electric Utility (Ministry of the Environment and Ministry of Economy, Trade and Industry, January 24, 2023) Fuel:List of calculation methods and emission factors for calculation, reporting, and publication systems (Ministry of the Environment and Ministry of Economy, Trade and Industry)
	Scope1+2 (Overseas)	t-CO ₂	CO ₂ Emissions=Amount of purchased energy × CO ₂ emission factor CO ₂ Emission Factor: Electric Energy:CO ₂ emission factors published by electric power companies or IEA Emission Factors 2022 (September 2022) Fuel:In principle, the list of calculation methods and emission factors in the calculation, reporting, and publication system (Ministry of the Environment and Ministry of Economy, Trade and Industry). However, if the regional emission factor for a site is known, priority is given to use it.

GHG	CO ₂ Emissions	Scope3	t-CO ₂	
		Category 1: Purchased Products and Services	t-CO ₂	(Procurement amount x Emission factor) - (Consolidated procurement amount x Emission factor)
		Category 2: Capital Goods	t-CO ₂	Total capital investment x Emission factor
		Category 3: Fuel- and Energy-related Activities not Included in Scope 1 or 2	t-CO ₂	(Purchased fuel x upstream emission factor) + (Purchased electricity x upstream emission factor)
		Category 4: Transportation and Delivery (upstream)	t-CO ₂	In-house transport volume (ton-kilometers) x Emission factor (for overseas, calculated as a percentage of sales)
		Category 5: Waste from Business	t-CO ₂	Amount of Waste x Emission factor
		Category 6: Business Trips	t-CO ₂	Business travel expenses x Emission factor (for overseas, calculated based on headcount ratio)
		Category 7: Employee Commuting	t-CO ₂	Commuting cost x Emission factor (for overseas, calculated based on headcount ratio)
		Category 8: Lease Assets (upstream)	t-CO ₂	Fuel used in leased vehicles x Emission factor (for overseas, calculated as a percentage of sales)
		Category 9: Transportation and Delivery (downstream)	t-CO ₂	-
		Category 10: Processing of Sold Products	t-CO ₂	-
		Category 11: Use of Sold Products	t-CO ₂	For each product category, Number of units sold x Electricity consumption x Product life (10 years) x Emission factor
		Category 12: Disposal of Sold Products	t-CO ₂	Number of products sold x emission factor
		Category 13: Lease Assets (downstream)	t-CO ₂	Purchased fuel x emission factor + Purchased electricity x emission factor
		Category 14: Franchise	t-CO ₂	-
	Category 15: Investment	t-CO ₂	-	
	CO ₂ Emission Factor		C1:Data Book of Environmental Impact Intensity Databook (3EID), 2015 C2,C3(Electricity), C4, C5, C6, C7: Emission intensity database for calculating greenhouse gas emissions of organizations through their supply chain (Ver 3.3), Ministry of the Environment C3:(Fuel)LCI database IDEA version 2.3 C4:Calculation Method Guidelines for CO ₂ Emissions in the Logistics Sector Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism C8:List of Calculation Methods and Emission Factors in the Calculation, Reporting, and Publication System, Ministry of the Environment C11:List of Emission Coefficients by Electric Utility, Ministry of Economy, Trade and Industry and Ministry of the Environment, 2023 C12:Emissions at the time of disposal of one unit are calculated based on our standards. C13:(Electricity)List of Emission Factors by Electric Utility, Ministry of the Environment and Ministry of Economy, Trade and Industry, 2023 C13:(Fuel)List of Calculation Methods and Emission Factors for Calculation, Reporting, and Publication Systems, Ministry of the Environment, Ministry of Economy, Trade and Industry	

Human Resources

		Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Number of Employees			Consolidated	9,256	9,531	8,906	8,774	8,958
	Male		Amada(Non-consolidated) *1	2,377	2,429	2,401	2,299	2,281
	Female		Amada(Non-consolidated) *1	225	254	275	255	269
	Total		Amada(Non-consolidated) *1	2,602	2,683	2,676	2,554	2,550
Number of Non-Regular Employees	Male		Amada(Non-consolidated) *1	171	154	78	46	75
	Female		Amada(Non-consolidated) *1	77	75	78	64	67
	Total		Amada(Non-consolidated) *1	248	229	156	110	142
Average Annual Employee Salary	Male	1,000 JPY	Amada(Non-consolidated) *1	7,004	6,995	6,605	6,547	6,886
	Female	1,000 JPY	Amada(Non-consolidated) *1	4,171	4,385	4,816	4,583	4,876
	Total	1,000 JPY	Amada(Non-consolidated) *1	6,759	6,748	6,465	6,350	6,675

Diversity

		Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Female Ratio to Total Regular Employees		%	5 Major Domestic Operating Companies *2	6.3	7.5	8.1	8.2	8.9
			Amada(Non-consolidated) *1	6.3	7.3	7.8	7.8	8.4
Number of Managers	Male		5 Major Domestic Operating Companies *3	726	718	714	646	660
	Female	%	5 Major Domestic Operating Companies *3	6	8	9	9	15
Ratio of Employees with Disabilities			Domestic Consolidated Subsidiaries *4	2.14	2.21	2.34	2.4	2.61
Average Age of Employees	Male		Amada(Non-consolidated) *1	44.4	44.4	43.9	43.8	44.0
	Female		Amada(Non-consolidated) *1	38.6	38.1	37.9	38.2	38.4
	Total		Amada(Non-consolidated) *1	43.9	43.8	43.2	43.2	43.4
Employment of Foreign Nationals in Japan		%	Amada(Non-consolidated) *1	25	21	16	15	15
Ratio of Local Staff in Key Positions at Overseas Locations *5			Consolidated	42.4	43.9	44.1	43.5	
Number of employees using re-employment system at retirement age*6			Amada(Non-consolidated) *1	99	134	58	38	66

Talent Attraction and Retention

			Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Number of New Employees Hired (New Graduates with Degrees)	Male			5 Major Domestic Operating Companies *3	67	55	35	40	57
	Female			5 Major Domestic Operating Companies *3	24	22	9	10	27
	Total			5 Major Domestic Operating Companies *3	91	77	44	50	84
Number of New Employees Hired (New Graduates with Degrees)	Male			Amada(Non-consolidated) *1	51	44	23	22	37
	Female			Amada(Non-consolidated) *1	21	21	8	5	18
	Total			Amada(Non-consolidated) *1	72	65	31	27	55
Ratio of Female Fresh Graduate Hired		%		5 Major Domestic Operating Companies *3	26.4	28.6	20.5	20.4	32.1
Rate of Employees Leaving within 3 Years *7		%		Amada(Non-consolidated) *1	7.0	3.0	18.0	11.5	3.3
Number of Employees Leaving *8	Male			Amada(Non-consolidated) *1	36	47	41	63	62
	Female			Amada(Non-consolidated) *1	7	7	18	10	12
	Toal			Amada(Non-consolidated) *1	43	54	59	73	74
Employee Turnover Rate *9		%		Amada(Non-consolidated) *1	1.8	2.2	2.3	2.7	2.9
Average Length of Employment	Male	Years		Amada(Non-consolidated) *1	19.0	19.1	18.5	18.4	18.5
	Female	Years		Amada(Non-consolidated) *1	9.6	9.1	9.2	10.0	10.1
	Toal	Years		Amada(Non-consolidated) *1	18.2	18.1	18.7	17.6	17.6

Ratio of Mid-career Recruitment Based on Labor Measures Comprehensive Promotion Act (Japanese law)

			Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Ratio of Mid-career Recruitment		%		Amada Co.,Ltd.	55	43	6	44	51
		%		Amada Machinery Co.,Ltd.	85	75	13	17	76
		%		Amada Weld Tech Co.,Ltd.	75	42	75	40	57
		%		Amada Press System Co.,Ltd.	-	31	33	67	52
		%		Amada Tool Co.,Ltd.	100	67	0	14	11
		%		Amada Automation Systems Co.,Ltd.	80	38	0	0	0

Human Resource Development

	Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Total Cost of Education and Training to Improve Employee Skills *10	1,000 JPY	5 Major Domestic Operating Companies *11	81,484	76,887	49,312	46,914	95,383
Education and Training Costs Per Capita	1,000 JPY	5 Major Domestic Operating Companies *11	31	29	18	18	24
Total Hours of Education and Training	Hours	5 Major Domestic Operating Companies *11	-	-	-	85,114	151,084
【By rank】							
New employee	Hours	5 Major Domestic Operating Companies *11	-	-	-	-	71,115
Young and mid-level employee	Hours	5 Major Domestic Operating Companies *11	-	-	-	-	1,378
Manager	Hours	5 Major Domestic Operating Companies *11	-	-	-	-	2,646
【job-specific】							
technical staff (which include DX,IT,engineer)	Hours	5 Major Domestic Operating Companies *11	-	-	-	-	12,577
Global staff	Hours	5 Major Domestic Operating Companies *11	-	-	-	-	4,081
Diverse human resources (Women, LGBT)	Hours	5 Major Domestic Operating Companies *11	-	-	-	-	1,002
Education and Training Hours Per Capita	Hours	5 Major Domestic Operating Companies *11	-	-	-	33	38

Work-Life Balance

		Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Average Hours of Overtime per Employee		Hours /Month	Amada(Non-consolidated) *1	19.1	13.1	1.4	8.3	14
Percentage of Employees Taking All Paid Leave		%	Amada(Non-consolidated) *1	50.2	59.7	52.5	57.5	68.4
Percentage of Employees Taking Childcare Leave *12	Male	%	5 Major Domestic Operating Companies *2	0.0 (Non-consolidated, only statutory leave)	14.7 (Non-consolidated, only statutory leave)	22.5 (Non-consolidated, only statutory leave)	33.0	60.9
	Female	%	5 Major Domestic Operating Companies *2	100 (Non-consolidated, only statutory leave)	100 (Non-consolidated, only statutory leave)	100 (Non-consolidated, only statutory leave)	100.0	100
	Total	%	5 Major Domestic Operating Companies *2	9.5 (Non-consolidated, only statutory leave)	30.1 (Non-consolidated, only statutory leave)	27.2 (Non-consolidated, only statutory leave)	36.8	65.7
Return to Work Ratio after Childcare Leave	Male	%	5 Major Domestic Operating Companies *2	- (Non-consolidated)	100 (Non-consolidated)	100 (Non-consolidated)	100	100
	Female	%	5 Major Domestic Operating Companies *2	- (Non-consolidated)	100 (Non-consolidated)	100 (Non-consolidated)	100	100
	Total	%	5 Major Domestic Operating Companies *2	- (Non-consolidated)	100 (Non-consolidated)	100 (Non-consolidated)	100	100
Number of Employees Taking Nursing Care Leave *12	Total	人	Amada(Non-consolidated) *1	0 (only statutory leave)	1 (only statutory leave)	1 (only statutory leave)	1	3
Number of Employees Using Short-time Work Hour System for Childcare		人	Amada(Non-consolidated) *1	12	6	20	19	20

Labor Management

	Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Number of Industrial Accidents	件	Amada(Non-consolidated) *1	17	12	9	13	12
Frequency Rate *13	%	Amada(Non-consolidated) *1	0.60	1.17	0.57	0.55	0.89
Number of staff trained on safety standards	人	5 Major Domestic Operating Companies *3	-	-	-	-	1,312
Number of staff trained (General training which includes safety)	人	5 Major Domestic Operating Companies *3	-	-	-	-	918

Wellness Management

	Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Percentage of Employees Taking Regular Health Checkups	%	5 Major Domestic Operating Companies *3	100	100	100	99.9	100
Percentage of Employees Taking Stress Checks	%	5 Major Domestic Operating Companies *3	90.8	91.2	92.5	92.7	91.6

Social Contribution Activities

		Unit	Data Coverage	FY2018	FY2019	FY2020	FY2021	FY2022
Social Contribution Expenses	Total	1,000 JPY	Domestic Major Consolidated Subsidiaries *6	132,263	111,510	67,547	83,103	101,938
	Include Donation Amounts	1,000 JPY	Domestic Major Consolidated Subsidiaries *6	1,875	5,711	780	1,708	2,442

Notes

*1 Indicates Amada Co., Ltd.

Figures for the FY2018 and FY2019 are shown as the total of the Amada Holdings Co., Ltd(holding company) and Amada Co., Ltd(operating company) at that time

*2 Covers 5 domestic operating companies in Japan.

*3 Covers 5 domestic operating companies in Japan. Before FY2022, four domestic operating companies are covered.

*4 Include special subsidiary company (Tokureikogaisha), Amada(Non-consolidated) and 4 other subsidiaries in Japan
In FY2021: Adding 2 subsidiaries in the scope of the calculation

*5 Ratio of locals in charge of president in overseas subsidiaries.

Calculated as the number of local president (incl. president-equivalent position)

/ Number of presidents in overseas subsidiaries.

*6 Number of employees over age of 60 (=reached the retirement age) on the starting date (Apr 1st) of the current fiscal year

*7 Calculated as the number of employees leaving the company as of the base date (within major group companies)
/ Number of new graduates hired in the target year (undergraduates and postgraduates)

*8 Number of employees who left their jobs during the current fiscal year.
(excl. retirees, contract expired, and transferees)

*9 Calculated by the number of employees who left the company during the current fiscal year
/ Number of employees enrolled on the starting date (Apr 1st) of the current fiscal year

*10 Internal education and training, external seminars and practical training organised to improve employees' competencies and skills are covered.
Excludes voluntary study groups, visits to exhibitions, attendance at academic conferences and self-study.

*11 Covers 5 domestic operating companies in Japan. Before FY2022, Amada(Non-consolidated) is covered.

*12 Include our own leave system (parental and nursing care).

*13 Calculated as the number of employees taking accident leave
/ Total number of actual working hours x 1,000,000.

General Information



			Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of Directors	Internal	Male		5	5	5	5	5
		Female		0	0	0	0	0
		Total		5	5	5	5	5
	Outside	Male		3	3	3	3	3
		Female		0	0	0	0	1
		Total		3	3	3	3	4
	Total		人	8	8	8	8	9
Ratio of Outside Directors			%	37.5	37.5	37.5	37.5	44.4
Ratio of Female Directors			%	0.0	0.0	0.0	0.0	11.1
Average Age of Directors				65.5	65.1	67.8	68	65.8
Board Chairman				Chairman	President	President	President	President
Number of Board Meetings*1				9	6	7	8	8
Average Attendance Rate of Board Meetings			%	97.0	100.0	100.0	98.0	98.6
Director's Term of Office			year	1	1	1	1	1
Number of Auditors	Internal	Male		2	2	2	2	2
		Female		0	0	0	0	0
		Total		2	2	2	2	2
	Outside	Male		2	2	2	2	2
		Female		0	0	0	0	0
		Total		2	2	2	2	2
	Total			4	4	4	4	4
Ratio of Outside Auditors			%	50.0	50.0	50.0	50.0	50.0
Average Age of Auditors				66.8	67.8	69.5	70.5	71.8
Number of Audit & Supervisory Board Meetings				8	6	8	9	9
Average Attendance Rate of Audit & Supervisory Board Meetings			%	100.0	100.0	97.0	100.0	100.0
Auditor's Term of Office			year	4	4	4	4	4

Number of Nomination Committee Members	Internal	-	-	1	1	1
	Outside	-	-	3	3	3
	Total	-	-	4	4	4
Number of Nomination Committee Meetings		-	-	2	3	1
Average Attendance Rate of Nomination Committee Meetings		%	-	-	100.0	100.0
Chairman of Nomination Committee Meetings		-	-	Outside Director	Outside Director	Outside Director
Number of Remuneration Committee members	Internal	-	-	1	1	1
	Outside	-	-	3	3	3
	Total	-	-	4	4	4
Number of Remuneration Committee Meetings		-	-	2	1	2
Average Attendance Rate of Remuneration Committee Meetings		%	-	-	100.0	100.0
Chairman of Remuneration Committee Meetings		-	-	Outside Director	Outside Director	Outside Director
Number of Executive Officers		15	12	15	12	14

Executive Compensation

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Remuneration of Directors (excl. Outside Directors)	Total Base Salary	Million JPY	165	170	168	163	159
	Performance-linked Compensation	Million JPY	221	215	182	200	200
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	386	385	350	363	359
	Persons		6	5	5	6	7
Remuneration of Auditors (excl. Outside Members)	Total Base Salary	Million JPY	24	24	31	29	28
	Performance-linked Compensation	Million JPY	-	-	-	-	-
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	24	24	31	29	28
	Persons		2	2	2	2	2
Outside Directors and Auditors	Total Base Salary	Million JPY	31	35	36	36	45
	Performance-linked Compensation	Million JPY	-	-	-	-	-
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	31	35	36	36	45
	Persons		5	5	5	5	6

Compliance

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total Number of Reports to the Internal Hotlines		Consolidated	29	43	26	27	26
Total Corruption-related Fines	JPY	Consolidated	0	0	0	0	0
Total Amount of Political Contributions	JPY	Consolidated	0	0	0	0	0

Tax Payments by Region

	単位	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Million JPY	12,541	12,438	4,738	830	9,826
North America	Million JPY	713	1,264	333	2,154	2,977
Europe	Million JPY	1,538	1,245	653	694	1,258
Asia and Others	Million JPY	1,308	1,106	941	918	1,574
Consolidated	Million JPY	16,101	16,056	6,666	4,598	15,637

Quality Management

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Status of QMS (ISO9001) Certified at Manufacturing Sites	Japan	11	11	11	11	11
	Overseas	14	14	14	14	14

Directors and Auditors

As of June 30th 2022

	Name	Gender	Age	Tenure Years	Management	Independent	Current Position	Attendance Rate of Board/Audit & Supervisory Board	Concurrent Positions in Committees		Attendance Rate of Committees		Shares Held 1,000 shares
									Nomination	Compensation	Nomination	Compensation	
Directors	Tsutomu Isobe	Male	62	16	●		Representative Director, Chairman	100.0	Member	Member	100.0	100.0	61
	Takaaki Yamanashi	Male	59	3	●		Representative Director, President	100.0					14
	Masahiko Tadokoro	Male	61	1	●		Director, Senior Executive Officer	100.0					8
	Koji Yamamoto	Male	62	1	●		Director, Senior Executive Officer	100.0					17
	Kazuhiko Miwa	Male	60	5	●		Director, Executive Officer	100.0					18
	Hiroyuki Sasa	Male	67	New		●	Outside Director	-	Chairman	Member	-	-	0
	Toshitake Chino	Male	76	9		●	Outside Director	100.0	Member	Chairman	100.0	100.0	0
	Hidekazu Miyoshi	Male	72	8		●	Outside Director	100.0	Member	Member	100.0	100.0	9
	Harumi Kobe	Female	61	1		●	Outside Director	100.0					0
Auditors	Kotaro Shibata	Male	70	3			Auditor	100.0					22
	Takashi Fujimoto	Male	66	New			Auditor	-					1
	Akira Takenouchi	Male	76	9		●	Outside Auditor	100.0					0
	Seiji Nishiura	Male	70	6		●	Outside Auditor	100.0					0

Note

*1 Written resolutions are not included.

*2 Attendance rate in FY2022