The background features a complex abstract design. In the top right, there is a network of thin black lines forming a web-like geometric pattern. The bottom left corner is dominated by a large, textured area with black and white horizontal streaks, resembling a close-up of a rock or a microscopic view. Scattered throughout the background are small, irregular yellow and orange specks, giving it a granular or organic feel. The overall color palette is light gray, white, and black, with accents of yellow and orange.

Fulfilling people's hopes for  
a better future is our business

AMITA Group Profile

**AMITA**

# AMITA brings a misguided modern society back on track.

In a modern society, while people may have achieved greater material prosperity than their ancestors, they are left with an unfulfilled inner longing as a result of the deteriorated natural and relational capital that comes with economic growth.

---



AMITA's Mission

AMITA is committed to achieving a sustainable society in which natural and relational capital will be enhanced in a virtuous circle as economy and society grow.

## Our Mission II

Wisdom and Life are Infinite.

Through changes in our surroundings and the evolution of sympathy, the formation of external and internal relationships creates us.

There are no stable phenomena; the universe is in flux.

Because we are who we are, we need to have a good relationship with infinite life.

Our hearts hold everything that humanity seeks.

What humanity seeks is to protect the dignity of our future children.

We have the passion to give this goal a form and offer it.

We declare:

To attest that life is capital to create value, To give priority to building cyclical relationships for realizing a sustainable society, To conduct only business that contributes to increasing natural capital and relational capital, and To protect the dignity of living systems.

# AMITA

## AMITA HOLDINGS CO., LTD.

## AMITA GROUP

Information current as of January 1, 2024

Head office: Nakagyo-ku, Kyoto

Headed by: KUMANO Eisuke, Chairman and Chief Visionary Officer  
SUETSUGU Takahide, President and Chief Integrated Operations Officer

Established: April 1, 1977

Capital: 483,560,300 JPY

Number of employees: 240 (consolidated) (Corporate officers and temporary employees not included)



Stock code: 2195 on TSE Growth Market

Wholly owned subsidiary



### Transition strategy business

Assist businesses in achieving greater corporate sustainability

- Define a vision
- Develop strategy
- Create circular business models
- Provide environmental assessment and certification
- Provide ICT solutions
- Provide business-process outsourcing

Assist municipalities in achieving greater community sustainability

- Create a circular community design
- Create a social business in a community

Operate social systems designing business outside Japan

- Operate resource-recycling business in Malaysia

Wholly owned subsidiary



### Circular materials business

Provide end-to-end solutions for sustainable procurement and resource utilization

- Develop circular materials
- Develop circular technologies
- Convert waste into circular materials for industrial use
- Provide a circular platform

Wholly owned subsidiary



### Ecosystem co-creation business

Leverage Web3 technology to provide a platform for creating an ecosystem society

- Establish a DAO structure to carry out solution development projects
- Build a network for co-creating value
- Assist with proof-of-concept field tests
- Assist in issuing tokens (cryptocurrency)

Joint venture



### Low-carbon transition advisory

Assist businesses in defining and refining their low-carbon transition strategy

- Assist businesses in meeting globally accepted sustainability requirements
- Assist businesses in addressing concerns of foreign investors about corporate environmental risks and greenwashing practices
- Assist businesses in meeting national and regional environmental targets

(Joint venture established by AMITA HOLDINGS and MCP Japan Holdings)

Wholly owned subsidiary in Malaysia

AMITA ENVIRONMENTAL STRATEGIC SUPPORT (MALAYSIA) SDN. BHD. (AESS)

Joint venture in Malaysia

AMITA BERJAYA SDN. BHD.

(Joint venture established by AESS and the Malaysia-based BERJAYA Group)



# AMITA Group's Business Lines at a Glance

## Cross-industry corporate alliance that drives a circular economy

- ▶ Create a society in which tangibles, information, and thoughtfulness to others are all circulated  
(See page 16)



## Assisting businesses in defining and refining their low-carbon transition strategy

- ▶ An independent consultancy specializing in assisting businesses in defining their low-carbon transition strategy, including managing environmental risks and achieving greater competitive advantage  
(See page 17)

## Developing and designing a token economy to help create an ecosystem society

- ▶ Assist local communities and operators of office and commercial complexes in developing a token economy to encourage residents and customers to engage in socially responsible behaviors



## Assisting businesses in making the transition to ecosystem-driven business management

- ▶ Assist clients in developing circular business models to achieve greater corporate and social sustainability  
(See page 15)



## Resource-collection site that promotes mutually supportive engagement among community residents

- ▶ Provide comprehensive solutions to community, business, and social issues  
(See page 18)



## Providing ICT solutions and outsourcing services for environmental management

- ▶ Assist businesses in managing environmental practices in their factories and distribution centers at significantly lower cost and risk  
(See page 11)

## Circular business in Malaysia

- ▶ A joint venture with a local business, engaged in recycling industrial waste into usable resources by using AMITA's proprietary technology  
(See page 13)

## Environmental assessment and certification services

- ▶ Certify adherence to standards established by internationally recognized ecolabels to ensure sustainable procurement of forest and marine resources  
(See page 10)

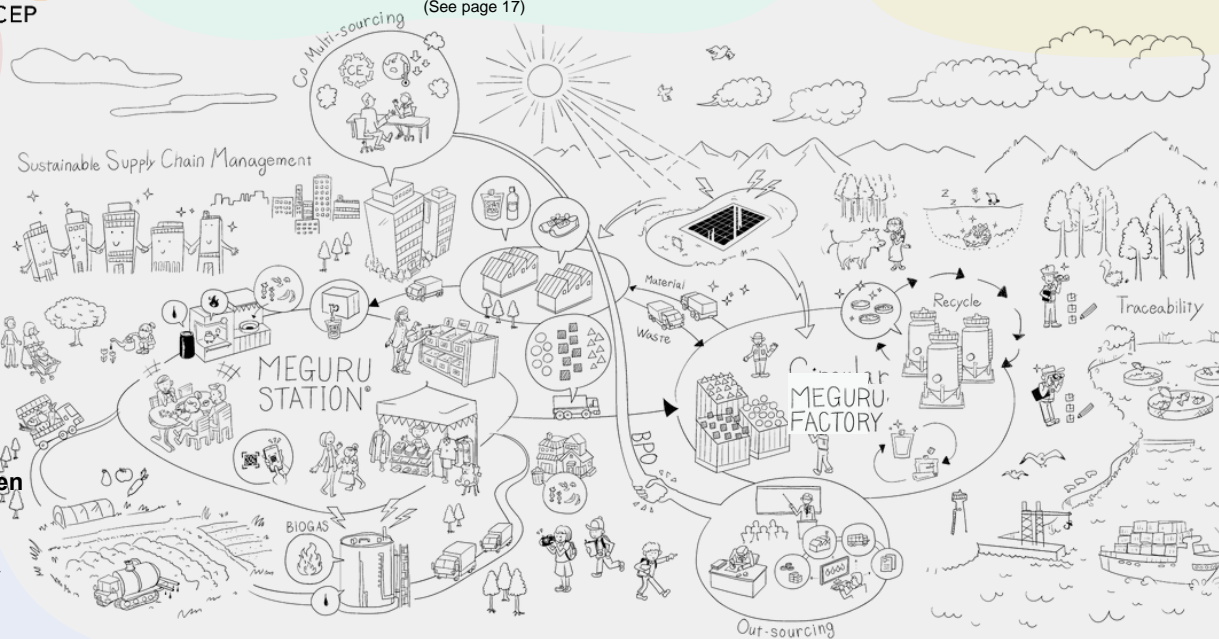


## Circular materials business

- ▶ Produce alternative resources; produce circular materials that contribute to reduction in supply-chain CO<sub>2</sub> emissions and restoration of ecosystem services  
(See page 8)

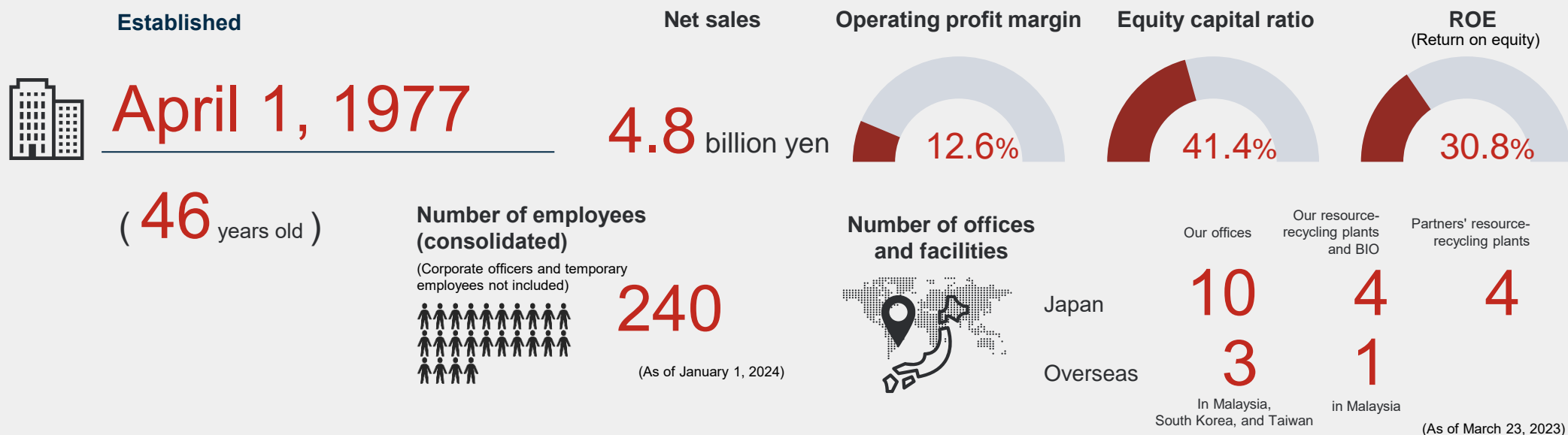
## Overseas trading business


- ▶ Import and export industrial byproducts and waste, serving as a middleman between providers and businesses that convert them into alternative materials and fuels  
(See page 13)



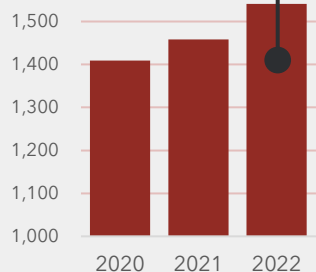
# AMITA Group by Numbers

Note: Financial and business results are for the fiscal year ended December 31, 2022.



 **Number of corporate and municipal clients**

**1,541**



**Number of corporate clients that have signed up to the Cyano Project consulting services**



**38**

**Alternative cement materials and fuels produced in our own and partners' plants**



**135,000** t

**ICT services for environmental management**

Number of corporate clients for the Smart Management service

**450** clients in **5,030** offices



**Number of assessments AMITA performed for environmental certification**

(Including annual corporate audits)



**Forest certification**

FSC® FM  
FSC® CoC

2022 AMITA's share of the Japanese market

23 70%  
615 31%



**Fishery certification**

MSC / ASC CoC  
ASC aquaculture  
ASC-MSC seaweed

166 50% (estimated)  
13 100%  
1 50%



Making manufacturing more environmentally sustainable

The AMITA Group is established.

1977

Worsening pollution in industrialized society

1979

Starts providing substitutes for natural resources.

**With a conviction that there is nothing that has no value in the world, AMITA has been resolving environmental and economic issues concurrently.**

1992

Collapse of bubble economy

Starts operating Japan's first closed-loop resource-recycling plant in Himeji, Hyogo Prefecture.

AMITA leverages its proprietary blending technology to convert more than 4,000 types of industrial waste into usable metals, as well as alternative cement materials and fuels to reduce the amount of industrial first-use coals, copper, and nickel.



**Converting industrial waste into usable alternative resources**

Since 2023

**AMITA**  
**CIRCULAR**

AMITA CIRCULAR CORPORATION

Spun off into a separate entity specializing in the circular materials business

AMITA CIRCULAR manufactures circular materials proven to reduce supply-chain CO2 emissions and help restore ecosystem services, and supplies them to businesses seeking sustainable procurement. It is a business model evolved from the closed-loop resource-recycling services.



- 1992 Himeji Resource-Recycling Plant becomes operational.
- 1995 Ibaraki Resource-Recycling Plant becomes operational.
- 2010 Kitakyushu Resource-Recycling Plant becomes operational
- 2015 Minamisanriku BIO becomes operational.
- 2017 AMITA BERJAYA Sustainable Resource Management Centre becomes operational in Malaysia.

Our resource-recycling network consists of our own five plants in Japan and Malaysia, four plants operated by our partners in Japan, and more than 300 contract recycling service providers.



SCAN ME



Making the  
industrial sector  
more  
environmentally  
sustainable

1998

## Launches consulting services for environmental management.

AMITA is a **“Do Tank,”** going beyond a think tank.

We don't just provide conceptual insights or consultation to corporate clients as an outsider or a think tank. We work closely with our clients as a Do Tank—their trusted partner—all the way to designing and implementing the best and most practical environmental solutions for them.

### AMITA's 10 Points of Sustainable Solutions: The future is something you can create

1. Listen to what customers, communities, and the public at large are looking for ————— It is our job to deliver everything they are looking for.
2. Learn from the natural ecosystem ————— Incremental accumulation of uncertainties and variables amounts to certainties and invariables in the end.
3. Relate to customers ————— We share goals with customers and are straightforward in what we say and do for them.
4. Follow through with plans that we make ————— We are a “Do Tank,” going beyond a think tank.
5. Look at the true nature of things ————— Ask not “What do we do?” but ask “Why do we do it?”  
Ask not “What's the problem?” but ask “What do we want it to be?”
6. Wisdom alone does not make things happen ————— We are driven by a sense of togetherness, passion, and fun-loving spirit.
7. Think outside conventions and norms ————— We think flexibly and act thoughtfully.
8. Work hard and think hard ————— We leave no stone unturned and are willing to get our hands dirty.
9. Impose no limits on what we do ————— When you think you are done, you are only halfway done.
10. Believe in ourselves and the people around us ————— We believe in what life can offer in pursuit of a brighter future.



SCAN ME

## Launches environmental assessment and certification services.

Forests twice the size of a baseball stadium are said to be disappearing every minute from the face of the earth. One-third of the global marine resources are being overexploited (based on 2019 data). Businesses have the increasing need to upgrade their supply chain management, including having dependable suppliers of raw materials and mitigating their procurement risks.

1999

Protecting forest resources through:  
**FSC® forest certification**  
**PEFC forest certification**

AMITA was the first to offer FSC® forest certification services in Japan.

(FSC® N001887)

Conserving marine environment and resources through:  
**MSC certification**  
**ASC certification**

AMITA was the first to offer MSC/ASC CoC certification services in Asia.

(ASI-ACC-036)

## Helping build a transparent and sustainable supply chain

### Ensuring supply-chain traceability

AMITA helps maintain environmentally, socially, and economically responsible management of forest and marine resources.

We certify for sustainable forestry, fishery, and aquaculture, and assess and certify responsible processing and distribution of forest and marine resources as part of our efforts to protect the environment and preserve natural resources.

Forest  
certification



Fishery  
certification



AMITA works with the Soil Association and SCS Global Services to provide forest assessment and certification services.

- 1999 Launches FSC® forest assessment and certification service.
- 2006 Launches MSC CoC assessment and certification service.
- 2010 Becomes an official assessor for MSC CoC certification.
- 2012 Becomes an official assessor for ASC CoC certification.
- 2016 Becomes an official assessor for ASC aquaculture certification.



Making  
society  
more  
environmentally  
sustainable

2009

### Launches cloud-based services for environmental management.

AMITA provides ICT and outsourcing solutions to help corporate clients reduce risks and costs associated with environmental management.

## Facilitating more efficient and cost- effective environmental management

AMITA

Smart  
Eco

### Service menus of AMITA Smart Eco solutions



#### Smart Sensing

Sensors installed in a waste depot automatically measure the amount of stored waste, eliminating the need for a manual inspection of the depot and streamlining the waste-disposal process.



#### Smart On-site Patrol

Enables the quick image-, voice-, and text-based sharing of on-site environmental information gathered during routine patrol.



#### Outsourcing



#### Smart Management

Enables the centralized online management of hazardous-waste manifests (in paper or electronic form), waste-disposal permits, and disposal service contracts. A dedicated staffer checks the documents for regulatory compliance before uploading them into a master database.



#### Smart Remote Inspection

Enables the remote inspection of the performance of a waste-disposal service provider. Videoconferencing eliminates the need for in-person on-site inspection.



SCAN ME

2015

## Achieving greater engagement and resource circulation in a community

**Starts assisting municipalities in achieving greater community sustainability.**

**intended for municipalities and residents**

AMITA takes an integrated approach to assisting municipalities in resolving their four major challenges—population drain, declining employment opportunities, aging and shrinking population, and rising costs of social security programs—and achieving greater community sustainability.

The keywords here are “circulation” and “engagement.”

Since 2018



MEGURU STATION®

See page 18



SCAN ME



**Starts assisting businesses in achieving greater corporate sustainability.**

**intended for businesses**

AMITA facilitates a transition from pursuing price- and feature-driven competition in the market to jointly creating a market driven by value and relationship building.

We assist corporate clients in pursuing sustainable, ecosystem-driven business management so that they can continue to create value while adapting to a changing business environment.

Since 2021



Cyano Project

See page 15



SCAN ME







## Extending AMITA's proprietary technologies and know-how developed and refined in Japan into overseas markets

Assisting Asian countries in converting industrial waste into usable resources

Since the 1980s, AMITA has been importing and exporting industrial byproducts and waste to service providers that convert them into alternative materials and fuels.

- Taiwan since the late 1980s
- South Korea since 1990
- Russia since 2004 and many other countries

Applying a circular community model based on renewable energy

- The Republic of Palau

Conducted a PoC field test of collecting and recycling sorted household waste, as part of offering an island-wide resource-circulation scheme for consideration.



Starts closed-loop recycling of industrial waste into alternative cement materials and fuels in Malaysia.

2017

AMITA's jointly operated plant (pictured) is authorized by the Malaysian government to recycle 14 types of scheduled industrial waste 100% into alternative cement materials and fuels, using AMITA's proprietary blending technologies.



SCAN ME

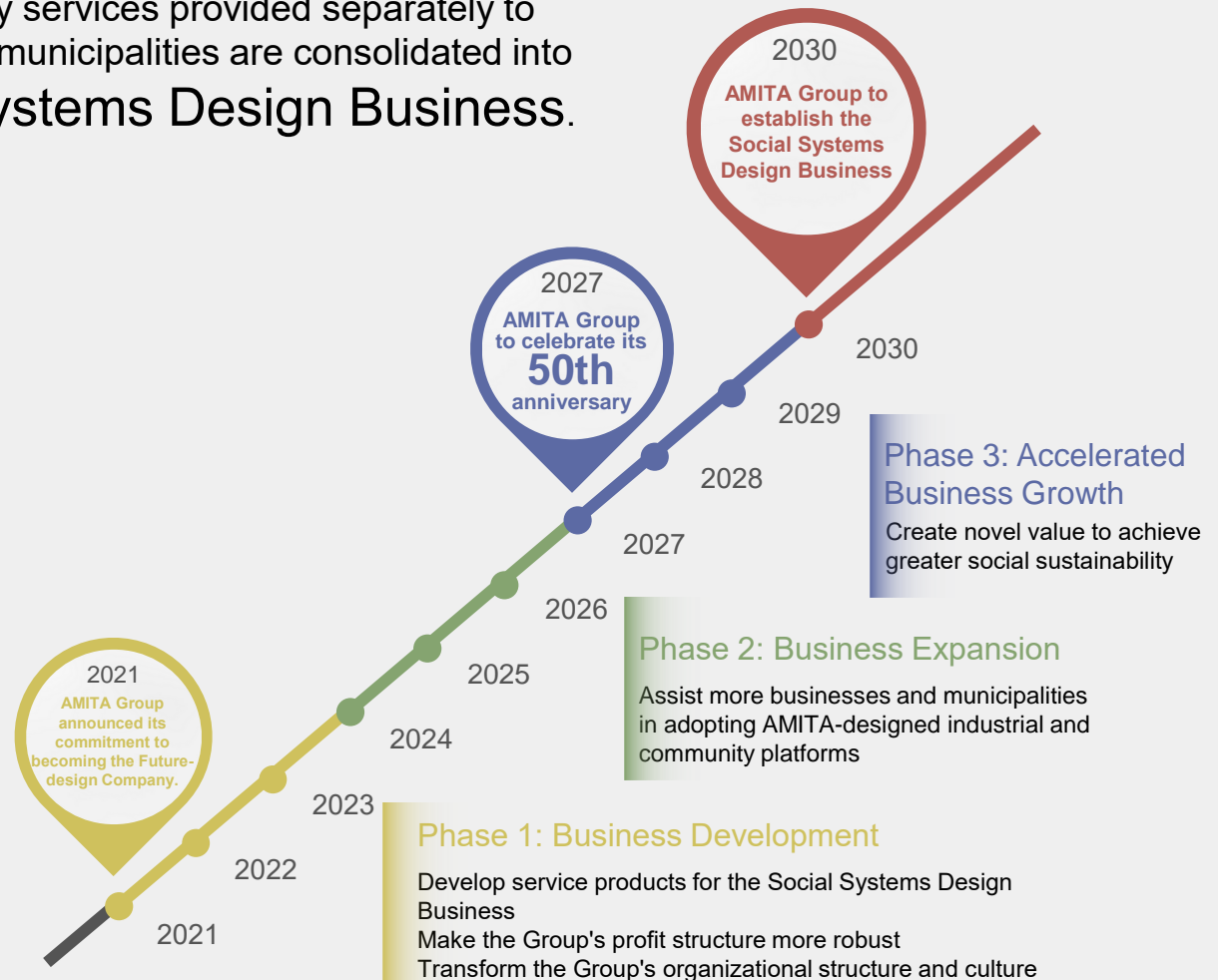


2021

AMITA Group  
announced its  
commitment to  
becoming the Future-  
design Company.

# AMITA goes beyond just helping resolve isolated social issues and ventures into jointly creating a sustainable future that serves the best interests of society.

Our sustainability services provided separately to businesses and municipalities are consolidated into the Social Systems Design Business.



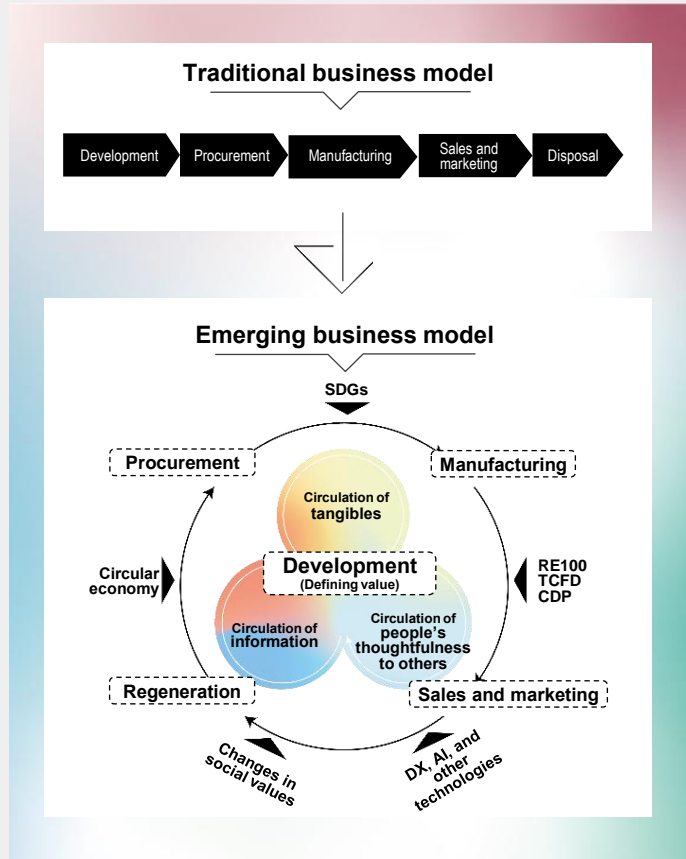
Launched in April 2021

Providing end-to-end assistance in making the transition to ecosystem-driven business management



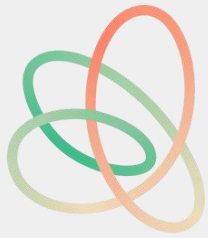
It is a program for assisting businesses in developing and establishing a circular business model. In the process, we help corporate clients implement ESG management practices to achieve greater corporate and social sustainability.

As businesses thrive, society thrives.  
That is the idea behind **ecosystem-driven business management** that complements corporate SDGs initiatives.



We provide corporate clients with end-to-end assistance, ranging from devising corporate sustainability strategy to developing and implementing a circular business model, with a focus on these three aspects of ecosystem-driven business management.	Shared values	Circular business model	Organizational drive to create value
	Bring internal and external stakeholders together with shared values to align them quickly and cost-effectively toward achieving common goals	Work with stakeholders aligned with shared values to develop and operate a circular business model	Bring internal and external corporate resources together across organizational boundaries to create greater value than going it alone





J-CEP

Established in October 2021

Corporate alliance to achieve a circular society

## Japan Circular Economy Partnership

Dozens of corporate members of J-CEP have joined forces to develop business models for circular economy in collaboration with community residents, municipal authorities, and universities.

Creating a society in which tangibles, information, and thoughtfulness to others are all circulated

### Objectives

1. Optimize resource circulation in Japan
2. Create business models that help achieve a sustainable society

- Design sustainable products
- Design and implement a scheme for collecting used products and packages from consumers
- Research and develop recycling methods and technologies

### Key initiatives

## Corporate Members List

AMITA HOLDINGS chairs the steering committee of J-CEP and manages its administrative office.  
(In alphabetical order. Steering committee members in colors)

- ◆ Asahi Kasei Corporation
- ◆ Fujimori Kogyo Co., Ltd.
- ◆ Marubeni Corporation
- ◆ Marubeni Forest LinX Co., Ltd.
- ◆ Mitsubishi Chemical Corporation
- ◆ Mitsubishi Corporation Plastics Ltd.
- ◆ **Mitsui Chemicals, Inc.**
- ◆ Nagase Plastics Co., Ltd.
- ◆ Nihon Yamamura Glass Co., LTD.
- ◆ Nissha Co., Ltd.
- ◆ OBAYASHI CORPORATION
- ◆ SAKATA INX CORPORATION
- ◆ Sekisui Chemical Co., Ltd.
- ◆ Sojitz Pla-Net Corporation
- ◆ SUMITOMO CHEMICAL Co., Ltd.
- ◆ TOYOTA TSUSHO CORPORATION

- ◆ Dai Nippon Printeing Co., Ltd
- ◆ DIC Corporation
- ◆ Kai Corporation
- ◆ **Kao Corporation**
- ◆ Kawakami Sangyo Co., Ltd.
- ◆ Kracie, Ltd.
- ◆ Lion Corporation
- ◆ Mandom Corporation
- ◆ **Nestle Japan Ltd.**

- ◆ Pola Orbis Holdings Inc.
- ◆ Rock Paint Co.,Ltd.
- ◆ S.T. CORPORATION
- ◆ Shabondama Soap Co., Ltd.
- ◆ Sunstar Inc.
- ◆ ThreeHigh Co., Ltd.
- ◆ TOPPAN Inc.
- ◆ UCC HOLDINGS CO., LTD.
- ◆ Unicharm Corporation



## 9 Observer members

- Hokkaido UNIVERSITY
- Kobe City
- Kobe University Graduate School of Human Development and Environment
- the Ministry of Economy, Trade and Industry
- the Ministry of the Environment
- National Institute of Advanced Industrial Science and Technology
- the Research into Artifacts Center for Engineering, the University of Tokyo
- Smart City Institute Japan
- The University of Kitakyushu

- ◆ ABeam Consulting Ltd.
- ◆ **AMITA HOLDINGS Co., Ltd.**
- ◆ CHUBU NIHON PLASTICS CO., LTD.
- ◆ EGS Co., Ltd.
- ◆ Fuyo General Lease Co., Ltd.
- ◆ General Incorporated Association nanoxi group
- ◆ Harita Metal Co., Ltd.
- ◆ J&T Recycling Corporation
- ◆ J-CIRCULARS Inc.
- ◆ KANKYOU SYSTEMS.INC
- ◆ Kowa Seiko Co., Ltd.
- ◆ omron social solutions co. ltd
- ◆ Oomotoshiroyo Co.,Ltd
- ◆ Pantech Corporation
- ◆ Rise Consulting Group,Inc.
- ◆ Sanyu Kankyo Sogo Kenkyujo Co., Ltd.
- ◆ Sumitomo Mitsui Finance and Leasing Company, Limited
- ◆ TBM Co., Ltd.



SCAN ME  
(JP)

Established in March 2022

Low-carbon transition advisory



Codo Advisory, Inc.

## Raising the quality of Japanese businesses' ESG-driven corporate management to global standards

Codo Advisory facilitates a transition to a decarbonized society by reducing risks in the business and financial communities associated with climate change and other environmental issues with global implications.

A joint venture established by AMITA HOLDINGS and MCP Japan Holdings, the Japanese arm of the MCP Group, which is one of the largest independent asset management firms in Asia

**AMITA**

&



The ACT (Assessing Low Carbon Transition) international framework was jointly developed by the French Environment and Energy Management Agency (ADEME) and CDP (Carbon Disclosure Project).

Codo Advisory uses the ACT framework to assist businesses in developing and assessing their low-carbon transition strategy for closing the gap between “As-Is” and “To-Be” performance.

The company also provides the Climate Fresk workshops to businesses to raise their organizational awareness and understanding of climate change.

“As-Is” performance

**TCFD** | TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE

Identifying environmental risks

**CDP**

Disclosing environmental impact

Strategy to close the gap

First in Japan

**ACT** | **ASSESSING LOW CARBON TRANSITION**®

Developing transition strategy

Assessment

“To-Be” performance

**SBT** | Science Based Targets

Set the environmental targets



SCAN ME

# 2021 and 2022 Accelerating expanding the stations' geographical coverage



Resource-collection site that promotes mutually supportive engagement among community residents

## MEGURU STATION®

provides comprehensive solutions to community, business, and social issues.

MEGURU STATION® serves a double purpose: (1) Sorting and collecting household waste that residents bring in for recycling into usable resources; and (2) Providing residents with a place for intergenerational engagement with each other.

at a community center in Kobe



### Promoting a mutually supportive community

#### Benefits



Reduce costs of social security and welfare programs

Use information about consumer trends and resource consumption

Make residents feel more secure

### Promoting resource circulation

#### Benefits



Reduce environmental management costs

Reduce procurement costs and risks

Achieve a cleaner living environment and raise eco-consciousness



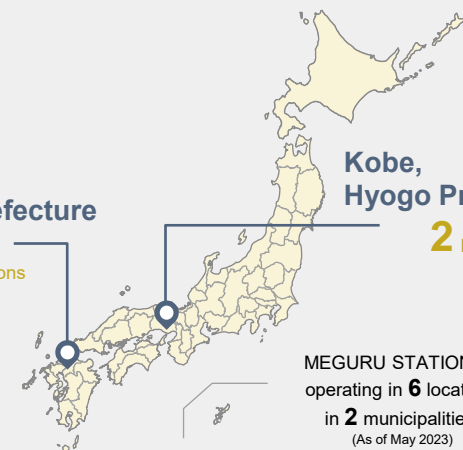
SCAN ME

Tachiarai,  
Fukuoka Prefecture

4 locations

Kobe,  
Hyogo Prefecture

2 locations



MEGURU STATION® is operating in 6 locations in 2 municipalities. (As of May 2023)

MEGURU STATION® promotes a circular economy in these communities.



Assisting in caring for and watching over children



Assisting in watching over the elderly  
Promoting intergenerational engagement



Selling local specialties  
Offering trial use of new products



Collecting sorted household waste



Organizing flea markets  
Providing space for everything-is-free stores



Manufacturers collecting used products and containers directly from end users for recycling

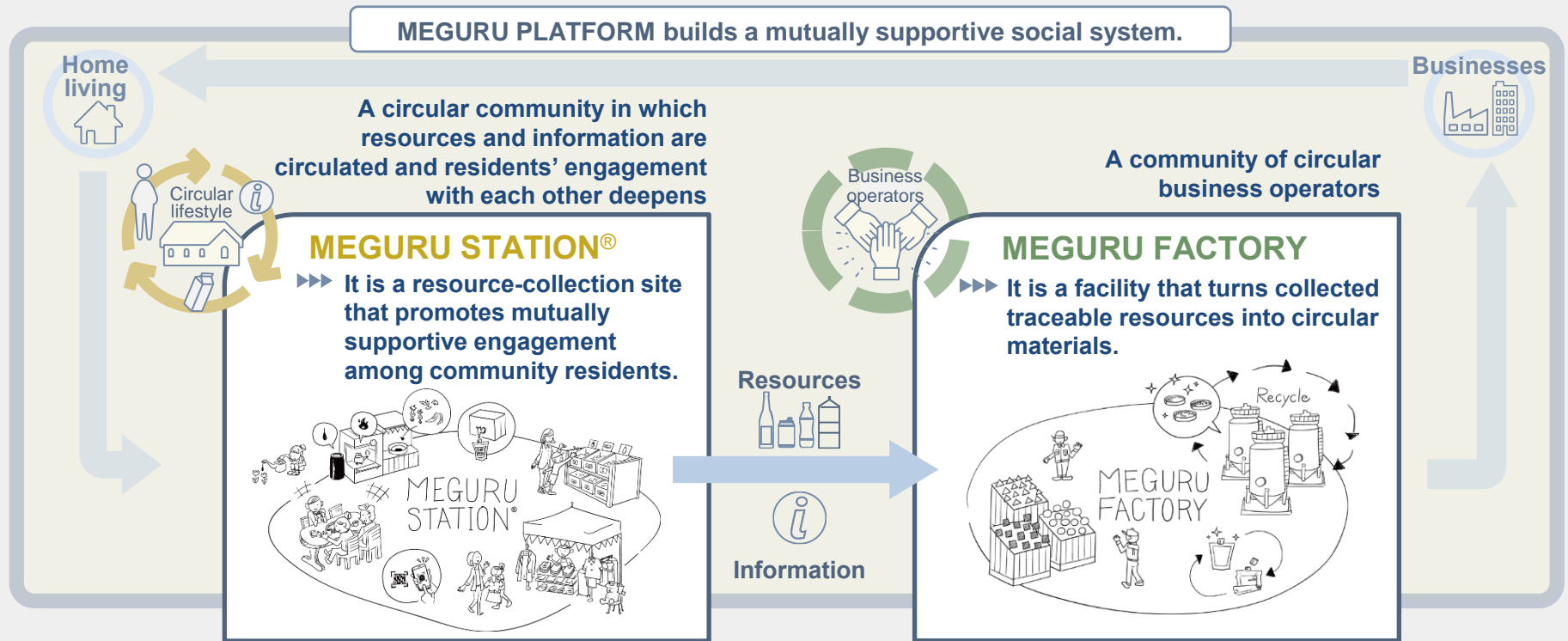


# AMITA Vision 2030

Achieving a society in which people can cultivate stronger relationships with nature in their everyday lives as businesses thrive



Scan the code to watch the video  
"AMITA's Initiative and Commitment to Creating an Ecosystem Society by 2030."



By 2030, AMITA intends to install MEGURU STATION® in 50,000 locations around the country and MEGURU FACTORY, which turns collected traceable resources into circular materials, in all 47 prefectures to establish MEGURU PLATFORM, designed to bring people, nature, tangibles, and information together.



SCAN ME

AMITA's ambitious targets for 2030

50,000  
locations

Number of MEGURU STATION® locations installed

All 47  
prefectures

MEGURU FACTORY operating in

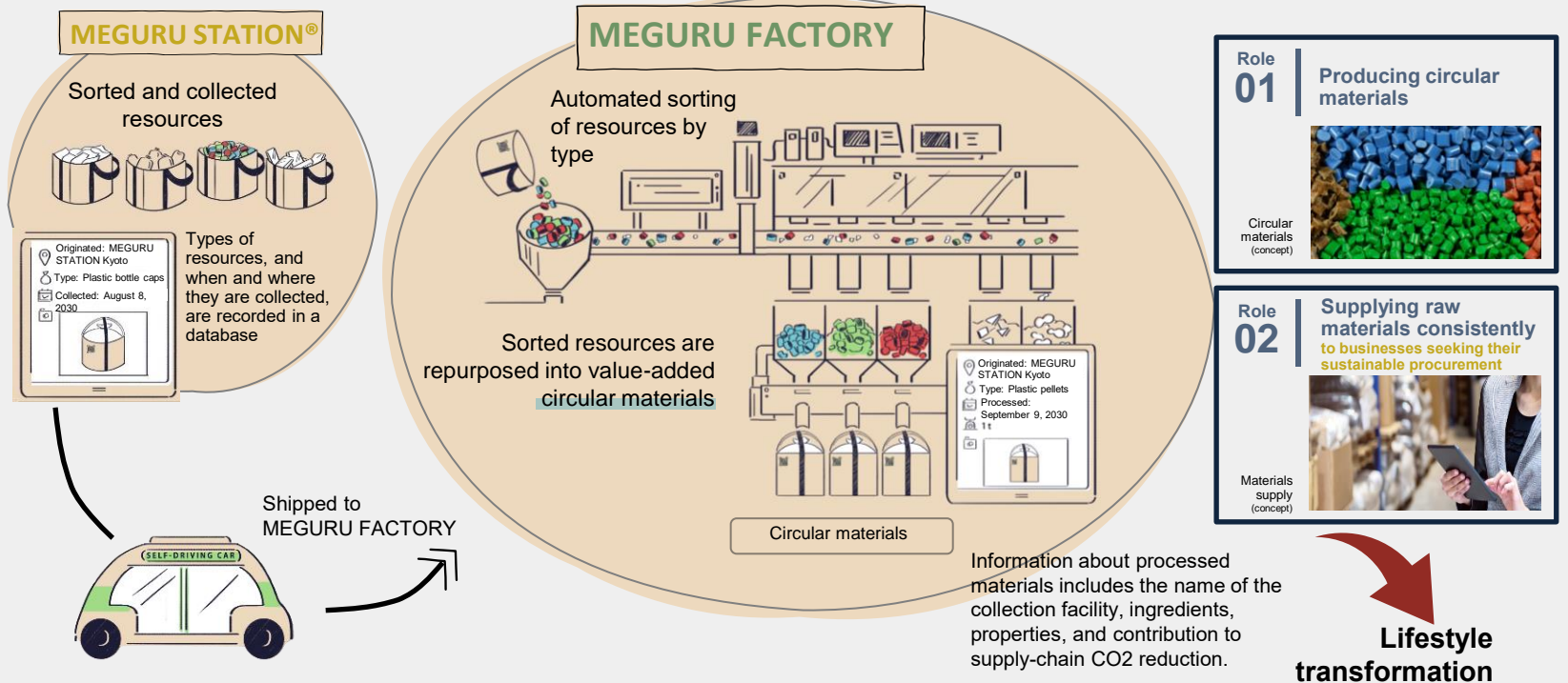
1,000  
municipalities

Number of municipalities with a MEGURU STATION®

1.2 billion  
people

Total number of annual MEGURU STATION® users

# MEGURU PLATFORM transforms industry and people's everyday lives



Transformation **01**

Locally procure circular materials to reduce supply-chain CO<sub>2</sub> emissions and ensure stable supply of materials

Reducing supply-chain CO<sub>2</sub> emissions (concept)

Transformation **02**

Use demand prediction data to control production and prevent overproduction or disposal of overstocked items

Optimizing production in factories (concept)

Transformation **01**

Enabling consumers to make socially motivated purchasing decisions

I'm looking for eco-friendly products.

Socially motivated

I want to buy from socially responsible brands.

Ingredients, supply-chain CO<sub>2</sub> emissions, circulation process

Consumers can check sustainability information labels on products when making purchasing decisions.

Transformation **02**

Enabling consumers to use circular materials to make things by themselves at home

Consumers can use a 3D printer to repair damaged products, repurpose used products, and create artwork.

Transformation **03**

Use prediction data on people's behaviors to optimize the schedules of public transportation, mobile catering, and mobile medical-care services or to switch them to unmanned operations

Optimizing schedules of mobile catering and medical-care services or switch them to unmanned operations (concept)

# AMITA and its corporate partners jointly pursue AMITA Vision 2030

AMITA has expanded the scope and scale of strategic corporate partnerships as part of joint efforts to create an ecosystem society by 2030. We intend to continue partnering with a broader range of businesses across industry.

Communications and  
information service



**Partnership with  
NTT Communications  
Corporation**

Announced October 13, 2022

Use digital solutions to visualize  
environmental-load data  
gathered from the MEGURU  
STATION® network



Establish a circular platform for driving  
resource circulation and encouraging  
behavior change among residents

Financial service



**Partnership with  
Sumitomo Mitsui Trust  
Bank, Limited**

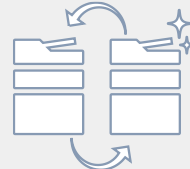
Announced November 18, 2022

Jointly assess the social,  
environmental, and economic  
impact of MEGURU STATION®



Objectively and quantitatively verify the  
positive benefits of the station to drive  
partnerships with municipalities and  
businesses

Leasing service



**Partnership with  
Fuyo General Lease  
Co., Ltd.**

Announced November 22, 2022

Use a leasing scheme to assist  
waste-management and recycling  
service providers in switching to  
circular business models



Establish a network of businesses to  
promote a circular economy

Emergency-readiness  
service



**Partnership with  
BELL Group**  
BELL Holdings, Inc. and BELL DATA, Inc.

Announced January 30, 2023

Make the BELL Group's emergency stock  
management platform and optimization  
service work with the MEGURU STATION®  
network



Consider creating a business model that brings  
greater safety and security to communities

# AMITA Group's Corporate Culture

## At AMITA, a team of ordinary people can do something extraordinary.

We are a team of like-minded individuals committed to achieving a sustainable society.

Individually, each of us may be insignificant, but collectively we can make a difference.

We believe that a team of like-minded individuals who cherish others' happiness and hope for a better future can create boundless value.

### Shorter 32-hour workweek

Implemented in  
January 2023

AMITA offers a 32-hour workweek to all employees; it was previously a 40-hour workweek. This change in policy was made in the belief that, when employees have fulfilling lives away from work, they have a better chance of broadening their perspectives, cultural appreciation, experience, sensitivity, and network of contacts, which in turn not only upgrades their human skills and ability to create value at work but also benefits the company in its effort to create greater value.

### AMITIME program

It allows employees to donate their unused and soon-to-be-expired annual paid holidays to the company so that others can use them to provide nursing care for their children and other family members while working on shorter hours or being on leave and still get paid. This program promotes more flexible working arrangements for employees and mutually supportive culture among them.

### Helping others in an emergency

We provide basic life-saving training to all employees. This program was initiated at the request of an employee who advocated the need to being prepared to save coworkers, family members, and neighbors in the event of an emergency.

This is an example of how AMITA takes employees' ideas for a better company seriously.

### Employee recognition programs

The Employee-of-the-Quarter award allows employees to choose one of their own who has done a great job of earning trust inside or outside the company. The Most Valuable Failure award recognizes employees who are not afraid to tackle challenging tasks and deliver knowledge assets to the company.

### Behind-the-Scenes Look at AMITA (corporate microsite)

The microsite provides little-known facts and behind-the-scenes stories about AMITA.

Visit it to see the softer side of AMITA.



SCAN ME  
(JP)

## AMITA AMITA HOLDINGS CO., LTD.

Head office: Nakagyo-ku, Kyoto  
 Headed by: KUMANO Eisuke, Chairman and Chief Visionary Officer  
 SUETSUGU Takahide, President and Chief Integrated Operations Officer  
 Established: April 1, 1977  
 Capital: 483,560,300 JPY  
 Number of employees: 240 (consolidated)  
 (Corporate officers and temporary employees not included)



Stock code: 2195 on  
TSE Growth Market

Signatory to the United Nations Global  
Compact (UNGC)



### AMITA CORPORATION

Head office: Chiyoda-ku, Tokyo  
 Headed by: Tabei Shinichi, President  
 Established: January 5, 2023  
 Capital: 50,000,000 JPY

### AMITA CIRCULAR CORPORATION

Head office: Chiyoda-ku, Tokyo  
 Headed by: TSUCHIMOTO Kenji, President  
 Established: April 1, 1977  
 Capital: 100,000,000 JPY

### AMIDA O CORPORATION

Head office: Nakagyo-ku, Kyoto  
 Headed by: OKADA Kenichi, President  
 Established: January 5, 2023  
 Capital: 10,000,000 JPY

### Codo Advisory, Inc.

Head office: Chuo-ku, Fukuoka  
 Headed by: SUZUKI Kaori, REPRESENTATIVE DIRECTOR & CEO  
 FUJII Shun, REPRESENTATIVE DIRECTOR  
 Established: March 28, 2022  
 Capital: 50,000,000 JPY

Joint venture between AMITA HOLDINGS and MCP  
Japan Holdings  
 Ownership: AMITA HOLDINGS 50%, MCP Japan  
Holdings 50%

### AMITA ENVIRONMENTAL STRATEGIC SUPPORT (MALAYSIA) SDN. BHD. (AESS)

Head office: Kuala Lumpur, Malaysia  
 Established: July 7, 2015

### AMITA BERJAYA SDN. BHD.

Head office: Kuala Lumpur, Malaysia  
 Established: December 3, 2015

Joint venture between AESS and BERJAYA ENVIRO HOLDINGS SDN. BHD.  
 Ownership: AESS 40%, BERJAYA ENVIRO HOLDINGS 60%





# Fulfilling people's hopes for a better future is our business

AMITA designs a future in which human lives will not be looked upon as collateral cost.

## For inquiries about AMITA's solutions and services



<https://www.amita-net.co.jp/contact/all.html>



0120-936-083 (toll free if called from within Japan)



[contact@amita-net.co.jp](mailto:contact@amita-net.co.jp)

## For inquiries about the AMITA Group

<https://www.amita-hd.co.jp/contact/>

+81-75-277-0378 (main switchboard number)

[info@amita-net.co.jp](mailto:info@amita-net.co.jp)

Include your name, the name and phone number of your company, and your email address when contacting us via email.