

# Sustainability at Lintec



Many stakeholders support the business of the Lintec Group. To meet their expectations and be trusted by them, all Lintec Group employees actively conduct CSR activities centered on the company motto, "Sincerity and Creativity," and in accordance with the "LINTEC WAY," which is an important value supporting the company motto, the BASIC CSR Approaches, and the Lintec Group Compliance Guidelines.

To materialize the key initiatives of the LINTEC SUSTAINABILITY VISION 2030 (LSV 2030), the long-term vision covering the period from April 2021 onward, we established a system to promote initiatives related to ESG and the SDGs, reviewed the Group's issues of materiality, and set key performance indicators (KPIs). Going forward, we will engage in strategic sustainability promotion activities by implementing the PDCA cycle.

In addition, the Group promotes business operations and CSR activities based on international standards by participating in the United Nations Global Compact and referring to ISO 26000 (Guidance on social responsibility).

## United Nations Global Compact

Having participated in the United Nations Global Compact since April 2011, the Lintec Group conducts business activities based on the following Ten Principles to contribute to the sustainable growth of society.

- **Human Rights**  
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and  
Principle 2: make sure that they are not complicit in human rights abuses.
- **Labour**  
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;  
Principle 4: the elimination of all forms of forced and compulsory labour;  
Principle 5: the effective abolition of child labour; and  
Principle 6: the elimination of discrimination in respect of employment and occupation.
- **Environment**  
Principle 7: Businesses should support a precautionary approach to environmental challenges;  
Principle 8: undertake initiatives to promote greater environmental responsibility; and  
Principle 9: encourage the development and diffusion of environmentally friendly technologies.
- **Anti-Corruption**  
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

## Sustainability Promotion System

In April 2021, we established a new sustainability promotion system. Simultaneously, the CSR Management Office under the direct control of the president changed its name to the Sustainability Management Office. We also established the TCFD\*<sup>1</sup> Subcommittee (December 2021) and the Diversity & Work Style Reform Promotion Subcommittee (April 2022) under the Sustainability Committee.

### ■ Sustainability Promotion System



\*1 TCFD: Stands for Task Force on Climate-related Financial Disclosures, which make recommendations on how to grasp and disclose the financial impacts of climate change-related risks and opportunities.