Materiality and KPI

In order to contribute to the realization of a sustainability world, the LINTEC Group has identified priority issues as materiality, and has also established evaluation indicators (KPI) to monitor its progress.

| | Materiality | Issues to work on | KPI | |
|------------------|--|---|---|--|
| | wateriality | issues to work on | Key items | |
| Overall business | Contribution through business | Strengthening of corporate structure through innovation Creation of new products and businesses for sustainable growth | Percentage of developed products in sales (20% by 2030) | |
| | | | Number of patent applications/patents held | |
| Environment | Contribution to a sustainable global environment | Response to climate change Realization of a recycling-oriented world Sustainable procurement of raw materials Preservation of biodiversity | Reduction in CO₂ emissions (Reduce group-wide emissions by 50% or more from 2013 levels by 2030) | |
| | | | • Landfill waste disposal rate (1% or less) | |
| | | | Response rate of raw material supplier survey | |
| | Respect for human rights | Human rights due diligence Ensuring occupational health and safety Promotion of diversity Promotion of work style reform initiatives | Number of consultations regarding harassment | |
| | | | Occupational accident frequency rate | |
| | | | Occupational accident severity rate | |
| Society | | | Percentage of female employees | |
| Soc | | | Percentage of childcare leave taken by male employees | |
| | Enhanced value chain management | Comprehensive customer-first approach Improvement in terms of quality, cost, and customer satisfaction | Number of responses to CSR survey | |
| | | | Percentage of quality incidents | |
| | Better communication with stakeholders | Harmonious co-existence with local communities | Number of site tours offered | |
| Governance | Promotion of governance across the entire Group | Organizational governanceFair business activities | Attendance at Board of Directors meetings | |
| | | | Attendance at Audit and Supervisory Committee meetings | |
| | | | Periodic publication of Legal News | |

For more detailed information, please visit our Sustainability website below: https://www.lintec-global.com/sustainability/philosophy/

Process of Reviewing Materiality

STEP 1 Analyze the value chain

We examined the value chain, as well as business activities and ESG themes of each division. We also analyzed risks and opportunities with regard to ESG themes in the value chain.

STEP 2 Identify social demands

In addition to changes in international guidelines and frameworks, we have identified the key ESG themes of ESG assessment organizations and narrowed down our themes.

STEP 3 Identify internal importance

We looked into internal information, such as medium- to long-term strategies and business plans of each division and department formulated based on the long-term vision, LINTEC SUSTAINABILITY VISION 2030, and identified themes that have a large impact on our business.

| Results | Organizations covered | Related SDGs | |
|--|---|--|--|
| 21.4%* | LINTEC CORPORATION | 8 ************************************ | |
| Number of patent applications: 260* (FY2022) Number of patents held: 2,757* (as of March 31, 2023) | LINTEC CORPORATION | | |
| 39.7% | LINTEC CORPORATION Group companies in and outside Japan | 3 manual 11 manual 12 manual 12 manual 13 mm 13 mm 15 | |
| 0.36% | LINTEC's Head Office, ten production sites and the Research Center, and TOKYO LINTEC KAKO, INC. | | |
| The survey was not conducted in FY2022. Based on the results of the survey conducted in FY2021, requested improvement on 11 matters*. | LINTEC CORPORATION | | |
| 2 cases* | LINTEC CORPORATION Group companies in and outside Japan | | |
| 0.76* | LINTEC's ten production sites and the Research Center, and TOKYO LINTEC KAKO, INC. | | |
| 0.0142* | LINTEC's ten production sites and the Research Center, and TOKYO LINTEC KAKO, INC. | 3 manual 5 man 8 manual 10 man 10 man 1 man | |
| 14.4%* | LINTEC CORPORATION | | |
| 59.7%* | LINTEC CORPORATION | | |
| 181 cases★ | LINTEC CORPORATION | 12 months 16 marchin COO 16 marchin | |
| 31%★ Decreased to 15 in FY2022 from 49 in FY2010 | LINTEC CORPORATION (excluding the Ina Technology Center), TOKYO LINTEC KAKO, INC., and SHONAN LINTEC KAKO, INC. | | |
| 30 cases★ | LINTEC CORPORATION and TOKYO LINTEC KAKO, INC. | 1 Seer 17 Millioth | |
| 100% | LINTEC CORPORATION | | |
| 100% | LINTEC CORPORATION | 8 minument 16 minu | |
| 6 times | LINTEC CORPORATION | | |

STEP 4 Identify material issues

We identified material issues by using a map that shows societal needs and internal importance and discussing areas that are relevant in deciding the importance.

STEP 5 Set KPI

Based on the identified materiality, we set performance indicators for our activities and proceed with implementation.