

Environmental Accounting



		Unit	Data coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Environmental Conservation Costs (investment amount)	Costs in Business Sites	Million JPY	AMADA Group (Domestic) *1	1	1	1729	2,958	445
	(Breakdown①)Antipollution Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	(Breakdown②)Global Environmental Conservation Cost	Million JPY	AMADA Group (Domestic) *1	1	1	1729	2,958	445
	(Breakdown③)Resource Circulation Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Upstream / Downstream Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Management Activities Cost	Million JPY	AMADA Group (Domestic) *1	0	0	3	0	0
	Research and Development Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Social Activities Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Environmental Damage Restoration Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Environmental Conservation Costs and Others	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Total Environmental Conservation Costs (investment amount)	Million JPY	AMADA Group (Domestic) *1	1	1	1732	2,958	445
Environmental Conservation Costs (Expense)	Costs in Business Sites	Million JPY	AMADA Group (Domestic) *1	173	153	214	323	225
	(Breakdown①)Antipollution Cost	Million JPY	AMADA Group (Domestic) *1	34	32	32	46	29
	(Breakdown②)Global Environmental Conservation Cost	Million JPY	AMADA Group (Domestic) *1	35	36	46	110	81
	(Breakdown③)Resource Circulation Cost	Million JPY	AMADA Group (Domestic) *1	104	86	136	167	115
	Upstream / Downstream Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	1
	Management Activities Cost	Million JPY	AMADA Group (Domestic) *1	37	47	52	87	67
	Research and Development Cost *2	Million JPY	AMADA Group (Domestic) *1	782	497	2544	6,926	2,689
	Social Activities Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Environmental Damage Restoration Cost	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Environmental Conservation Costs and Others	Million JPY	AMADA Group (Domestic) *1	0	0	0	0	0
	Total Environmental Conservation Costs (Expense)	Million JPY	AMADA Group (Domestic) *1	993	696	2810	7,336	2,982
Effects of Environmental Conservation	Reduction of CO ₂ Emission at Business Sites	t-CO ₂	AMADA Group (Domestic) *1	708	1,044	969	1,227	1,132
	Reduction of Waste Disposal	t	AMADA Group (Domestic) *1	19	32	53	108	112
	Economic Effects	Million JPY	AMADA Group (Domestic) *1	27	24	94	194	154

Environmental Contribution

		Unit	Data coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Amada Eco Products *3	Unit Sales	Unit	Consolidated	3,100	2,400	3,200	3,500	3,900
	Amada Eco-Products Unit Ratio	%	Consolidated	46	51	56	61	63
	Sales Amount	Million JPY	Consolidated	108,608	86,373	119,533	143,591	162,551
	Amada Eco-Products Sales Ratio	%	Consolidated	74	80	84	87	87

Environmental Data

Input		Unit	Data coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Energy	Non-renewable energy	MWh	AMADA Group (Domestic) *1	67,502	59,423	66,216	0	0
	Renewable energy (purchased)	MWh	AMADA Group (Domestic) *1	0	0	0	67,004	64,609
	Renewable energy (self-generated)	MWh	AMADA Group (Domestic) *1	531	612	605	614	786
	City Gas	1,000 m³	AMADA Group (Domestic) *1	1,190	904	796	832	902
	LPG	t	AMADA Group (Domestic) *1	204	161	213	220	199
	Heavy Oil	kℓ	AMADA Group (Domestic) *1	28	26	27	21	29
	Kerosene	kℓ	AMADA Group (Domestic) *1	675	566	439	591	515
	Gasoline	kℓ	AMADA Group (Domestic) *1	6	9	6	3	5
	Diesel Oil	kℓ	AMADA Group (Domestic) *1	10	7	11	10	9
	Non-renewable energy	MWh	Overseas Subsidiaries Consolidated *4	37,112	35,728	34,837	33,801	35,655
	Renewable energy (purchased)	MWh	Overseas Subsidiaries Consolidated *4	3,119	3,848	8,997	4,024	5,601
	Renewable energy (self-generated)	MWh	Overseas Subsidiaries Consolidated *4	222	226	136	218	143
	Natural Gas	1,000 m³	Overseas Subsidiaries Consolidated *4	1,453	1,464	1,271	1,358	1,357
	LPG	t	Overseas Subsidiaries Consolidated *4	193	109	111	39	22
	Heavy Oil	kℓ	Overseas Subsidiaries Consolidated *4	7	11	9	0	0
	Kerosene	kℓ	Overseas Subsidiaries Consolidated *4	0	0	0	0	0
	Gasoline	kℓ	Overseas Subsidiaries Consolidated *4	78	165	55	0	0
	Diesel Oil	kℓ	Overseas Subsidiaries Consolidated *4	167	135	168	47	30
	Biomass	MWh	Overseas Subsidiaries Consolidated *4	918	941	987	1,080	1,430
	Hot Water	Gcal	Overseas Subsidiaries Consolidated *4	190	206	229	235	234
	Total Energy Consumption	GWh	Consolidated	156	142	151	144	142
Water	City Water	1,000 m³	AMADA Group (Domestic) *1	48	45	42	44	46
	Groundwater	1,000 m³	AMADA Group (Domestic) *1	218	205	174	149	67
	Total Water Withdrawal	1,000 m³	AMADA Group (Domestic) *1	266	250	215	193	113
	Total Water Withdrawal	1,000 m³	Overseas Subsidiaries Consolidated *4	162	120	142	133	135

Input		Unit	Data coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Resources	Iron	t	AMADA Group (Domestic) *1	31,106	17,579	28,511	38,966	34,568
	Non-ferrous Metal	t	AMADA Group (Domestic) *1	1	1	11	4	2
	Oil *5	kℓ	AMADA Group (Domestic) *1	240	125	163	164	193
Chemical Substances (Subject to the PRTR law *7)	Painting Material	t	AMADA Group (Domestic) *1	62	19	40	23	4

Output			Unit	Data coverage	FY2019	FY2020	FY2021	FY2022	FY2023
GHG	CO ₂ Emissions	GHG *7	t-CO ₂	AMADA Group (Domestic) *1	35,620	29,852	31,675	3,892	3,620
		Scope1	t-CO ₂	AMADA Group (Domestic) *1	4,793	3,697	4,001	3,892	3,620
		Scope2	t-CO ₂	AMADA Group (Domestic) *1	30,828	26,155	27,674	0	0
		GHG *7	t-CO2	Overseas Subsidiaries Consolidated *4	18,577	15,766	14,917	12,986	12,150
		Scope1	t-CO ₂	Overseas Subsidiaries Consolidated *4	5,051	4,633	4,068	3,338	3,130
		Scope2	t-CO2	Overseas Subsidiaries Consolidated *4	13,526	11,133	10,849	9,648	9,021
		GHG *7	t-CO ₂	Consolidated	54,197	45,618	46,592	16,878	15,770
		Scope1+2 (Intensity)	t-CO ₂ /Revenue billion yen	Consolidated	169.3	182.1	149.0	46.2	39.1
		Scope1+2 (Energy Intensity) ※8	t-CO ₂ /GWh	Consolidated	346	322	309	118	31
		Scope3	t-CO ₂	Consolidated	1,961,644	1,323,198	1,942,035	2,184,806	2,232,560
		Category 1: Purchased Products and Services	t-CO ₂	Consolidated	1,376,126	903,207	1,472,466	1,690,332	1,770,921
		Category 2: Capital Goods	t-CO ₂	Consolidated	54,321	61,624	60,252	89,203	62,085
		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	8,944
		Category 4: Transportation and Delivery (upstream)	t-CO ₂	Consolidated	6,653	6,107	7,923	8,629	9,442
		Category 5: Waste from Business	t-CO ₂	Consolidated	13,031	10,845	13,727	13,842	14,634
		Category 6: Business Trips	t-CO ₂	Consolidated	14,149	8,025	8,863	10,134	10,588
		Category 7: Employee Commuting	t-CO ₂	Consolidated	4,359	4,090	4,030	4,097	4,102
		Category 8: Lease Assets (upstream)	t-CO ₂	Consolidated	7,809	6,338	8,983	8,064	8,313
		Category 9: Transportation and Delivery (downstream)	t-CO ₂	Consolidated	-	-	-	-	-
		Category 10: Processing of Sold Products	t-CO2	Consolidated	-	-	-	-	-
		Category 11: Use of Sold Products	t-CO ₂	Consolidated	467,443	300,659	346,291	345,141	337,570
		Category 12: Disposal of Sold Products	t-CO2	Consolidated	1,654	1,286	1,348	1,450	1,424
		Category 13: Lease Assets (downstream)	t-CO ₂	Consolidated	7,183	12,855	9,451	5,224	4,538
		Category 14: Franchise	t-CO2	Consolidated	-	-	-	-	-
		Category 15: Investment	t-CO ₂	Consolidated	-	-	-	-	-
Water		Discharge	1,000 m ³	AMADA Group (Domestic) *1	96	74	103	92	88
		Discharge	1,000 m ³	Overseas Subsidiaries Consolidated *4	-	62	92	93	98
Waste		Total Emissions of Waste	t	AMADA Group (Domestic) *1	3,580	3,004	4,203	4,336	4,293
		Amount of Waste Recycled	t	AMADA Group (Domestic) *1	3,321	2,919	4,102	4,236	4,179
		Amount of Waste Incineration	t	AMADA Group (Domestic) *1	231	69	73	79	93
		Amount of Final Disposal	t	AMADA Group (Domestic) *1	29	17	28	21	22
		Zero Emission Rate	%	AMADA Group (Domestic) *1	0.81	0.56	0.66	0.49	0.50
		Total Emissions of Waste (Landfill Disposal Rate)	t	Major overseas Production Sites*9	2,516	1,967	2,517	2,389	2,754
		Amount of Waste Recycled	t	Major overseas Production Sites*9	-	1,256	1,460	1,732	2,206
		Amount of Waste Incineration, Others	t	Major overseas Production Sites*9	-	291	401	89	100
		Amount of Final Disposal	t	Major overseas Production Sites*9	-	421	656	568	448
		Zero Emission Rate (Landfill Disposal Rate)	%	Major overseas Production Sites*9	-	21	26.06	23.78	16.28
Chemical Substances		Chemical Substances (Subject to the PRTR law*6)*10	t	AMADA Group (Domestic) *1	59	39	56	77	126
		NOx	t	AMADA Group (Domestic) *1	3.9	2.7	3.6	4.5	0.8
		SOx	t	AMADA Group (Domestic) *1	0	0	0	0	0

Environmental Management System

	Unit	Data coverage	FY2019	FY2020	FY2021	FY2022	FY2023
ISO 14001 Certified Sites *11	Sites	Domestic	8	10	10	10	10
ISO 14001 Certified Sites *11	Sites	Overseas	6	5	5	5	5
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	FY2019	FY2020	FY2021	FY2022	FY2023
Third-Party Assurance *12	-	AMADA Group (Domestic) *1	obtained	obtained	obtained	obtained	obtained

Notes
These data are recalculated retroactively in case of changes in aggregation method.

*1 Coverage of the domestic consolidated companies: 17 companies for FY2019, 13 companies for FY2020, 13 companies for FY2021, 14 companies for FY2022, and 14 companies for FY2023.

*2 Calculated by adding up personnel expenses for R&D from FY2021

*3 At Amada, we conduct product assessments on "energy saving," "resource saving," "recycling," "material usage restrictions," "environmental considerations during use," "packaging rationalization," and "information provision" for all the developed products. Among eco-friendly products, those that assessment result have significantly improved compared with their previous models are declared as Amada Eco-Products.
For details, click here:https://www.amada.co.jp/en/sustainability/environment/eco_products/
Note that Genefab products are not included in the number of units and sales revenue ratio of the Eco-Products.
The number of units and sales ratio of eco-products does not include Genefab products.

*4 Coverage of the overseas consolidated companies (including their subsidiaries): 66 companies for FY2019, 66 companies for FY2020, 67 companies for FY2021, 66 companies for FY2022, 66 companies for FY2023.

*5 Lubricants, cutting oils, grinding oils, anti-corrosion oils, hydraulic oils, etc.

*6 PRTR Law: Law that aims to promote reporting and management of specific chemical substances

*7 Emission factor for the relevant years announced by the Ministry of the Environment are applied.

*8 CO₂ emissions of the Amada Group (Domestic + Overseas) ÷ Total Energy Consumption.

*9 The main seven overseas manufacturing sites of the Amada Group (3 in the United States, 2 in France, 1 in Austria, and 1 in China).

*10 The target substances have been expanded from FY2023. Calculation methods are partially revised.

*11 Details on ISO14001 certified sites are on the Amada website (<https://www.amada.co.jp/en/sustainability/environment/management/>)

*12 The third-party assurance certification is posted on the Amada website (<https://www.amada.co.jp/pdf/en/sustainability/index/assurance.pdf>)

(Calculation Standards for Environmental Data FY2023)

		Unit	Calculation Standards	
Energy		Total Energy Consumption	GWh Energy = (Fuel, Electricity, etc) × Energy Conversion Factor Fuel Conversion Factor: (Until FY2021) Calculated using the "Simplified Calculation Table for Energy Consumption (Crude Oil Equivalent) for FY2019" from the Agency for Natural Resources and Energy, then converted to GWh. (From FY2022) Calculated using the "Crude Oil Conversion Tool (Revised 2022 Version)" from the Agency for Natural Resources and Energy, then converted to GWh.	
GHG	CO ₂ Emissions	CO ₂ Emissions (SCOPE1+2 : Domestic)	t-CO ₂ CO ₂ Emissions = Amount of Purchased Energy × CO ₂ Emission Factor CO ₂ Emission Factors: Electricity: Ministry of the Environment and Ministry of Economy, Trade and Industry, "Emission Factors by Electric Utility" issued on December 22, 2023. Fuel: Ministry of the Environment and Ministry of Economy, Trade and Industry, "List of Calculation Methods and Emission Factors for the Calculation, Reporting, and Disclosure System," updated on December 12, 2023 (partially revised on January 16, 2024).	
		CO ₂ Emissions (SCOPE1+2 : Overseas)	t-CO ₂ CO ₂ Emissions = Amount of Purchased Energy × CO ₂ Emission Factor CO ₂ Emission Factors: Electricity: CO ₂ emission factors published by the preferred power company or 2021 values from IEA Emission Factors 2023 (issued in September 2023) Fuel: In principle, use the "List of Calculation Methods and Emission Factors for the Calculation, Reporting, and Disclosure System," updated on December 12, 2023 (partially revised on January 16, 2024). If the regional emission factors of the site are known, they should be given priority.	
		Scope3	t-CO ₂	
		Category 1	t-CO ₂	Procured Products and Services: (Procurement Amount × Emission Factor) - (Procurement Amount of Group Companies × Emission Factor)
		Category 2	t-CO ₂	Capital Goods: Total Capital Investment × Emission Factor
		Category 3	t-CO ₂	Fuel and Energy-Related Activities Not Included in Scope 1 and 2: Purchased Fuel Volume × Upstream Emission Factor + Purchased Electricity Amount × Upstream Emission Factor
		Category 4	t-CO ₂	Transportation and Distribution (Upstream): Company Transport Volume (ton-kilometers) × Emission Factor (calculated based on sales ratio for overseas)
		Category 5	t-CO ₂	Waste from Business Operations: Waste Volume × Emission Factor
		Category 6	t-CO ₂	Business Travel: Travel Expenses × Emission Factor (calculated based on the number of people for overseas)
		Category 7	t-CO ₂	Employee Commuting: Commuting Expenses × Emission Factor (calculated based on the number of people for overseas)
		Category 8	t-CO ₂	Fuel Used for Leased Vehicles × Emission Factor (calculated based on sales ratio for overseas)
		Category 9	t-CO ₂	
		Category 10	t-CO ₂	
		Category 11	t-CO ₂	Use of Sold Products: Number of Units Sold per Product Category × Energy Consumption × Product Lifetime (10 years) × Emission Factor
		Category 12	t-CO ₂	Disposal of Sold Products: Number of Units Sold × Emission Factor
		Category 13	t-CO ₂	Scope 1 and 2 for Rental Properties: Amount of Purchased Fuel × Emission Factor + Amount of Purchased Electricity × Emission Factor
		Category 14	t-CO ₂	
		Category 15	t-CO ₂	
Emission Factors Used		C1: Environmental Load Unit Data Book (3EID) Based on the Input-Output Tables 2015 C2, C3 (Electricity), C4, C5, C6, C7: Ministry of the Environment's Emission Factor Database for Calculating Greenhouse Gas Emissions through the Supply Chain (Ver 3.4) C3 (Fuel): LCI Database IDEA version 3.4 C4: Guidelines for Calculation Methods of CO ₂ Emissions in the Logistics Sector by the Ministry of Economy, Trade and Industry and Ministry of Land, Infrastructure, Transport and Tourism C8: Ministry of the Environment's List of Calculation Methods and Emission Factors in the System for Calculation, Reporting, and Public Disclosure C11: List of Emission Factors by Electric Power Utility (Announced on December 22, 2023) C12: Self-calculated Emissions per Unit Disposal C13 (Electricity): List of Emission Factors by Electric Power Utility by the Ministry of the Environment and Ministry of Economy, Trade and Industry (Issued on December 22, 2023) C13 (Fuel): List of Calculation Methods and Emission Factors in the System for Calculation, Reporting, and Public Disclosure by the Ministry of the Environment and Ministry of Economy, Trade and Industry (Updated on December 12, 2023, with partial corrections on		

Human Resources



			Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Number of Employees				Consolidated	9,531	8,906	8,774	8,958	9,005
	Male			Amada (Non-consolidated) *1	2,429	2,401	2,299	2,281	2,348
	Female			Amada (Non-consolidated) *1	254	275	255	269	301
	Total			Amada (Non-consolidated) *1	2,683	2,676	2,554	2,550	2,649
Number of Non-Regular Employees	Male			Amada (Non-consolidated) *1	154	78	46	75	137
	Female			Amada (Non-consolidated) *1	75	78	64	67	66
	Total			Amada (Non-consolidated) *1	229	156	110	142	203
Average Annual Employee Salary	Male	1,000 JPY		Amada (Non-consolidated) *1	6,995	6,605	6,547	6,886	7,177
	Female	1,000 JPY		Amada (Non-consolidated) *1	4,385	4,816	4,583	4,876	5,233
	Total	1,000 JPY		Amada (Non-consolidated) *1	6,748	6,465	6,350	6,675	6,967

Diversity

		Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Female Ratio to Total Regular Employees		%	5 Major Domestic Operating Companies *2	7.5	8.1	8.2	8.9	9.4
		%	Amada (Non-consolidated) *1	7.3	7.8	7.8	8.4	9.6
Number of Managers	Male		5 Major Domestic Operating Companies *3	718	714	646	660	620
	Female		5 Major Domestic Operating Companies *3	8	9	9	15	15
Ratio of Employees with Disabilities		%	Domestic Consolidated Subsidiaries *4	2.21	2.34	2.4	2.61	2.72
Average Age of Employees	Male		Amada (Non-consolidated) *1	44.4	43.9	43.8	44.0	44.3
	Female		Amada (Non-consolidated) *1	38.1	37.9	38.2	38.4	38.6
	Total		Amada (Non-consolidated) *1	43.8	43.2	43.2	43.4	43.7
Foreign National Employees in Japan			Amada (Non-consolidated) *1	21	16	15	15	17
Number of Employees using Re-employment System at Retirement Age			Amada (Non-consolidated) *1	134	58	38	66	131

Talent Attraction and Retention

			Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Number of New Graduates Hired (Graduates with Degrees)	Male			5 Major Domestic Operating Companies *2	55	35	40	57	31
	Female			5 Major Domestic Operating Companies *2	22	9	10	27	15
	Total			5 Major Domestic Operating Companies *2	77	44	50	84	46
Ratio of Female New Graduates Hired			%	5 Major Domestic Operating Companies *2	28.6	20.5	20.4	32.1	32.6
Number of New Graduates Hired (Graduates with Degrees)	Male			Amada (Non-consolidated) *1	44	23	22	37	17
	Female			Amada (Non-consolidated) *1	21	8	5	18	9
	Total			Amada (Non-consolidated) *1	65	31	27	55	26
Rate of Employees Leaving within 3 Years			%	Amada (Non-consolidated) *1	3.0	18.0	11.5	3.3	9.7
Employee Turnover Rate			%	Amada (Non-consolidated) *1	2.2	2.3	2.7	2.9	2.6
Average Length of Employment	Male	Years		Amada (Non-consolidated) *1	19.1	18.5	18.4	18.5	18.9
	Female	Years		Amada (Non-consolidated) *1	9.1	9.2	10.0	10.1	10.2
	Toal	Years		Amada (Non-consolidated) *1	18.1	18.7	17.6	17.6	17.9

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

	Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Ratio of Mid-career Recruitment	%	Amada Co.,Ltd.	43	6	44	51	34
	%	Amada Machinery Co.,Ltd.	75	13	17	76	48
	%	Amada Weld Tech Co.,Ltd.	42	75	40	57	57
	%	Amada Press System Co,Ltd.	31	33	67	52	55
	%	Amada Tool Co.,Ltd.	67	0	14	11	11
	%	Amada Automation Systems Co.,Ltd.	38	0	0	0	0

Human Resource Development

	Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Total Cost of Education and Training to Improve Employee Skills *6	1,000 JPY	5 Major Domestic Operating Companies *5	76,887	49,312	46,914	95,383	96,219
Education and Training Costs per Capita	1,000 JPY	5 Major Domestic Operating Companies *5	29	18	18	24	24
Total Hours of Education and Training to Improve Employee Skills	Hours	5 Major Domestic Operating Companies *5	-	-	85,114	151,084	192,266
Education and Training Hours per Capita	Hours	5 Major Domestic Operating Companies *5	-	-	33.4	37.6	47.7
【by rank】New employees	Hours	5 Major Domestic Operating Companies *5	-	-	-	71,115	143,223
Juniors and Mid-level employees	Hours	5 Major Domestic Operating Companies *5	-	-	-	1,378	22,548
Managers	Hours	5 Major Domestic Operating Companies *5	-	-	-	2,646	2,569
【by job type】Technical staff (including DX, IT ,engineers)	Hours	5 Major Domestic Operating Companies *5	-	-	-	12,577	47,761
Global staff	Hours	5 Major Domestic Operating Companies *5	-	-	-	4,081	4,027
Diverse human ressources (Women, LGBT, pre-retirees)	Hours	5 Major Domestic Operating Companies *5	-	-	-	1,002	242

Work-Life Balance

		Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Average Overtime Hous per Employee per Month *6		Hours /Month	Amada (Non-consolidated) *1	13.1	1.4	8.3	14	13
Paid Leave Acquisition Rate		%	5 Major Domestic Operating Companies *2	59.7	52.5	57.5	68.4	74.3
Childcare Leave Utilization Rate *7	Male	%	5 Major Domestic Operating Companies *2	14.7 (Non-consolidated, only statutory leave)	22.5 (Non-consolidated, only statutory leave)	33.0	60.9	68.2
	Female	%	5 Major Domestic Operating Companies *2	100 (Non-consolidated, only statutory leave)	100 (Non-consolidated, only statutory leave)	100.0	100.0	100
	Total	%	5 Major Domestic Operating Companies *2	30.1 (Non-consolidated, only statutory leave)	27.2 (Non-consolidated, only statutory leave)	36.8	65.7	71.3
Return to Work Ratio after Childcare Leave	Male	%	5 Major Domestic Operating Companies *2	100 (Non-consolidated)	100 (Non-consolidated)	100	100	100
	Female	%	5 Major Domestic Operating Companies *2	100 (Non-consolidated)	100 (Non-consolidated)	100	100	100
	Total	%	5 Major Domestic Operating Companies *2	100 (Non-consolidated)	100 (Non-consolidated)	100	100	100
Number of Employees Taking Nursing Care Leave *7	Total		Amada (Non-consolidated) *1	1 (only statutory leave)	1 (only statutory leave)	1.0	3	3
Number of Employees Using Short-time Work Hour System for Childcare or Nursing Care			Amada (Non-consolidated) *1	6	20	19	20	28

Labor Management

		Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Number of Workplace Accidents			Amada (Non-consolidated) *1	12	9	13	12	19
Frequency Rate of Lost-Time Injuries	%		Amada (Non-consolidated) *1	1.17	0.57	0.55	0.89	1.38
Number of Fatal Accidents			Consolidated	0	0	0	0	0
Number of Employees Received Training on Safety and Health			5 Major Domestic Operating Companies *2	-	-	-	1,312	2,372
Number of Employees Received Training Aimed at Safety			5 Major Domestic Operating Companies *2	-	-	-	918	2,234

Wellness Management

		Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Health Checkup Participation Rate		%	5 Major Domestic Operating Companies *2	100	100	100	100.0	100
Stress Check Participation Rate		%	5 Major Domestic Operating Companies *2	91.2	92.5	92.7	91.6	88.6

Social Contribution Activities

		Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Social Contribution Expenses	Total	1,000 JPY	5 Major Domestic Operating Companies *2	111,510	67,547	83,103	101,938	105,476
	Donation Amount Included	1,000 JPY	5 Major Domestic Operating Companies *2	5,711	780	1,708	2,442	1,600

- Notes**
- *1 Refers to Amada Co., Ltd.
Execption: Figures for FY2019 shows the total of Amada Holdings Co., Ltd. (holding company) and Amada Co., Ltd. (operating company) of the time.
 - *2 The term "5 major domestic operating companies" refers to: Amada Co., Ltd., Amada Machinery Co., Ltd., Amada Weld Tech Co., Ltd, (merged with Amada Co., Ltd. on April 1, 2024), Amada Press System Co., Ltd., and Amada Tool Co., Ltd.
 - *3 Excluding Amada Tool Co., Ltd. until the fiscal year ending FY2021.
 - *4 Including special subsidiary companies, domestic group companies that meet the group application system criteria are eligible.
 - *5 Up until the fiscal year ending FY2021., only the Amada(Non-consolidated) was covered. From the fiscal year ending FY2022 onwards, the 5 Major Domestic Operating Companies are included.
 - *6 In order to enhance cost transparency for stakeholders, we disclose only the external training expenses as part of our education and training costs.
 - *7 Include our own leave system (parental and nursing care).

General Information

			Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of Directors	Internal	Male		5	5	5	5	5
		Female		0	0	0	0	0
		Total		5	5	5	5	5
	External	Male		3	3	3	3	3
		Female		0	0	0	1	1
		Total		3	3	3	4	4
	Total			8	8	8	9	9
Ratio of External Directors			%	37.5	37.5	37.5	44.4	44.4
Ratio of Female Directors			%	0.0	0.0	0.0	11.1	11.1
Average Age of Directors				65.1	67.8	68	65.8	65.2
Board Chairman				President	President	President	Chairman	Chairman
Number of Board Meetings*1				6	7	8	8	10
Average Attendance Rate of Board Meetings			%	100.0	100.0	98.0	98.6	98.9
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
	External	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 External Auditors			%	50.0	50.0	50.0	50.0	50.0
Average Age of Auditors				67.8	69.5	70.5	71.8	71.3
Number of Audit & Supervisory Board Meetings				6	8	9	9	11
Average Attendance Rate of Audit & Supervisory Board Meetings			%	100.0	97.0	100.0	100.0	100.0
Auditor's Term of Office			year	4	4	4	4	4
Number of Nomination Committee Members	Internal			-	1	1	1	1
	External			-	3	3	3	3
	Total			-	4	4	4	4
Number of Nomination Committee Meetings				-	2	3	1	4
Average Attendance Rate of Nomination Committee Meetings			%	-	100	100.0	100.0	93.8
Chairman of Nomination Committee Meetings				-	External Director	External Director	External Director	External Director
	Internal			-	1	1	1	1

Number of Remuneration Committee members		External	-	3	3	3	3
		Total	-	4	4	4	4
Number of Remuneration Committee Meetings			-	2	1	2	4
Average Attendance Rate of Remuneration Committee Meetings	%	-	100	100.0	100.0	93.8	
Chairman of Remuneration Committee Meetings			-	External Director	External Director	External Director	External Director
Number of Executive Officers			12	15	12	14	14

Executive Compensation

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Remuneration of Directors (excl. External Directors)	Total Base Salary	Million JPY	170	168	163	159	182
	Performance-linked Compensation	Million JPY	215	182	200	200	220
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	385	350	363	359	402
	Persons		5	5	6	7	5
Remuneration of Auditors (excl. External Members)	Total Base Salary	Million JPY	24	31	29	28	28
	Performance-linked Compensation	Million JPY	-	-	-	-	-
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	24	31	29	28	28
	Persons		2	2	2	2	2
External Directors and Auditors	Total Base Salary	Million JPY	35	36	36	45	50
	Performance-linked Compensation	Million JPY	-	-	-	-	-
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	35	36	36	45	50
	Persons		5	5	5	6	7

Compliance

	Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Total Number of Reports to the Internal Hotlines		Consolidated	43	26	27	26	37
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

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Million JPY	12,438	4,738	830	9,826	13,279
North America	Million JPY	1,264	333	2,154	2,977	4,904
Europe	Million JPY	1,245	653	694	1,258	2,074
Other Asia	Million JPY	1,106	941	918	1,574	1,328
Consolidated	Million JPY	16,056	6,666	4,598	15,637	21,585

Quality Management

	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Status of QMS (ISO9001) Certified at Manufacturing Sites	in Japan	11	11	11	11	11
	Overseas	14	14	14	14	14

Directors and Auditors

As of June 30, 2024

Name		Gender	Age	Tenure Years	Management	Independent	Current Position	Attendance Rate of Board/Audit & Supervisory Board Meetings*2	Concurrent Positions in Committees		Attendance Rate of Committees		Shares Held 1,000 shares
									Nomination	Compensation	Nomination	Compensation	
Directors	Tsutomu Isobe	Male	63	17	●		Representative Director, Chairman	90.0	Member	Member	100.0	75.0	61
	Takaaki Yamanashi	Male	60	4	●		Representative Director, President	100.0					21
	Masahiko Tadokoro	Male	62	2	●		Director, Senior Executive Officer	100.0					8
	Koji Yamamoto	Male	63	2	●		Director, Senior Executive Officer	100.0					17
	Kazuhiko Miwa	Male	61	6	●		Director, Executive Officer	100.0					18
	Hiroyuki Sasa	Male	68	1		●	External Director	100.0	Chairman	Member	100.0	100.0	0
	Toshitake Chino	Male	77	10		●	External Director	100.0	Member	Chairman	100.0	100.0	0
	Hidekazu Miyoshi	Male	73	9		●	External Director	100.0	Member	Member	100.0	100.0	9
	Harumi Kobe	Female	62	2		●	External Director	100.0					0
Auditors	Kotaro Shibata	Male	71	4			Auditor	100.0					20
	Takashi Fujimoto	Male	67	1			Auditor	100.0					1
	Seiji Nishiura	Male	71	7		●	External Auditor	100.0					0
	Akiko Mochizuki	Female	57	Newly Appointed		●	External Auditor	-					0

Note
*1 Written resultions are not included.
*2 Attendance rate in FY2023