

Message from Outside Director

In fiscal 2021, we organized a “Sustainability Committee,” comprised mainly of senior management, to promote sustainability management. The Committee involves all outside directors to ensure that the Company’s committee activities are evaluated from a third-party perspective and that improvements are promoted.

○ As a Member of the Sustainability Committee

Demand for corporate social responsibility is becoming more and more prevalent. LINTEC has established a promotion system that responds to these demands through cross-organizational efforts. From my perspective as an outside director, LINTEC’s activities are of a high level, but I think there is room for further improvement in terms of whether the system is easy to understand from the outside and whether information is appropriately disseminated to the outside. Another challenge is that because of the broad scope of the group’s business, it is difficult to determine the linkage between the activities of each business segment and the promotion system.

I feel that we are at the stage of reviewing the activities of the Sustainability Committee and other committees and subcommittees from a perspective that is easy for external parties to understand.

○ Activities and Achievements of Committees and Subcommittees

First, during the two years since I became a member of the Sustainability Committee, I examined the activities and performance reports of each committee and subcommittee from the perspective of whether the regulations were being properly followed. Each of the committees and subcommittees promoted its activities based on clearly defined goals and measures, and there are no problems in this regard. In addition, each committee and subcommittee appoints members on their own initiative, which means that they have a good grasp of the skills of the personnel needed for their activities.

What is even more commendable is that business sites and other organizations are working with an eye toward the local community under the Social Contribution Subcommittee. Community involvement is an important and ongoing initiative, as it can lead to support for recruitment and business activities.

○ For the Promotion of Future Activities

Given the wide range of structures and activities, we believe it is time to identify the issues facing each committee and subcommittee, stop and look at the situation from a bird’s-eye view, and review the structure and issues to ensure that they are MECE*. Ideally, once each committee resolves issues and incorporates solutions into work processes, the committee or subcommittee should be dissolved flexibly or an organization to address new issues should be established agilely. It may also be necessary to provide an opportunity for the Sustainability Committee to discuss the organizational aspect of the sustainability promotion system once a year or so.

We are a leading company in the industry. In order to realize our long-term vision “LSV 2030” and further promote sustainability management, we have entered a phase in which we aim to upgrade our committee activities, such as by disclosing more quantitative information.



Shigeru Sugimoto

Outside Director

Biography

1982: Joined Housing and Urban Development Corporation (currently Urban Renaissance Agency)

1985: Joined Showa Ota & Co. (currently ERNST & YOUNG SHINNIHON LLC)

1988: Established Sakura & Co. (currently Crowe Sakura & Co.), offering consulting services in M&A, business restructuring and rehabilitation as a certified public accountant

2021: Outside Director of LINTEC CORPORATION (current position), serving on the Sustainability Committee

* MECE: Mutually Exclusive and Collectively Exhaustive