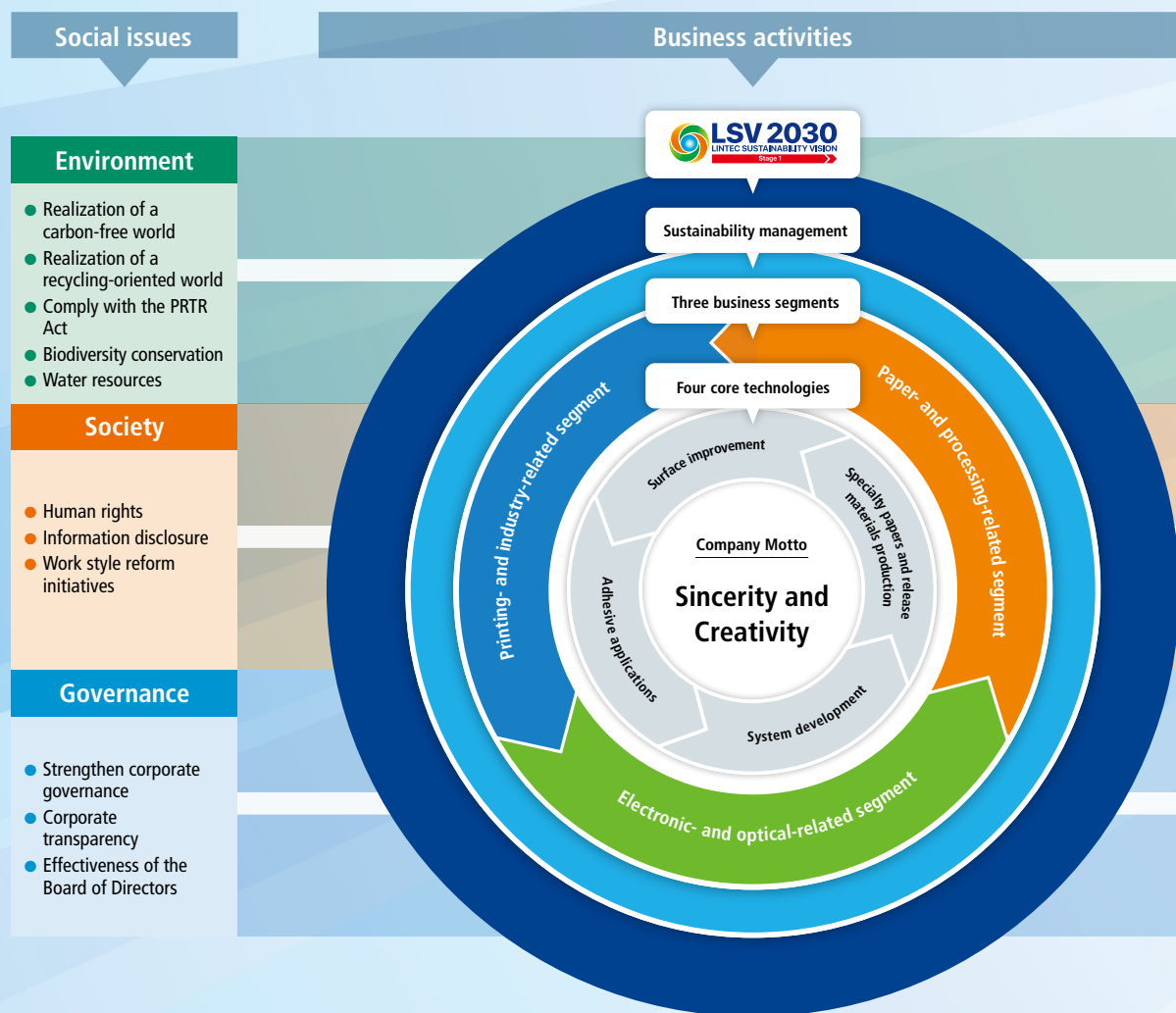
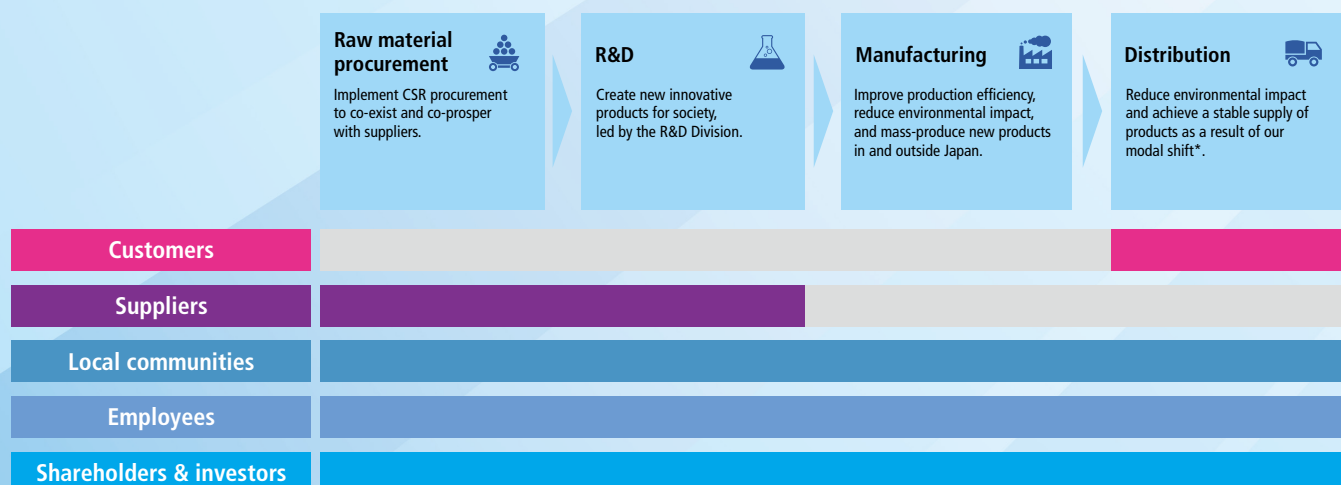


LINTEC Group's Stories about Solving Social Issues

The LINTEC Group has identified its materiality (material issues) by relating various social issues to the LINTEC Group's business activities and stakeholders, and has also set key performance indicator (KPI) for their assessment. The progress of our business activities is assessed at each stage and reviewed and adjusted as necessary, taking into consideration changes in the social situation. By continuing this process, we will contribute toward the realization of a sustainability world.



The correlation between the LINTEC Group's value chain and its stakeholders envisioned by the Group is as shown in the diagrams below.



* Modal shift: An initiative to reduce CO₂ emissions by switching from mainline transportation of passengers and cargo to rail and ship transportation, which are capable of mass transportation.

Realization of a sustainability world

	Materiality (Material Issues)	Key Performance Indicator (KPI)
Overall business	Contribution through business	<ul style="list-style-type: none"> Percentage of developed products in sales (20% by 2030) Number of patent applications/patents held
Environment	Contribution to a sustainable global environment	<ul style="list-style-type: none"> Reduction in CO₂ emissions Landfill disposal rate Response rate of raw material supplier survey
Society	Respect for human rights	<ul style="list-style-type: none"> Number of consultations regarding harassment Occupational accident frequency rate Occupational accident severity rate Percentage of female employees Percentage of childcare leave taken by male employees
	Enhanced value chain management	<ul style="list-style-type: none"> Number of responses to CSR survey Percentage of quality incidents
	Better communication with stakeholders	<ul style="list-style-type: none"> Number of site tours offered
Governance	Promotion of governance across the entire Group	<ul style="list-style-type: none"> Attendance at Board of Directors meetings Attendance at Audit and Supervisory Committee meetings Periodic publication of Legal News

Sales/Use

Provide security and trust based on high-quality manufacturing that can satisfy customers.



Disposal/Recycling

Reduce waste and use it effectively.

