

Disclosure Proposal for Materiality

FY2025 Results and FY2026 Initiatives and Targets for Each Materiality ◎→Achieved、○→Partially Achieved、△→Not Achieved / Delayed Progress

Theme	Materiality	What Amano Group Aims For	Risks and Opportunities	FY2025 Performance Self-Assessment	Initiatives for the FY2025 →Planned Initiatives for the FY2026
1 Be Eco-Friendly	①Environmental 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% annually compared to the five-year average, by purchasing appropriate quantities of paint (Hosoe Factory) →In Progress
			O	○ ◎	【Clean Systems business】 ・ Lead-free: 100% adoption rate of lithium-ion batteries in cleaning robots →In Progress 【Environmental Systems business】 ・ Expand sales of 14 energy-saving product models →Expand sales of 15 energy-saving product models
	②Respond 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 →Continue initiatives toward achieving carbon neutrality by 2050. ・ Initiated efforts to calculate Scope 3 emissions →Establish a data collection framework for Scope 3 calculation.
2 Be People-Friendly	①Promote Diversity / Respect Human Rights ②Response 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 : ・ Achieve 100% of the April 2026 recruitment plan →Achieve 100% of the April 2027 recruitment plan ・ Overseas IT Human Resources: Continued to work in the R&D Division →Continue implementation comprehensively under the new HR system revised in April 2026 -Strengthen Responsiveness to Mid-to long-term Changes : ・ Implementation of reskilling training →Continue implementation comprehensively under the new HR system revised in April 2026 -Creating a Workplace for Diversity : ・ Well-being Management : Achieve 100% of health checkup rate in FY2025 →In Progress -Numerical Targets for Diversity : ・ Female Employment ratio (March 2024 : 16.9% → March 2026 : achieve 20.0%) →March 2029 : achieve 20.0% ・ Ratio of Female Manager (March 2024 : 2.7% → March 2026 : achieve 5.0%) →March 2029 : achieve 6.0% ・ Manager ratio among female employees (March 2024 : 3.6% → March 2026 : achieve 10.0%) →March 2029 : achieve 10.0% ・ Male Childcare Leave ratio : (FY2023 : 40.0% → FY2025 :achieve 50% or higher) →Average acquisition rate of 65% or higher over the three years from FY2026 to FY2028.
	②Response 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 →Expand sales of the AI Time & Attendance Management System "TimePro-eX" and enhance its functions to improve convenience
3 Provide Safety and Security	①Provide 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
	②Respond 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 →Enhancement of AI Solution Capabilities in the AI Time & Attendance Management System "TimePro-eX" 【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 →Strengthen and expand recurring revenue model : provide new solutions such as LINE-based Digital Parking Tickets and Discount Coupons and Web Commuter Passes, and ETCGO etc. 【Clean Systems business】 ・ Expand cloud services →In Progress ・ Increase sales of cleaning robots →In Progress 【R&D and Manufacture Unit】 ・ Expand cloud compatible services : integrate tablet applications and LINE-based digital parking tickets in the Parking Systems business →Expand cloud compatible services : LINE-based Digital Parking Tickets and Discount Coupons in the Parking Systems business
4 Responsible Corporate Activities	①Reinforce Corporate Governance / Compliance	・ Eradication of Forced labor, Excessive labor, and Illegal labor	R	◎ ◎ ◎ ◎	【Procurement Unit】 ・ Cover approximately 80% of Amano's domestic non-consolidated transaction value →Promote improvements based on the results of human rights assessments conducted among suppliers 【Whole Company】 ・ Ensure continued and appropriate operation of the external reporting hotline for stakeholders →In Progress ・ 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 ・ Ensure continued and appropriate operation of the external reporting hotline for stakeholders →In Progress ・ Strengthen the operation of both the Internal Reporting Hotline for Employees and the External Reporting Hotline for Stakeholders (same as above) →In Progress
	②Reinforce Risk Management / Disaster Readiness	・ Strengthening Disaster Preparedness	R	◎ ○ ○	【Whole Company】 ・ Formulate a BCP plan for each site →Develop and update simplified BCPs for each site ・ Implement disaster response training, including scenarios for earthquakes and fires →In Progress ・ Continue to arrange necessary supplies in case of disaster →In Progress
		・ Strengthening Cyber Security Measures	R	◎ ◎ ◎	【Information System Unit】 ・ Conduct IT-BCP training →In Progress 【Information System Unit】 ・ Continue to record zero critical incidents →In Progress ・ Implement information security training, ensuring full participation (100%) →Continue conducting information security training ・ Implement response drills for suspicious e-mails →In Progress