

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).