

## Company Motto

# Sincerity and Creativity

The foundation of the LINTEC Group's CSR is its company motto, "Sincerity and Creativity." These are the ideals that everyone in the group aspires to.

"Sincerity" means thinking about what can be done that will be of benefit and appreciated and tackling every task with all one's heart.

"Creativity" means working constantly to innovate and improve, seeking greater added value without being satisfied with the status quo.

Showing integrity to all stakeholders and taking on new challenges over and over again with a determination to innovate is the starting point for a manufacturer who is dedicated to craftsmanship.

"Start with Sincerity and then apply Creativity"—this is LINTEC's unchanging approach and the driving force that underpins its sustainable growth.

## LINTEC WAY

Important values supporting the company motto

### Five Rules of Sincerity

- 1 Always be sincere.
- 2 Sincerity opens people's mind.
- 3 Please people.
- 4 Be a giver.
- 5 Care about colleagues and family.

### Five Rules of Creativity

- 1 Be committed until you succeed.
- 2 Be proud of being unique.
- 3 Be resilient and take advantage of changes.
- 4 Think globally.
- 5 Look for connections to potential everywhere.

## Reporting Policy

The LINTEC Group follows the company motto of "Sincerity and Creativity" when conducting its corporate activities. This report describes our performance in the area of sustainability, which has become a topic of high interest in recent years, mainly during fiscal 2022. The report selectively discloses information that is particularly important both for our stakeholders and the LINTEC Group. For more detailed information, please visit our Sustainability website.

[Japanese] [www.lintec.co.jp/sustainability/](http://www.lintec.co.jp/sustainability/)

[English] [www.lintec-global.com/sustainability/](http://www.lintec-global.com/sustainability/)

### Publication Date

Previous publication: August 2022

Current publication: August 2023

Next publication: August 2024

### Guidelines Referenced

*Sustainability Reporting Standards* of the Global Reporting Initiative (GRI)

*Environmental Reporting Guidelines* (2012/2018) of the Ministry

of the Environment of Japan

*Environmental Accounting Guidelines* (2005) of the Ministry of the Environment of Japan

ISO 26000 (Guidance on social responsibility)

To ensure better communication with its stakeholders, the LINTEC Group works to disseminate information via a variety of media channels. For details on each channel, please refer to "Main Channels for Sustainability Information" on page 35.



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### Reporting Period

This report covers the period from April 1, 2022, to March 31, 2023 (fiscal 2022). It also includes some information up through July 31, 2023 concerning specific initiatives.

Environmental data for group companies outside Japan covers the period from January 1 to December 31, 2022.

### Organizations Covered

#### Environmental Report

LINTEC: LINTEC CORPORATION (Head Office, 10 production sites\*, and Research Center) and TOKYO LINTEC KAKO, INC.

LINTEC and group companies outside Japan: Sites listed above and overseas group companies

LINTEC Group: LINTEC CORPORATION plus group companies in and outside Japan

#### Social Report Governance Report

LINTEC: LINTEC CORPORATION

LINTEC Group: LINTEC CORPORATION plus group companies in and outside Japan

For information about the LINTEC Group, click the respective links below:

LINTEC's sales, production and R&D sites in Japan

<https://www.lintec.co.jp/company/branch/>

Group companies in Japan

<https://www.lintec-global.com/about/country/japan.html>

Global network

<https://www.lintec-global.com/about/network/>

### Note on the Fiscal Year of Consolidated Subsidiaries

The fiscal year of MACTAC AMERICAS, LLC, LINTEC (THAILAND) CO., LTD., and another 36 consolidated subsidiaries ends on December 31. As the difference between the fiscal year end of these 38 consolidated subsidiaries and the consolidated closing date is within three months, consolidated financial statements use each company's financial statements based on the fiscal year, and make necessary adjustments with regard to important transactions that occurred between the two accounting dates.

### Verification of the Reliability of this Report

Data marked with ★ have undergone third-party verification by SGS Japan Inc. As a result of the third-party verification, no important issues that require correction were found.

\* 10 production sites: Agatsuma, Kumagaya, Ina, Chiba, Tatsuno, Shingu, Komatsushima, Mishima, Doi, and Niihama