

## Basic Philosophy Structure

Pivoted around the “Corporate Motto” which represents the immutable spirit since the company’s inauguration, “Amano Group’s Basic Philosophy” consist of “Management Principle”, “Management Guidelines”, “Management Policies” and the “Code of Conduct”.



### Corporate Motto

**"DON"** “Don” means to take proper action. You can demonstrate “don” by performing your work with honesty, transparency, respect for individuality, cooperation with others, and a commitment to excellent service.

**"KON"** “Kon” means to show patience and undertake unwavering efforts. You can demonstrate “kon” by performing your work with enthusiasm and seeking to improve in every aspect of your responsibilities.

**"UN"** “Un” means luck or good fortune. To succeed, we must not simply wait for “Un” (luck) to come our way. We believe that if we demonstrate “don” and “kon” in our work and lives, it will lead to un - good fortune.

## Management Principle

**In the field of "People & Time" and "People & Air", Amano will create new values and contribute to the realization of a safe, comfortable and wholesome society.**

## Management Guidelines



### Sustained Growth

In addition to expanding existing businesses, Amano will aim for sustained growth through the creation of new businesses, markets and values in a medium to long global perspective.

### Corporate Governance

To raise corporate value over the medium- to long-term, Amano will make prompt and decisive decisions based on the optimal governance system that responds to shanges in the business environment.

### Corporate Social Responsibility (CSR)

Amid growing demand for the whole society, including companies, to engage in social sustainability, Amano will actively take on issues that need to be addressed.

### Profit Redistribution

Amano will strive to acquire trust and maintain good relationships with its stakeholders by securing appropriate profits through business activities and continue to redistribute its earnings.

## Employee Code of Conduct

The Amano Group has established its “Employee Code of Conduct” in April 2014.

This code of conduct outlines the 12 items that we especially value and respect among the corporate culture and good traditions developed over the long history. The six items on the left are the “standards for basic attitudes”, and the six items on the right are the “standards for work” and provide guidance to each employee when making various judgments and how to behave in various situations.

We make diverse group-wide efforts to deepen understanding of the code of conduct so that employees can make the appropriate judgments and behave accordingly.



## Slogan

# Delivering the future of time and air.

Time and air surrounding people.

How can we make these elements better and more enriching.

Amano's history was built on relentless challenges to achieve just this.

Although our society has changed significantly,  
with the changing of times,

Our values remain unchanged since our founding.

Observe people thoroughly and listen carefully to what they say.

Based on the awareness gained from that,

We will create innovations that only we can do.

Visualize time and build a safe and comfortable society.

Create a comfortable global environment using the power of air.

Amano will continue to take on the challenges of improving the future.

And contribute to the realization of a sustainable society.

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### Editorial Policy

The purpose of this report is to inform stakeholders about our basic sustainability philosophy and our ESG (Environmental, Social and Governance) performance in FY2023.

### Reference Guidelines

GRI "Sustainability Reporting Standard"  
Ministry of the Environment "Environmental Reporting Guidelines (2018 Edition)"

### Target Reporting Period

FY2023 (April 1, 2023 to March 31, 2024)  
It also includes some of the major past activities and updated information for FY2024.

### Scope of Reporting

The scope is Amano on a non-consolidated basis, unless otherwise specified. For environmental reporting, the units are the Head Office, the Sagamihara Factory, the Hosoe Factory, and the national branches and sales offices.

The Amano Galaxy Building adjacent to the Head Office and Amano Agency Co., Ltd. located on the Head Office premises are included in the scope of this report as Head Office sites.

### Notes on Outlook

The plans and future projections contained in this report have been determined by the Company based on the information currently available and contain potential risks and uncertainties.

Therefore, please note that changes in various factors may

cause the plans and future projections to differ significantly from the actual results.

### Date of Publication:

October 2024 (Next issue scheduled for October 2025/  
Previous issue date October 2023)

### Contact

Amano Corporation Sustainability Committee Secretariat  
E-mail : Sustainability@amano.co.jp

# Amano Business Operations in Action

Ever since the launch of Japan's first time recorder, Amano has been a pioneering developer. Through "close-to-the customer" sales operations, Amano will continue our ongoing efforts to adapt to a changing environment with speed and flexibility.

## Information Systems and Time Management Products



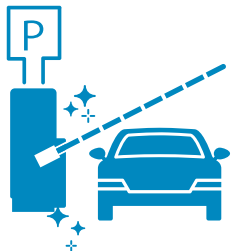
Amano's Information Systems and Time Management Products are extensively used in offices and businesses. For example, we provide workforce management systems that efficiently process employee information, payroll calculations along with employee notifications & applications. There are time recorders that compile Time & Attendance data and time stampers that authenticate various documents and transaction slips.

## Environmental Systems



Dust collectors that securely trap dust and particles generated in diverse sites such as for manufacturing of precision equipment and electronic components, and foodstuff production, etc. Fume collectors trap noxious odors and the smoke generated from welding and laser machining. This energy-saving and low-cost equipment such as mist collectors that efficiently collect oily and water-soluble mist generated during machining and spray operations help to vastly improve the workplace environment.

## Parking Systems



Our gate billing systems are used at a wide variety of parking facilities such as for shopping centers and hospitals. Our flaplock parking systems are frequently used for coin parking. Amano parking products are utilized in all types of locations around the city including bicycle parking lots in train station parking facilities. Amano contributes to a better world designed for both people and vehicles.

## Clean Systems



Amano's robotic cleaners improve the quality and efficiency of cleaning work, and are an effective measure against labor shortages. Automatic scrubbers keep the floors of train stations, commercial facilities and factories clean. Carpet cleaners keep the carpets in hotels and offices clean. Road scrubbers that efficiently clean indoor and outdoor road surfaces. Amano's "sweeping," "washing," and "polishing" machines are helping to maintain cleanliness of the environment close to us.



# Amano Products used in Society



With the themes of "People and Time" and "People and Air", we support people's lives in various ways.

# Company Overview

## Corporate name

AMANO Corporation

## Address of the Head Office

275 Mamedocho, Kohoku-ku, Yokohama, Kanagawa  
TEL: +8145-401-1441

## Founded

November 3, 1931

## Established

November 22, 1945

## Representative

President & Representative Director  
Manabu YAMAZAKI

## Capital

18,239.58 million yen (As of March 31, 2024)

## Domestic factories (Production base)

Sagamihara Factory - Hosoe Factory

## Consolidated subsidiaries

Total of 32 consolidated subsidiaries  
(manufacturing and sales companies both  
in Japan and overseas)

## Unconsolidated subsidiaries

3 unconsolidated subsidiaries

## Affiliated company

1 affiliated company

The Amano Group consists of Amano Corporation and 32 Group affiliates, and develops Information Systems, Time Management Products, Parking Systems, Environmental Systems, and Clean Systems.

(As of March 31, 2024)

## Consolidated net sales

**152,864**  
Millions of yen

(FY2023)

## Consolidated sales ratio by region

Japan **56.3%**

Overseas **43.7%**

(FY2023)

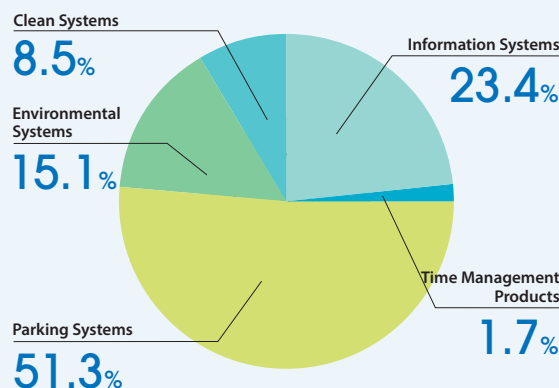
### Overseas (breakdown)

North America **13.7%**

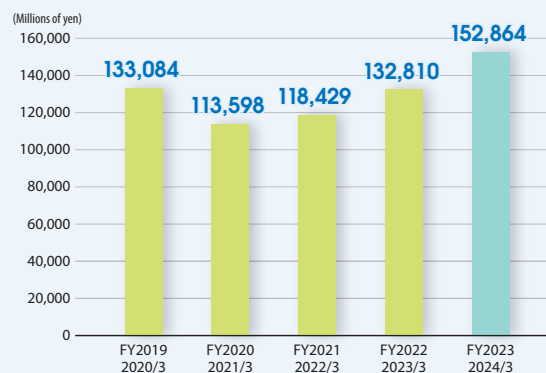
Asia **21.2%**

Europe **8.8%**

## Business sales ratio (Consolidated)



## Consolidated net sales



## Consolidated operating profit

**19,567**  
Millions of yen

(FY2023)

## Consolidated ordinary profit

**20,855**  
Millions of yen

(FY2023)

## ROE

**10.6%**

(As of March 31, 2024)

## No. of employees

### Regular employees

Consolidated  
**5,335** people

Unconsolidated  
**1,957** people

### Temporary employees

Unconsolidated **0** people

(As of March 31, 2024)

## Number of employees by gender (Unconsolidated)

Male **1,627** people  
83.1%

Female **330** people  
16.9%

(Excluding fixed-term and part-time employees,  
As of March 31, 2024)

## Childcare leave take-up rate

Male **40.0%**

Female **100%**

(FY2023)

## CO<sub>2</sub> emission reduction rate

\*Targets Scope 1+2

**38.2%**

(Vs. FY2013, As of March 31, 2024)

## Average years of service

**19.3** years

(As of March 31, 2024)

## Number of employees by gender (consolidated)

Male **3,872** people  
72.6%

Female **1,463** people  
27.4%

(Excluding fixed-term and part-time employees,  
As of March 31, 2024)

## No. of production / sales / R&D bases

Japan  
**76** locations

Overseas  
**95** locations

(As of March 31, 2024)

## PRTR substance handling volume reduction rate

**9.1%**

(Vs. FY2023, As of March 31, 2024)



### **We aim to achieve a sustainable society and increase corporate value by tackling paradigm shifts that will lead to sustainable management.**

We at the Amano Group have the management principle of creating new value in the fields of “People and Time” and “People and Air”, and contributing to the realization of a safe, comfortable, and wholesome society. In addition, the concept of “immutability” has been passed down from our successive managers. “Keeping what should be kept, introducing new things, and changing what needs to be changed. The company will survive by taking on challenges without fearing them and making successive changes.” We believe that when all employees put this idea into practice, we will become a 100-year company, and we work daily on this basis.

In the 9th Medium-Term Business Plan, which began in April 2023, the management concept is “The 4th Stage Towards a 100-year company - Commitment to Paradigm Shifts Leading to Sustainable Management”. Within this, in addition to expanding all global businesses, we positioned reducing environmental impact and maximizing the value of human capital as important issues.

In order to achieve these issues, we identified four materialities: “Be Eco-Friendly”, “Be People-Friendly”, “Provide Safety and Security”, and “Responsible Corporate Activities” in terms of solving social issues through our business, and have defined specific issues and targets for each department. At the same time, we developed the basic strategy for human capital and revised our human resource development policy and policies to enhance the workplace environment to create a workplace where diverse human resources can play an active role in order to respond to changes in the external environment in the medium to long term.

In terms of participation in external organizations, we expressed our support for the “TCFD (Task Force on Climate-related Financial Disclosures)” in October 2022, and in June 2023, we signed the “United Nations Global Compact” advocated by the United Nations for responsible corporate behavior. We will actively cooperate with external organizations to achieve a better society.

We will continue to aim to be a corporate group trusted by all stakeholders, tackle social issues from a medium- to long-term, global perspective, and contribute to creating a sustainable society for the future.



**Manabu YAMAZAKI**  
President & Representative Director  
October 2024





# The Amano Group's Sustainability

## Sustainability Basic Policy

The Amano Group's Management Principle is to create new value in the fields of "People & Time" and "People & Air" and contribute to the realization of a safe, comfortable, and wholesome society. We strive to realize society and improve corporate value.

Amid growing demand for the whole society, including companies, to engage in social sustainability, Amano will actively take on issues that need to be addressed, aiming to become a company that is trusted and appreciated by all stakeholders, including our customers, business partners, shareholders, employees, and local communities.

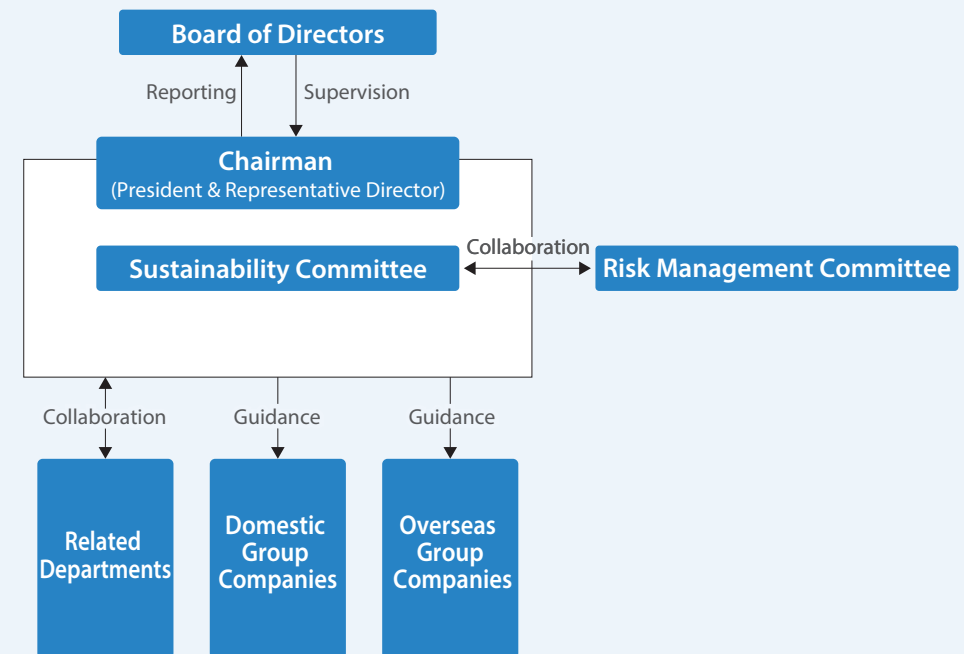
## The Promotion of Sustainability and Involvement of the Board of Directors

In April 2022, the Amano Group established the Sustainability Committee in order to promote efforts to achieve a sustainable society and improve corporate value.

The Committee, chaired by the President & Representative Director, is responsible for the Amano Group's sustainability management response, materiality formulation, in-house education, and information disclosure functions. Specifically, in coordination with relevant departments and the Risk Management Committee, the Committee formulates the basic policy, activity goals, and implementation issues related to sustainability activities. The matters agreed by the Committee are then deployed to group companies.

In addition, the Board of Directors receives a report at least once a year on the basic policies and activity goals examined by the Committee regarding how our business contributes to the realization of a sustainable society, evaluates their progress, approves the effectiveness of the activity policies, and provides monitoring and supervision. The report to the Board of Directors is made by the Chairman or Vice Chairman, depending on the contents of the report.

### ● Sustainability Promotion System



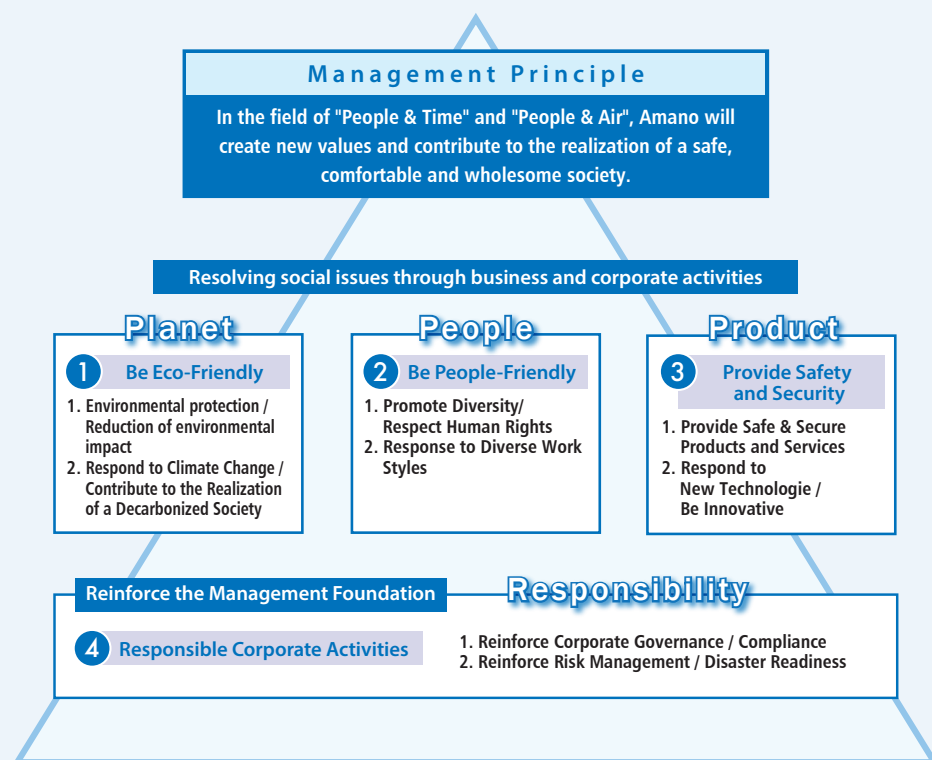
# Materiality

## Materiality Formulation

The Amano Group is engaged in the fields of "People & Time" and "People & Air," and we believe it is important to contribute to solving social issues through these businesses while coexisting with all stakeholders.

In order to identify the key issues for the Amano Group, the Sustainability Committee and the Corporate Planning Division conducted a series of studies and deliberations, and in July 2023, identified the following Four Themes and Eight Materialities.

Going forward, the issues and the KPIs will be set in accordance with the materialities in each division and we will promote the efforts to address them.



## Materiality Identification Process

To identify materiality, we first extracted social issues by referring to the SDGs and GRI guidelines, and then selected possible materialities by taking into consideration our management philosophy, businesses, and medium- long-term vision.

The selected possible materialities were narrowed down based on what we consider important and what stakeholders expect from us, taking into consideration both business opportunities and its risks, and with this in mind, we held meetings with each department to confirm their recognitions and to listen to their thoughts.

The Sustainability Committee Secretariat and the Corporate Planning Division then compiled and prepared a draft proposal. The draft proposal was then finalized by the Sustainability Committee (Chairman: President and Representative Director), and the Four Themes and Eight Materialities listed above were reported and acknowledged by the Board of Directors.

### STEP 01

#### The Extraction & Selection of Issues

- The Extraction of Social Issues
- Selection of Possible Materialities

### STEP 02

#### Materiality Assessment\*

- Materiality Assessment in Our Group
- Materiality Assessment from Stakeholder Perspective

### STEP 03

#### Meetings & Delibaerations / Drafting Proposals

- Departmental Meetings to confilm their recognition
- Draft prepared by the Sustainability Committee Secretariat and the Corporate Planning Division

### STEP 04

#### Discussion / Decision

- Decided by the Sustainability Committee (Chairman: President and Representative Director)
- Reported to and Approved by the Board of Directors



\*In Step (02), materiality evaluation is conducted on two axis as follows, and items that are considered highly important on both axis are identified as materiality.

## Management Principle

In the field of "People & Time" and "People & Air", Amano will create new values and contribute to the realization of a safe, comfortable, and wholesome society.

Extracting important issues that have strong relevance to the Corporate Philosophy and Businesses from the list of social issues (such as SDGs)

**Sustainability Committee**  
(Committee chairperson: President & CEO)

Each Division

Materiality  
Identification / Review

## Materiality (Sustainability Issues)

Opportunity Acquisition

Maintaining & Expanding  
Business Performance

Foundation of  
Growth

Strengthening  
Management Foundation

Risk Management

Respond to New Technologies / Be Innovative  
Provide Safe & Secure Products and Services

Respond to Diverse Work Styles  
Promote Diversity / Respect for Human Rights

Environmental Protection / Reduced Environmental Burden  
Respond to Climate Change/  
Contribute to the Realization of a Decarbonized Society  
Reinforce Corporate Governance / Compliance  
Reinforce Risk Management / Disaster Readiness

## Enhancement of Corporate Value

Expansion of Equity Spread

ROE 12% Operating Profit Ratio 13%  
(March 2026)

Profit Growth

Generate Free Cash Flow through Profit Increase

Asset Efficiency  
Improvement

Concentrated Investment in Growth Drivers  
Investment in New Businesses (including M&A)

Return to Shareholders

Stable dividend  
Distribution based on Business Performance

Sustainable growth

Long-term Risk Reduction through ESG  
Enhancement

## The 9th Medium-Term Business Plan

Expand Business Performance through Three Growth Drivers

- 1 Information Systems : Software plus Cloud services proposals
- 2 Parking Systems : Proposals centric to the Data center for Systems and Management Services
- 3 Clean Systems : Robot plus Cloud services proposals

Maintaining & Expanding  
Business Performance

Society

Maximizing the  
Value of Human  
Capital  
KPI:Diversity

Foundation of  
Growth

Business

Improvement and  
Enhancement of  
Management  
Infrastructure

Environment

Reduced  
Environmental  
Burden / Global  
Environmental  
Preservation  
KPI:CO<sub>2</sub> emissions, etc.

Corporate Governance &  
Compliance

Strengthening  
Management Foundation



## Materiality and Initiatives

1. Be Eco-Friendly		
Materiality	What Amano Group Aims For	Initiatives for the FY2024
(1)Environmental Protection / Reduction of Environmental Impact	<ul style="list-style-type: none"> <li>Development, manufacture, and sales of products that contribute to reducing CO<sub>2</sub> emissions and the use of hazardous chemicals</li> <li>Improvement of energy efficiency and waste reduction in both user use and manufacturing processes of products</li> </ul>	<p><b>[R&amp;D and Manufacture Unit]</b></p> <ul style="list-style-type: none"> <li>Energy consumption : reduce rate of energy consumption by 1% or more compared to the previous fiscal year (Head Office, Sagamihara Factory, and Hosoe Factory)</li> <li>Water consumption : reduce water consumption by 1% compared to the previous fiscal year (Head Office, Sagamihara Factory, and Hosoe Factory)</li> <li>Waste output : reduce total water output by 1% compared to the previous fiscal year (Head Office, Sagamihara Factory, and Hosoe Factory)</li> <li>Achieve 100% recycling rate, including general waste (Sagamihara Factory) : Reduce paint waste by 5% compared to the previous fiscal year, by purchasing appropriate quantities of paint (Hosoe Factory)</li> </ul> <p><b>[Clean Systems business]</b></p> <ul style="list-style-type: none"> <li>Develop a model with electrolytic water unit as standard equipment (both cleaning robot and automatic floor scrubber)</li> </ul> <p><b>[Environmental Systems business]</b></p> <ul style="list-style-type: none"> <li>Develop new energy-saving products : Variable airflow with inverter function, reducing power consumption during use</li> </ul>
(2)Respond to Climate Change / Contribute to the Realization of a Decarbonized Society	<ul style="list-style-type: none"> <li>Initiatives for reducing CO<sub>2</sub> emissions / Disclosure in line with TCFD Recommendations</li> </ul>	<p><b>[Whole Company]</b></p> <ul style="list-style-type: none"> <li>Reduce CO<sub>2</sub> emissions : reduce CO<sub>2</sub> emissions by 1% compared to the previous fiscal year</li> <li>Disclosure in line with TCFD Recommendations : expand the scope of TCFD application to domestic group companies</li> </ul>

2. Be People-Friendly										
Materiality	What Amano Group Aims For	Initiatives for the FY2024								
(1)Promote Diversity / Respect Human Rights  (2)Response to Diverse Work Style	<ul style="list-style-type: none"><li>•Promoting Diversity and Inclusion</li><li>•Eliminating Gender Discrimination / Protecting Human Rights : prohibiting discrimination based on gender, nationality, disability, and other factors</li></ul>	<p><b>[Whole Company]</b></p> <p>Promote Diverse Human Resources :</p> <ul style="list-style-type: none"><li>•New Graduate Recruitment (college graduates) : achieve 100% of the April 2025 recruitment plan</li><li>•Overseas IT Human Resources: Continued to work in the R&amp;D Division</li></ul> <p>Strengthen Responsiveness to Mid-to long-term Changes :</p> <ul style="list-style-type: none"><li>•Diversity Promotion Training by e-learning: achieve 95% or higher of a training participation rate</li></ul> <p>Creating a Workplace for Diversity :</p> <ul style="list-style-type: none"><li>•Well-being Management : Achieve 100% of health checkup rate in FY2024</li></ul> <p>Numerical Targets for Diversity :</p> <table><tr><td>Female Employment ratio</td><td>March 2024 : 16.9% → March 2026 : achieve 20.0% or higher</td></tr><tr><td>Ratio of Female Manager</td><td>March 2024 : 2.7% → March 2026 : achieve 5.0% or higher</td></tr><tr><td>Manager ratio among female employees</td><td>March 2024 : 3.6% → March 2026 : achieve 10.0% or higher</td></tr><tr><td>Male Childcare Leave ratio</td><td>March 2024 : 40% → March 2026 : achieve 50% or higher</td></tr></table>	Female Employment ratio	March 2024 : 16.9% → March 2026 : achieve 20.0% or higher	Ratio of Female Manager	March 2024 : 2.7% → March 2026 : achieve 5.0% or higher	Manager ratio among female employees	March 2024 : 3.6% → March 2026 : achieve 10.0% or higher	Male Childcare Leave ratio	March 2024 : 40% → March 2026 : achieve 50% or higher
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Male Childcare Leave ratio	March 2024 : 40% → March 2026 : achieve 50% or higher									
(2)Response to Diverse Work Style	<ul style="list-style-type: none"><li>•Achieving compliance with laws and regulations, prevention of health hazards, and increased business efficiency by providing products and solutions for diverse work styles</li></ul>	<p><b>[Information Systems business]</b></p> <ul style="list-style-type: none"><li>•Develop New Time &amp; Attendance Software : Development Investment over 1 billion yen, to enhance security and multi-device support for diversified work styles and locations</li></ul>								

3. Provide Safety and Security		
Materiality	What Amano Group Aims For	Initiatives for the FY2024
(1)Provide Safe & Secure Products and Services	<ul style="list-style-type: none"> <li>Developing high-quality products and services that customers can use safely</li> </ul>	<p><b>[R&amp;D and Manufacture Unit]</b></p> <ul style="list-style-type: none"> <li>Improve Safety and Quality : Strengthen front-loading through collaboration between R&amp;D and Manufacturing Unit from the early stages of development</li> </ul>
(2)Respond to New Technologies / Be Innovative	<ul style="list-style-type: none"> <li>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</li> </ul>	<p><b>[Information Systems business]</b></p> <ul style="list-style-type: none"> <li>Expand Alliances : peripheral services for Time &amp; Attendance, etc</li> </ul> <p><b>[Parking Systems business]</b></p> <ul style="list-style-type: none"> <li>Expand ETCGO contract sites</li> <li>Expand cashless business sites</li> <li>Strengthen and expand recurring revenue model : provide new solutions such as ETCGO and MIRAIRO ID</li> </ul> <p><b>[Clean Systems business]</b></p> <ul style="list-style-type: none"> <li>Expand cloud services</li> <li>Increase sales of cleaning robots</li> </ul> <p><b>[R&amp;D and Manufacture Unit]</b></p> <ul style="list-style-type: none"> <li>Expand cloud compatible services : develop web application for regular contracts and mobile payment in Paking Systems business, and enhance robot linked cloud systems in Clean Systems business</li> </ul>

4. Responsible Corporate Activities		
Materiality	What Amano Group Aims For	Initiatives for the FY2024
(1)Reinforce Corporate Governance / Compliance	<ul style="list-style-type: none"> <li>Eradication of Forced labor, Excessive labor, and Illegal labor</li> <li>Preventing Corruption and Bribery</li> </ul>	<p><b>[Procurement Unit]</b></p> <ul style="list-style-type: none"> <li>Survey of Due Diligence on Human Rights initiatives : conduct by 90 companies aiming to cover approximately 80% of Amano's non-consolidated transaction value in Japan by the end of FY2025</li> </ul> <p><b>[Whole Company]</b></p> <ul style="list-style-type: none"> <li>Establish an External Reporting Hotline for Stakeholders (*)</li> <li>Strengthen the operation of both the Internal Reporting Hotline for Employees and the External Reporting Hotline for Stakeholders (*)</li> <li>Conduct human rights training for both executives and employees</li> </ul> <p><b>[Whole Company]</b></p> <ul style="list-style-type: none"> <li>Compliance training for all employees : At least once</li> <li>Incidents of Corruption and Bribery : None</li> <li>Establish an External Reporting Hotline for Stakeholders (* same as above)</li> <li>Strengthen the operation of both the Internal Reporting Hotline for Employees and the External Reporting Hotline for Stakeholders (* same as above)</li> </ul>
(2)Reinforce Risk Management / Disaster Readiness	<ul style="list-style-type: none"> <li>Strengthening Disaster Preparedness</li> <li>Strengthening Cyber Security Measures</li> </ul>	<p><b>[Whole Company]</b></p> <ul style="list-style-type: none"> <li>Formulate a BCP plan for each site</li> <li>Conduct various trainings : firefighting and evacuation drills, and safety confirmation operations in case of earthquake and fire, each at least once</li> <li>Continue to arrange necessary supplies in case of disaster</li> </ul> <p><b>[Information System Unit]</b></p> <ul style="list-style-type: none"> <li>Conduct an IT-BCP training : At least once</li> </ul> <p><b>[Information System Unit]</b></p> <ul style="list-style-type: none"> <li>Control Critical Incident : Zero occurrences</li> <li>Conduct Information Security Training by e-learning : At least twice, with 100% of a training participation rate</li> <li>Conduct Drills to respond to suspicious e-mails : At least twice</li> </ul>

## External Initiatives

### • Participation in the United Nations Global Compact

In June 2023, Amano signed the "United Nations Global Compact" (UNGC) advocated by the United Nations.

The UNGC is a voluntary initiative in which each company and organization participates in the creation of a global framework to achieve sustainable growth by acting as good members of society through responsible and creative leadership. Companies and organizations that sign the UNGC are expected to conduct their business activities in compliance with, and implement the Ten Principles related to the protection of human rights, the elimination of unfair labor practices, environmental initiatives, and the prevention of corruption.

The Amano Group supports the Ten Principles of the UNGC and will work to contribute to a sustainable society.



### • Participation in the Electrical and Electronics Coordinating Committee for Global Warming Countermeasures

Amano recognizes the importance of activities in the industrial world and industry associations, and participates in the electrical and electronic global warming countermeasures liaison meeting. We utilize the policies and the latest trends related to climate change discussed at these meetings in the

Amano Group's environmental management.

### • Joined the Green Purchasing Network

Amano joined the Green Purchasing Network\* in 2004.

\* The Green Purchasing Network is a national network organization established in 1996 to promote green purchasing.

## Initiatives Targeting Internal Penetration

The Amano Group conducts training and issues relevant articles to deepen each of our employees' and executives' understanding of sustainability. In FY2024, we implemented executive training (for executives and domestic group company presidents) and regular training for employees (e-learning) on the theme of human rights. We will continue with our initiatives targeting internal penetration.

## Engagement with Stakeholders

The Amano Group's business is built on a trusting relationship with its stakeholders, and we believe that understanding and meeting the requests and the expectations of a variety of stakeholders, including our customers, business partners, shareholders, employees, and local communities, will improve our corporate value. For this reason, we recognize the importance of dialogue with stakeholders, and we conduct the activities listed in the table on the right.

Stakeholders	Main Contents	One Example of an Activity
Customers	The Development and Provision of Safe and Reliable Products and Services	The Development and Provision of Safe and Reliable products and services
		Thorough Quality Control
		Promotion of Production Meister Certification
		Protection of Personal Information through Information Security Management
	Responding to the Needs of Customers	Daily Contact with Customers through Direct Sales
		Holding and Participating in Exhibitions and Seminars
	Creating Innovation	Implementing Open Innovation
		Participation in One-Stop ETC Social Experiments
Business Partners	Sustainable Procurement	Formulation of Procurement Policies
		Promoting Green Procurement
		Implementing Human Rights Due Diligence
		Information Sharing with the Supply Chain
Shareholders	Appropriate Information Disclosure	General Shareholder's Meeting
		Sustainability Report
		Timely Disclosure of IR Information on the Corporate Website
	Global	Enhance English Corporate Website
Employees	Support for Diverse Human Resources Activities	Human Resource Development, Education & Traing Programs (Select-type, Enroll-type)
		Initiatives for the Diverse Work Styles and Work-Life Balance
		Implementing Employee Engagement Survey
	Occupational Health and Safety and Mental Health Measures	Periodic Work Environment Measurements
		Disaster Prevention Training
		Medical Exams and Stress Checks
	Consultation Service	Setting-up the Amano Hotline
	Local Communities	Understanding Opinions and Requests
Community Contribution		Beautification and Cleaning Activities in local area surroundings
		Promoting Sporting Activities
All Stakeholders other than Employees	Prevention and Mitigation of Negative Impacts on Human Rights	External Stakeholder Hotline (established in April 2024)

## SUSTAINABLE DEVELOPMENT GOALS



The Amano Group shares the principles of the Sustainable Development Goals (SDGs) advocated by the United Nations and contributes to the realization of a sustainable society through its business activities that solve social issues.