

Sustainability Promotion System

Sustainability Committee

The Sustainability Committee developed a basic policy for sustainability management promotion, conducted a progress review and monitoring of measures taken by subordinate committees and subcommittees, and provided instructions for improvement. Additionally, it examined and approved identified and reviewed materiality issues for the achievement of LSV 2030, and provided instructions for formulating a disclosure proposal in response to information disclosure recommendations by the TCFD. In fiscal 2022, it held four meetings concurrently with online meetings, with attendance of the 15 committee members reaching 100%.

Sustainability Disclosure Subcommittee

The Sustainability Disclosure Subcommittee made efforts for prompt and effective information disclosure to stakeholders as needed using disclosure materials, and websites, with a particular focus on further enhancing internal and external provision of information on sustainability management. In fiscal 2022, it held discussions for organizing information to be communicated in line with the new disclosure obligation on human capital, and promoted substantial review and examination of sustainability information and the contents of the integrated report for the next period. It also responded to surveys conducted by external evaluation organizations and top management was provided with feedback on evaluation results.

In addition to disclosure of conventional financial information, society demands a broad range of non-financial information that can lead to future financial information. In communicating LINTEC's business activities to society, the Sustainability Disclosure Subcommittee plays a key role in promoting information disclosure by the relevant departments.

Requirements for information disclosure, such as matters for disclosure, are expected to change along with social circumstances. Through subcommittee activities, we will strive to collect information even on newly required disclosure items so as to ensure consistency in our information disclosure. By continuously disclosing information through printed media, such as the securities report, integrated report, and sustainability report, and our company website, we aim to communicate how LINTEC contributes toward realizing a sustainability world.

Yoichi Shibano

Officer in charge of promoting
Sustainability Disclosure Subcommittee
Director, Managing Executive Officer,
Executive General Manager, Administration Division



Environmental Committee

The Environmental Committee conducts activities to achieve LSV 2030 based on the LINTEC Green Plan, formulated on the environmental issues of climate change, the circular economy, and co-existence with nature for the development of a sustainability world. Regarding climate change (decarbonization), to help the LINTEC Group achieve the target of cutting CO₂ emissions by 50% or more by 2030 (compared to fiscal 2013 levels), it manages the progress of the plan to reduce CO₂ emissions in and outside Japan. In fiscal 2022, steady progress was made due to factors such as capital investment made ahead of schedule and the introduction of green electricity. Regarding the circular economy, the committee disclosed the Targets for Emissions Reduction, Recycling, etc. under the Act on Promotion of Resource Circulation for Plastics at our website in March 2023, thereby promoting reduction of waste plastics, etc. For co-existence with nature, it is preparing a disclosure proposal based on the TNFD (Taskforce on Nature-related Financial Disclosures) recommendations.

TCFD Subcommittee

In order to disclose information based on the TCFD recommendations, the TCFD Subcommittee expanded the time frame for examination from 2030 (medium-term) to 2050 (long-term) and established the image of society that LINTEC envisions. For domestic business, the subcommittee analyzed the scenarios of 2°C or below 1.5°C, and 4°C. Regarding strategy, it examines the "risks and opportunities, and countermeasures" that have a significant impact on business, reevaluates their financial impact and resilience, and renews the information to be disclosed.

The Environmental Committee, based on the long-term vision LSV 2030, formulated the LINTEC Green Plan aimed at realization of a sustainability world, and manages the progress of the plan for renewing various facilities for carbon free both domestically and internationally compared to fiscal 2013.

In preparation for disclosure of non-financial information toward realizing a carbon free world, the TCFD Subcommittee is advancing discussions toward achieving carbon neutrality by 2050.

To make LINTEC a company that will continue to be needed by society, we are working to improve its business activities through our committee activities by focusing on and examining various elements, with the aim of not only reducing CO₂ emissions but helping to realize a sustainability world and creating a vision for our future manufacturing.

In response to the TNFD recommendations for biodiversity, we will deploy initiatives to our production sites in Japan based on the initiatives implemented at the Kumagaya Plant.

Hirofumi Matsuo

Officer in charge of promoting the Environmental Committee
Director, Managing Executive Officer,
Executive General Manager, Production Division,
and in charge of the Quality Assurance Division and
the Environment & Safety Division



Social & Governance Committee

In fiscal 2022, it confirmed the progress of internal briefings and various preparatory operations related to company-wide measures, such as the age 65 retirement system (operation started in April 2023) and the employee survey (introduced in January 2023), while also being committed to important individual themes, such as increasing the percentage of male employees who take childcare leave.

Corporate Ethics Subcommittee

The Corporate Ethics Subcommittee published Rinri Kwaraban, with the aim of fostering, disseminating and establishing business ethics, and created ethics awareness posters. It also presented examples of ethics-related cases from other companies with commentary in order to learn from them.

Social Contribution Subcommittee

The Social Contribution Subcommittee aims to help the LINTEC Group act as a good corporate citizen within its local communities and the global community by promoting realistic activities that will contribute to the sustainable development of society. Although some events were cancelled due to COVID-19, we carried out activities that we were able to at the time, such as sponsoring events to celebrate the 90th anniversary of the Itabashi city.

Diversity & Work Style Reform Promotion Subcommittee

Established on 1 April 2022, the Diversity & Work Style Reform Promotion Subcommittee aims to contribute to strengthening corporate structure by identifying internal and external needs, and by disseminating measures and programs and raising awareness about our diversity and work style reforms. This year, it produced and distributed the Handbook on How to Use Support Systems (Vol. 4) to provide easy-to-understand explanations of various HR systems.

Today, companies are required more than ever to serve as a public organ of society. In the aspect of "society," we are required to create a company that places respect for human rights at the center of its corporate activities, allows all members of the company to play active roles, and contributes to the sustainability of society as a whole. At LINTEC, I think it is necessary to develop a human resources strategy that is linked to the management strategy, and to promote so-called "human capital management." In terms of "governance," as the weakening earning power of Japanese companies has been pointed out, it is necessary to enhance management and communication capabilities by employing the opinions of outsiders. I think it is particularly important to continue to implement PDCA through an annual evaluation of the effectiveness of the Board of Directors and to examine corporate governance measures from the perspective of investors. The Social & Governance Committee is committed to discussing measures to achieve these goals and actively promote them through the three relevant subcommittees and departments in charge.

Tsunetoshi Mochizuki

Officer in charge of promoting the
Social & Governance Committee
Director, Senior Managing Executive Officer,
Executive General Manager,
General Affairs & Human Resources Division



SDGs Committee

A group tasked with generating business ideas, and another group tasked with conducting in-depth research started their activities in July 2021. While both groups were restricted in their activities due to the pandemic, the former held a meeting to make recommendations, while the latter held a briefing to make proposals to management. As a result, a work flow was created to consult and collaborate with existing departments responsible for setting up new businesses, and to involve more people in promoting initiatives.

Aiming to contribute to solving various social issues through our mainstay business activities, the committee recruits members from across the company regardless of occupation, age, and gender to address the task of creating new business ideas.

I hope that the members will later communicate the knowledge, experience, examination techniques, etc. that they have obtained through this initiative at their own workplaces. By doing so, it is expected that efforts regarding SDGs will spread throughout the Group not as special actions but as ordinary ones.

Regarding the created business ideas, we hold discussions with the New Project Planning Office and the Next-Generation Technological Innovation Group, and promote their commercialization as products or businesses.

Takeshi Kaiya

Officer in charge of promoting the SDGs Committee
Director, Senior Managing Executive Officer,
Executive General Manager, Business Administration Division



Corporate Risk Management Committee

In fiscal 2022, the Corporate Risk Management Committee held six regular meetings and discussed a contingency involving Taiwan, and instructed the relevant departments to make preparations for an emergency. During periodic risk identification, the committee identified risks related to product sales from supervisors in sales and related departments, and implemented necessary response measures, such as enhancing product sales management.

The Corporate Risk Management Committee comprises members who are executive general managers and general managers of offices under the direct control of the president. The committee identifies various business risks in the era of VUCA*, comprehends their actual situation and discusses countermeasures, and provides feedback to business sites after reporting to and obtaining approval from the Sustainability Committee, thereby preventing problems from occurring.

In line with our company accelerating the global expansion of its business, we will continuously identify risks and opportunities while complying with the laws and regulations of relevant countries and understanding differences in business practices and cultures.

Takeshi Kaiya

Officer in charge of promoting the
Corporate Risk Management Committee
Director, Senior Managing Executive Officer,
Executive General Manager, Business Administration Division



* VUCA: An acronym for Volatility, Uncertainty, Complexity and Ambiguity, describing the situation and the characteristics of a time in which it is difficult for society and business to predict the future.