Social

Human Resources

		Unit	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Number of Employees	Total		Consolidated	8,774	8,958	9,005	8,997	9,872
	Total		Amada (Non-consolidated) *1	2,554	2,550	2,649	2,875	2,842
	Male		Amada (Non-consolidated) *1	2,299	2,281	2,348	2,532	2,496
	Female		Amada (Non-consolidated) *1	255	269	301	343	346
Number of Non-Regular Employees	Total		Amada (Non-consolidated) *1	110	142	203	256	322
	Male		Amada (Non-consolidated) *1	46	75	137	196	269
	Female		Amada (Non-consolidated) *1	64	67	66	60	53
Average Annual Employee Salary		1,000 JPY	Amada (Non-consolidated) *1	6,350	6,675	6,967	7,347	7,415

Diversity

		Unit	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Female Ratio to Total Regular Employees		%	The major domestic group companies *2	8.2	8.9	9.4	10.2	11.6
		%	Amada (Non-consolidated) *1	7.8	8.4	9.6	10.8	11
Number of Managers	Total		Consolidated	-	-	-	-	1,703
	Male		Consolidated	-	-	-	-	1,547
	Female		Consolidated	-	-	-	-	156
	Total		The major domestic group companies *3	655	675	635	609	562
	Male		The major domestic group companies *3	646	660	620	592	543
	Female		The major domestic group companies *3	9	15	15	17	19
	Total		Amada (Non-consolidated) *1	-	-	-	473	438
	Male		Amada (Non-consolidated) *1	-	-	-	459	422
	Female		Amada (Non-consolidated) *1	-	-	-	14	16
Ratio of Employees with Disabilities		%	Domestic group companies*4	2.4	2.61	2.72	2.73	2.72
Average Age of Employees	Total		Amada (Non-consolidated) *1	43.2	43.4	43.7	44.3	44.6
	Male		Amada (Non-consolidated) *1	43.8	44.0	44.3	44.9	45.2
	Female		Amada (Non-consolidated) *1	38.2	38.4	38.6	40.0	40.1
Foreign National Employees in Japan			Amada (Non-consolidated) *1	15	15	17	18	20
Number of Employees using Re-employment System at Retirement Age			Amada (Non-consolidated) *1	38	66	131	200	278

Talent Attraction and Retention

		Unit	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Number of New Graduates Hired (Graduates with Degrees)	Total		The major domestic group companies *2	50	84	46	58	53
	Male		The major domestic group companies *2	40	57	31	42	39
	Female		The major domestic group companies *2	10	27	15	16	14
Ratio of Female New Graduates Hired		%	The major domestic group companies *2	20.4	32.1	32.6	27.6	26.4
Number of New Graduates Hired (Graduates with Degrees)	Total		Amada (Non-consolidated) *1	27	55	26	35	35
	Male		Amada (Non-consolidated) *1	22	37	17	26	24
	Female		Amada (Non-consolidated) *1	5	18	9	9	11
Rate of Employees Leaving within 3 Years		%	Amada (Non-consolidated) *1	11.5	3.3	9.7	7.4	5.5
Employee Turnover Rate		%	Amada (Non-consolidated) *1	2.7	2.9	2.6	3.3	2.3
Average Length of Employment	Toal	Years	Amada (Non-consolidated) *1	17.6	17.6	17.9	18.3	18.5
	Male	Years	Amada (Non-consolidated) *1	18.4	18.5	18.9	19.2	19.5
	Female	Years	Amada (Non-consolidated) *1	10.0	10.1	10.2	11.2	11.4

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

	Unit	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Ratio of Mid-career Recruitment	%	Amada Co.,Ltd.	44	51	34	40	46
	%	Amada Machinery Co.,Ltd.	17	76	48	18	39
	%	Amada Weld Tech Co.,Ltd.	40	57	57	-	-
	%	Amada Press System Co,Ltd.	67	52	55	56	43
	%	Amada Tool Co.,Ltd.	14	11	11	0	0
	%	Amada Automation Systems Co.,Ltd.	0	0	0	0	0

Human Resource Development

	Unit	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Total Cost of Education and Training *6	1,000 JPY	The major domestic group companies *5	46,914	95,383	96,219	99,705	108,181
Education and Training Costs per Capita	1,000 JPY	The major domestic group companies *5	18	24	24	25	27
Total Hours of Education and Training	Hours	The major domestic group companies *5	85,114	151,084	192,266	165,628	205,623
Education and Training Hours per Capita	Hours	The major domestic group companies *5	33.4	37.6	47.7	41.7	51.9
【by rank】 New employees	Hours	The major domestic group companies *5	-	71,115	143,223	86,451	121,948
Juniors and Mid-level employees	Hours	The major domestic group companies *5	-	1,378	22,548	31,301	42,663
Managers	Hours	The major domestic group companies *5	-	2,646	2,569	3,997	3,248
【by job type】 Technical staff (including DX, IT ,engineers)	Hours	The major domestic group companies *5	-	12,577	47,761	55,775	99,805
Global staff	Hours	The major domestic group companies *5	-	4,081	4,027	5,239	4,900
Diverse human ressources (Women, LGBT, pre-retirees)	Hours	The major domestic group companies *5	-	1,002	242	335	322

Work-Life Balance

		Unit	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Average Overtime Hours per Employee per Month *6		Hours /Month	Amada (Non-consolidated) *1	8.3	14.0	13.0	13.5	14.5
Paid Leave Acquisition Rate		%	The major domestic group companies *2	57.5	68.4	74.3	77.1	82.2
Childcare Leave Utilization Rate *7	Total	%	The major domestic group companies *2	36.8	65.7	71.3	86.7	88.2
	Male	%	The major domestic group companies *2	33.0	60.9	68.2	82.5	86.7
	Female	%	The major domestic group companies *2	100	100	100	100	100
Return to Work Ratio after Childcare Leave	Total	%	The major domestic group companies *2	100	100	100	100	100
	Male	%	The major domestic group companies *2	100	100	100	100	100
	Female	%	The major domestic group companies *2	100	100	100	100	100
Number of Employees Taking Nursing Care Leave *7			Amada (Non-consolidated) *1	1	3	3	7	11
Number of Employees Using Short-time Work Hour System for Childcare or Nursing Care			Amada (Non-consolidated) *1	19	20	28	30	26

Labor Management

	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Frequency Rate of Lost-Time Injuries ※8	Amada (Non-consolidated) *1	0.55	0.89	1.38	1.14	0.32
Number of Fatal Accidents	Consolidated	0	0	0	0	0
Number of Employees Received Training on Safety and Health	The major domestic group companies *2	-	1,312	2,372	1,618	3,587
Number of Employees Received Training Aimed at Safety	The major domestic group companies *2	-	918	2,234	1,480	3,401

Wellness Management

	Unit	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Health Checkup Participation Rate	%	The major domestic group companies *2	99.9	100	100	100	100
Stress Check Participation Rate	%	The major domestic group companies *2	92.7	91.6	88.6	89.9	88.4

Social Contribution Activities

		Unit	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Social Contribution Expenses	Total	1,000 JPY	The major domestic group companies *2	83,103	101,938	105,476	115,547	109,091
	Donation Amount Included	1,000 JPY	The major domestic group companies *2	1,708	2,442	1,600	1,650	1,149

Quality Management

	Data Coverage	FY2021	FY2022	FY2023	FY2024	FY2025
Status of QMS (ISO9001) Certified at Manufacturing Sites	Overseas	14	14	14	15	15
	in Japan	11	11	11	10	10

Notes

*1 Refers to Amada Co., Ltd.
*2 The major companies in Japan refer to the following four entities: Amada Co., Ltd., Amada Machinery Co., Ltd., , 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).
*8 Number of lost-time injuries per one million hours worked