

◎→Achieved、○→Partially Achieved、△→Not Achieved / Delayed Progress

Theme	Materiality	What Amano Group Aims For	Risks and Opportunities (R & O)	FY2024 Performance Self-Assessment	Initiatives for the FY2024 →Planned Initiatives for the FY2025
1. Be Eco-Friendly	(1)Environmental protection / Reduction of environmental impact	・ Development, manufacture, and sales of products that contribute to reducing CO2 emissions and the use of hazardous chemicals ・ Improvement of energy efficiency and waste reduction in both user use and manufacturing processes of products	R	○ △ ○ ◎ △	【R&D and Manufacture Unit】 ・ Energy consumption : reduce rate of energy consumption by 1% or more compared to the previous fiscal year →In Progress ・ Water consumption : reduce water consumption by 1% compared to the previous fiscal year →In Progress ・ Waste output : reduce total waste output by 1% compared to the previous fiscal year →In Progress ...Achieve 100% recycling rate, including general waste (Sagamihara factory) →In Progress ...Reduce paint waste by 5% compared to the previous fiscal year, by purchasing appropriate quantities of paint (Hosoe factory) →Reduce paint waste by 5% annually compared to the five-year average, by purchasing appropriate quantities of paint (Hosoe Factory)
			O	△ ◎	【Clean Systems business】 ・ Develop a model with electrolytic water unit as standard equipment (both cleaning robot and automatic floor scrubber) →Lead-free: 100% adoption rate of lithium-ion batteries in cleaning robots 【Environmental Systems business】 ・ Develop new energy-saving products : Variable airflow with inverter function, reducing power consumption during use →Expand sales of 14 energy-saving product models
	(2)Respond to Climate Change / Contribute to the Realization of a Decarbonized Society	・ Initiatives for reducing CO2 emissions / Disclosure in line with TCFD Recommendations	R	◎ ◎	【Whole Company】 ・ Reduce CO2 emissions : reduce CO2 emissions by 1% compared to the previous fiscal year →In Progress ・ Disclosure in line with TCFD Recommendations : expand the scope of TCFD application to domestic group companies →Initiated efforts to calculate Scope 3 emissions
2. Be People-Friendly	(1)Promote Diversity / Respect Human Rights (2)Response to Diverse Work Style	・ Promoting Diversity and Inclusion ・ Eliminating Gender Discrimination / Protecting Human Rights : prohibiting discrimination based on gender, nationality, disability and other factors	R	◎ ◎ ◎ ◎ △ ◎ ◎ ◎	【Whole Company】 ・Promote Diverse Human Resources : ・ Recruitment of new graduates (university level) : achieve 100% of the April 2025 recruitment plan →Achieve 100% of the April 2026 recruitment plan ・ Overseas IT Human Resources: Continued to work in the R&D Division →In Progress ・Strengthen Responsiveness to Mid-to long-term Changes : ・Diversity Promotion Training by e-learning : achieve 95% or higher of a training participation rate →Implementation of reskilling training ・Creating a Workplace for Diversity : ・Well-being Management : Achieve 100% of health checkup rate in FY2024 →In Progress ・Numerical Targets for Diversity : ・Female Employment ratio (March 2024 : 16.9% → March 2026 : achieve 20.0%) →In Progress ・Ratio of Female Manager (March 2024 : 2.7% → March 2026 : achieve 5.0%) →In Progress ・Manager ratio among female employees (March 2024 : 3.6% → March 2026 : achieve 10.0%) →In Progress ・Male Childcare Leave ratio : achieve 50% or higher in FY2025 →In Progress
	(2)Response to Diverse Work Style	・ Achieving compliance with laws and regulations, prevention of health hazards, and increased business efficiency by providing products and solutions for diverse work styles	O	◎	【Information Systems business】 ・ Develop New Time & Attendance Software : Development Investment over 1 billion yen, to enhance security and multi-device support for diversified work styles and locations →In Progress

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3 . Provide Safety and Security	(1)Provide Safe & Secure Products and Services	・ Developing high-quality products and services that customers can use safely	O	○	【R&D and Manufacture Unit】 ・ Improve Safety and Quality : Strengthen front-loading through collaboration between R&D and Manufacturing Unit from the early stages of development →In Progress
	(2)Respond to New Technologies / Be Innovative	・ Enhancement of software, cloud, IoT, AI, and robotics businesses: : Improving convenience / Adapting to new technologies and diversified operations / Providing appropriate support based on an understanding each customer situation / Improving profitability by expanding stock business	O	△ △ ◎ ○ ◎ △ ○	【Information Systems business】 ・ Expand Alliances : peripheral services for Time & Attendance, etc →In Progress 【Parking Systems business】 ・ Expand ETCGO contract sites →In Progress ・ Expand cashless business sites →In Progress ・ Strengthen and expand recurring revenue model : provide new solutions such as ETCGO and MIRAIRO ID →In Progress 【Clean Systems business】 ・ Expand cloud services →In Progress ・ Increase sales of cleaning robots →In Progress 【R&D and Manufacture Unit】 ・ Expand cloud compatible services : develop web application for regular contracts and mobile payment in Parking Systems business, and enhance robot linked cloud systems in Clean Systems business →Expand cloud compatible services : integrate tablet applications and LINE-based digital parking tickets in the Parking Systems business
4 . Responsible Corporate Activities	(1)Reinforce Corporate Governance / Compliance	・ Eradication of Forced labor, Excessive labor, and Illegal labor	R	◎ ◎ ◎ ◎	【Procurement Unit】 ・ Survey of Due Dilligence on Human Rights initiatives : conducted with 90 companies →Cover approximately 80% of Amano's domestic non-consolidated transaction value 【Whole Company】 ・ Establish an External Reporting Hotline for Stakeholders →Ensure continued and appropriate operation of the external reporting hotline for stakeholders ・ Strengthen the operation of both the Internal Reporting Hotline for Employees and the External Reporting Hotline for Stakeholders →In Progress ・ Conduct human rights training for both executives and employees →In Progress
		・ Preventing Corruption and Bribery	R	◎ ◎ ◎ ◎	【Whole Company】 ・ Implementation of compliance training for all employees →In Progress ・ Maintain zero incidents of corruption and bribery →In Progress ・ Establish an External Reporting Hotline for Stakeholders (same as above) →Ensure continued and appropriate operation of the external reporting hotline for stakeholders ・ Strengthen the operation of both the Internal Reporting Hotline for Employees and the External Reporting Hotline for Stakeholders (same as above) →In Progress
	(2)Reinforce Risk Management / Disaster Readiness	・ Strengthening Disaster Preparedness	R	○ ◎ ◎	【Whole Company】 ・ Formulate a BCP plan for each site →In Progress ・ Implement disaster response training, including scenarios for earthquakes and fires →In Progress ・ Continue to arrange necessary supplies in case of disaster →In Progress
				◎	【Information System Unit】 ・ Conduct IT-BCP training →In Progress
		・ Strengthening Cyber Security Measures	R	◎ ◎ ◎	【Information System Unit】 ・ Continue to record zero critical incidents →In Progress ・ Implement information security training, ensuring full participation (100%) →In Progress ・ Implement response drills for suspicious e-mails →In Progress