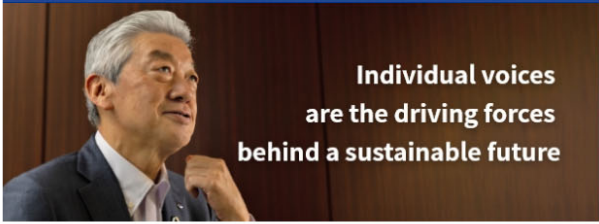




> Message from the President



> Concept and Systems



Materiality and KPIs



Topics

Sustainability

Oct. 3, 2025
Sustainability site is updated

Corporate

Aug.18, 2025
[News Release] LINTEC Achieves SBT (Science Based Targets) Certification

Sustainability

Jan. 22, 2025
Sustainability Report 2024 is released

Special Feature

Toward Realizing a Sustainable World
~Exploring and manifesting the hidden potential of Moringa~

Archive of Past Special
Feature Articles





Related Information

- Corporate Policies
- Reporting Policy
- GRI Index
- Third-Party Verification
- External Evaluations
- ESG Data Book/Sustainability Report/Other Related Information



Message from the President



Building a sustainable company through steady, incremental effort

We move forward with key initiatives as planned, and take immediate action when there are shortcomings or deficiencies

Looking back on the first year of “LSV 2030 – Stage 2,” we believe we have been able to advance sustainability-related measures by drawing on the resilience we have acquired to boldly take on challenges—even those in difficult environments. Among them, we achieved the initial Stage 1 targets for reduced CO₂ emissions ahead of schedule, and so we have set higher goals and are moving forward with discussions and the addition of new actions. Furthermore, in the promotion of work style reform, we have steadily developed and embedded systems and mechanisms related to human resources, and these are now being actively utilized. While some measures take time to produce visible results, we are confident enough to overcome these hurdles through persistent efforts, and so we evaluate ourselves as making steady progress toward becoming a sustainable company.

> Long-Term Vision

Note: Go to the Investor Relations page.

Investing time and energy into what only we can do, creating a rewarding workplace

Leveraging DX—digital transformation—to re-examine the way we work

Transformations through DX* are one of our key measures, and these are progressing ahead of schedule. We look forward to seeing LINTEC's unique form of DX take visible shape in the near future. The goal of this measure is to use AI and robotics to transform every work process, including design, development, manufacturing, and logistics, and to improve the efficiency and reliability of our daily operations. Our belief is that the best solution for today may not necessarily be applicable tomorrow, and it is with this in mind that we are supporting the promotion of DX. Underlying this is our desire to reduce employees' workload through automation and efficiency, so that they can focus their time and energy on tasks that only they can do, or on what truly drives them.

By positively re-evaluating traditional work methods and proactively incorporating new tools and techniques to take on new challenges, we aim to create the type of rewarding workplace environment that in the future will be necessary for society.

* DX: Digital transformation. Refers to an operational reform approach to adapting to environmental changes by utilizing data and digital technologies to transform product, service, and business models according to customer and social needs as well as promoting makeovers in work contents and processes, organization design, corporate culture, and other business practices with the aim of establishing competitive advantages.

Proactively utilize systems and frameworks, and improve these continuously

In promoting our work style reform, we have developed systems and mechanisms that help with employee morale and energy, and these lead to increased customer satisfaction and productivity. Although the data is being used smoothly in practice, it is crucial to identify and continue to address any cases where systems are seen as difficult to use or hard to understand. While our aim is that our internal systems and mechanisms have a perfect score, we recognize that even if they achieve this today, this may not remain the case in the future. This is because the business environment surrounding our company is always changing. To understand the signs of these changes and keep improving the company in response to these, we aim to enhance a communication environment in which each employee can freely and frankly discuss and exchange opinions with their supervisors, colleagues, and peers.



Provide full attention, and accept others' points of view

Communicate and provide feedback

When I first became the Advanced Materials Operations Executive General Manager, I conducted individual interviews with each team member to explain the roles I wanted them to take on moving forward, while also listening to their expectations for me and the department.

This took nearly a week; however, I feel that I was able to communicate my thoughts, and inspire action in others. From this experience, I came to understand that communication and feedback are just as important as delivering results in day-to-day operations.

I constantly stress the importance of communication, but I myself try to first listen to others sincerely and accept their points of view before sharing my own thoughts.

Open and honest communication brings forth unique ideas

Even when we are achieving goals by pushing forward with planned measures, we may hear comments from frontline employees such as "We could get better results if we just changed the approach a bit," or "This method creates too much workload." If managers accurately take on board this input from frontline staff and provide feedback, they may discover insights or hints that would otherwise be missed with a solely results-based focus. In addition to formal business interactions like meetings, casual conversations and small talk may also offer valuable insights. We believe that more free communication among employees will lead to better mutual understanding and more efficient information sharing, leading to a steady stream of ideas unique to LINTEC Group that will help us realize our long-term vision.

Taking action to create change—key to innovation

Rather than tackling problems head-on, shift perspective to dig deeper

As we pursue our long-term vision and achieve its milestones, we may encounter problems that cannot be solved, even after tackling them head on and examining them thoroughly. Overcoming such issues requires that we again analyze the issues, put forth multiple ideas as to how to solve them, and then move forward by implementing them. I call this "shifting perspective to dig deeper." At first, shifting perspective may seem to take us away from the solution; however it is merely a way to change perspective in order to gain a better understanding.

Solving sustainability-related issues such as reducing CO₂ emissions often requires balancing conflicting factors, and therefore, demands change to our traditional thinking and approaches. The act of changing in itself constitutes innovation, and we believe that only through change can we bring about transformative progress.

Discern what needs changing, and make changes as necessary

Manuals and rules necessary for business operations may hinder flexible thinking and suppress creativity, thereby stifling innovation. While manuals often contain fundamental policies and approaches that are important for business and management, these are not set in stone. Only our company motto and mission statement remain unchanged; manuals and rules exist to translate these principles into practical business operations. Our business environment, markets, and customer needs are constantly evolving, and so are we, as our workforce ages. Recent changes to sustainability are proceeding apace and are profound; thus we believe that manuals need to be changed to allow each employee to innovate. Unless they do, we cannot become a truly sustainable company.

Our efforts to achieve a sustainable world are endless

Envision not just the future, but the future beyond that—and even future still



Our “LSV 2030” long-term vision began in April 2021 and is now nearing its midpoint, but this does not mean we are in the homestretch. A sustainable world is something we will continue to pursue endlessly beyond 2030. I believe sustainability means envisaging and looking into the future, and even further beyond that.

Our company started with the manufacturing and sale of gummed tape for packaging, later shifting to adhesive products for labels and seals. We then expanded our business by deepening our expertise in specialty papers, release liners, and release films. Especially in adhesives, we have applied our finely-honed technical development and manufacturing capabilities to our line-up, expanding beyond labels and seals into automotive, display, and semiconductor manufacturing processes, thereby earning the trust of customers worldwide. This journey reflects our consistent contribution to solving social challenges through business activities that align with the times and market needs, and this forms the foundation of our growth and development.

As a business entity, it is only natural that we focus on the direction in which society is heading and take action accordingly. Leveraging the strengths we have cultivated over the years, the LINTEC Group will continue to take on the challenge of bringing about a sustainable world.

Carrying forward and putting into practice our Group’s philosophy

Currently, climate change has a major impact on preserving the global environment, and world shares the common understanding that we cannot continue emitting CO₂ at current levels. However, we cannot deny that 10 or 20 years from now, we may be confronted by even more pressing challenges. Naturally, the challenges to achieving a sustainable world remain unclear, and the targets will continue to shift. For example, although we envision a carbon-neutral world by 2050, in our next medium-term business plan, “LSV 2030 – Stage 3,” we will build upon our past activities and achievements to shape a vision of even further ahead.

My role is to focus on the principles rooted in the LINTEC Group, and through inheriting and putting these into practice, I believe we can contribute to the realization of a sustainable world.



If something feels fun or exciting, don't hesitate to take that first step

Enjoy the opportunity to encounter things that challenge your sensibilities

It took many years for the semiconductor-related work I was involved in to evolve into the current business, but I doggedly kept at it, as I enjoyed it and found it fascinating. This is a straightforward, honest feeling, such as finding someone enjoyable to talk to or finding their perspective intriguing, and so I think it's perfectly natural for each person to feel differently. I believe this sensibility grew by consistently maintaining an attitude of looking at things head-on and clearly recognizing their positive aspects.

Whether it's work or anything else, if you feel even a small sense of enjoyment or curiosity, then you should take a leap and try it. You may find something that truly resonates with your sensibilities, and leads on to new discoveries. Our employees to value this kind of instinct, and I want our company to continue being a place that supports employees in staying true to their own instincts.

Listening sincerely to opinions from inside and outside the company

Our efforts to contribute to bringing about a sustainable world are not yet perfect, but by steadily advancing our key initiatives and measures, we are seeing results. At the same time, I make it a point to visit various departments within the company and listen to employees, meet with external stakeholders such as shareholders and investors, and read through surveys. Such interactions make me realize there is still much our group can and should do. Looking forward, I will continue to sincerely listen to the opinions of those both inside and outside the company and implement any necessary actions in a swift manner.

I humbly request that our stakeholders continue to show interest in and engage with our group, and continue offering active suggestions and advice.



Concluding the Interview

—Promoting Sustainability in the LINTEC Group—

The LINTEC Group has adopted as its goal the long-term vision LSV 2030, with a target year of March 2030, and is advancing various measures toward achieving a sustainable world. With the launch of LSV 2030 – Stage 2 in fiscal 2024, we reviewed our materiality and KPIs based on the perspective expressed in the top message that “initiatives and KPIs should evolve,” as well as the achievements of Stage 1, the concept of double materiality, and four analytical approaches including value chain analysis.

Since the launch of LSV 2030 in April 2021, subcommittees and working groups under the Sustainability Committee along with responsible departments have been implementing measures in line with established plans, aimed at achieving set goals. In Stage 2, to further ensure the realization of LSV 2030, the Sustainability Committee has redefined the relationship between the activities and measures of committees, subcommittees, and working group and the long-term vision, materiality (KPIs), and the themes of the medium-term business plan, and has commenced activities.

We believe that through this approach, we are fostering an awareness that initiatives are a means to an end, and that every initiative should have a clear purpose, namely “What is this initiative for?” and “Which materiality will it help solve?” Moreover, tackling materialities with this awareness is essential when planning the next measures or targets, revising plans when targets are not met, or accelerating timelines. This also aligns with the top message’s reference to “innovation” through the idea of “reframing and exploring in depth.”

Throughout its business activities, our Group has actively promoted sustainability management by implementing a range of environmental and human capital initiatives. These include energy conservation, CO₂ emissions reduction, development of environmentally friendly products, as well as workplace reforms related to human capital management, human resources, and occupational safety and health. There are always reasons and objectives behind the formulation of measures and revisions to systems. The current LSV 2030, its materiality, and KPIs can be seen as extensions of the efforts and achievements we have built over time. Connecting discrete data points for past measures and activities with LSV 2030 and other frameworks illustrates the very direction, or indeed strategy, of our approach to environmental and human capital management. It is also a story about how executing these measures and achieving their targets creates value, strengthens the five forms of capital that underpin our Group’s corporate activities (human, intellectual, manufacturing, social, and financial capital), and leads to solving the next set of challenges and creating new value.

Furthermore, to make both our Group and world more sustainable, it is important and essential to raise the motivation of all Group employees and align their vectors with the company’s policies and ideals, which we have communicated repeatedly. The results of the third employee survey in FY2024 show a steady improvement in the engagement score, indicating how our past measures have contributed to increased motivation and enhanced communication both within and across departments.

Continually communicating to all Group employees and ensuring understanding of the top management’s messages of “a mindset to be passed down as part of our corporate culture” and “making change the norm” presents a clear story of uniting sustainability and business to create new value. By building upon this foundation in which every employee can see “for what purpose,” “by when,” and “what” they must do as a part of their own responsibility, we will act and evolve as a sustainable company looking beyond 2030, contributing to the realization of a sustainable world through the achievement of our long-term vision.

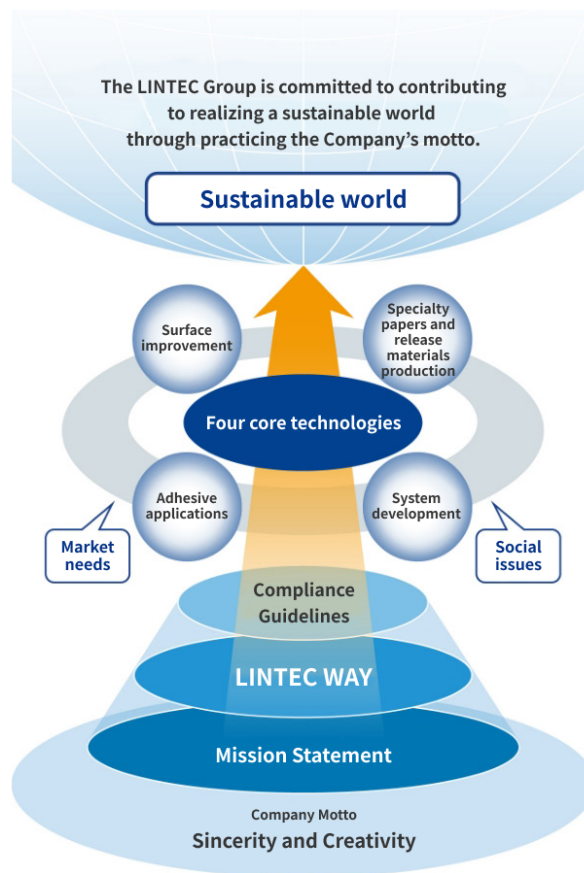


Masaru Hoshi
Executive Officer
General Manager, Sustainability Management Office

August 29, 2025

Concept of Sustainability

All officers and employees of the LINTEC Group are required to adhere to the LINTEC Group Code of Conduct and commit to contributing to the realization of a sustainable world while bearing firmly in mind the company motto, "Sincerity and Creativity." The LINTEC Group supports and practices the "Ten Principles" of the United Nations Global Compact, with a special focus on the protection of human rights, elimination of unlawful forms of labor, preservation of the environment, and anti-corruption.



[LINTEC Group Code of Conduct \(Corporate Policies\) \[PDF: 226KB\]](#)



Value Creation Process

The LINTEC Group endeavors to achieve both sustainable growth and social development through value creation, with the aim of realizing a sustainable world.

> [Value Creation Process](#)

Note: Go to the Investor Relations page.

Sustainability Promotion Systems

At the LINTEC Group, the company motto of “Sincerity and Creativity” is at the heart of all members and is the starting point of their activities to promote sustainability.

We have established a sustainability promotion system centering on the Sustainability Committee. The committee is chaired by a representative director and its membership consists of all outside directors. The Sustainable Committee operates a number of subcommittees tasked with oversight of ESG, responding to the SDGs, risk management, and others.

Sustainability Promotion System



Sustainability Committee

The Sustainability Committee develops a basic policy and plans measures for sustainability management promotion, conducts a progress review and monitoring of measures taken by subordinate committees and subcommittees, and provides instructions for improvement.

— Sustainability Disclosure Subcommittee

The Sustainability Disclosure Subcommittee makes efforts for prompt and effective information disclosure to stakeholders using various timely disclosure materials, PR magazines, and websites. It also examines the method of collecting and communicating sustainability information and the contents of the integrated report, while responding to surveys conducted by external evaluation organizations and providing feedback on evaluation results to top management.

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 sustainable world.

— TCFD Subcommittee

The TCFD Subcommittee identifies risks and opportunities associated with climate change based on the TCFD recommendations, manages risks identified, develops strategies to seize relevant opportunities, assesses financial impacts, and discloses related information.

Furthermore, these activities mentioned above have been transferred to the Environment and Safety Division, which was dissolved at the end of FY2024.

Social & Governance Committee

The Social & Governance Committee is responsible for the ESG areas of society (S) and governance (G). It engages in policy formulation, planning and execution of relevant measures, and monitoring of the company's implementation of measures related to the two areas.

— Corporate Ethics Subcommittee

The Corporate Ethics Subcommittee works to foster corporate ethics and share necessary information to make sure that individual employees understand and practice the concept adequately.

— 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.

— Diversity & Work Style Reform Promotion Subcommittee

The Diversity & Work Style Reform Promotion Subcommittee promotes activities related to diversity and work practices. It focuses on identifying needs, ensuring effective implementation of measures and programs, and providing education.

Corporate Risk Management Committee

The Corporate Risk Management Committee identifies risks and opportunities associated with overall business operations, formulates policies to deal with them, and plans and verifies worksite-level measures.

SDGs Committee

Aiming to contribute to solving various social issues through mainstay business activities, the SDGs Committee recruits members from across the company to perform tasks aimed at enhancing understanding of the SDGs and creating new business ideas.

Sustainability Promotion Systems Details and Activities [PDF : 98KB]



Materiality and KPIs

The LINTEC Group identifies priority issues to be addressed in order to contribute to the realization of a sustainable world as materiality, and has also established key performance indicators (KPIs)* to check the progress of its efforts.

- * Key performance indicators (KPIs): KPIs are important indicators related to organizational strategies, and quantitatively measure progress toward targets.

> Long-term Vision LINTEC SUSTAINABILITY VISION 2030 (Abbreviation: LSV 2030)

Note: Go to the Investor Relations page.

Details of materiality and KPIs for "LSV 2030 - Stage 2" [PDF: 113KB]



"LSV 2030 - Stage 2"

Materiality and KPIs were revised to align with the new medium-term management plan, "LSV 2030 - Stage 2." To finalize the recent revision, we applied the concept of double materiality*.

In addition, the CO₂ emissions reduction targets aimed at realizing a carbon-free world were revised as the previous target of a 50% or more reduction by 2030 compared to FY2013 levels was achieved ahead of schedule as a result of the intense acceleration of the implementation of measures. The revised targets are 67% or more set for Stage 2 and 75% or more for Stage 3.

- * Double materiality: The identification of material issues related to sustainability using different criteria for assessing two types of impact: impact of business on society and the environment; and financial impact of sustainability issues

LINTEC's Materiality

Our finalized materiality is as follows:

Work to solve social issues through business activities

Foster innovation to build a robust corporate structure and drive sustainable growth

Fulfill responsibilities associated with the environment, society, and customers

Develop and secure human resources for the future

Maintain LINTEC's favorable reputation

Materiality Identification Process

We have identified our materiality by following a four-step process: (1) analysis of impact of and extraction of sustainability issues; (2) consolidation; (3) assessment of the level of significance of impacts (our impact on society and the environment, and impact of sustainability issues on our financial performance); (4) identification and finalization of materiality.

— (1) Analysis of impact of and extraction of sustainability issues

In the first step of the process, four different analyses (value chain analysis, stakeholder analysis, megatrend analysis, and corporate management and business analysis) were performed to assess impacts of sustainability issues. As a result, 209 issues representing a wide range of perspectives were extracted.

— (2) Consolidation

Since the issues were extracted through four different analyses conducted separately, some of them overlapped or were largely the same. We therefore consolidated the 209 identified issues into 35 distinct issues.

Value chain analysis	Analysis performed to assess our sustainability impact at each level of the value chain from raw material procurement to sale, use, and disposal/recycling of products in each business segment with the aim of extracting key issues
Stakeholder analysis	Analysis of our employees, customers, business partners, and shareholders and investors, as well as of society and the economy, to identify stakeholder interests, problems, and expectations with the aim of extracting key issues
Megatrend analysis	Analysis of climate change, loss of natural ecosystems, demographic and age composition, resources and energy, technology, and other trends to examine their changes and impacts on our business with the aim of extracting issues that need to be addressed to fulfill the group's social role
Corporate management and business analysis	Analysis of our Corporate Motto and Mission Statement, messages from the President, code of conduct, various policies, LSV 2030, presentation materials from financial results briefings, and other corporate management information with the aim of extracting existing and possible future issues

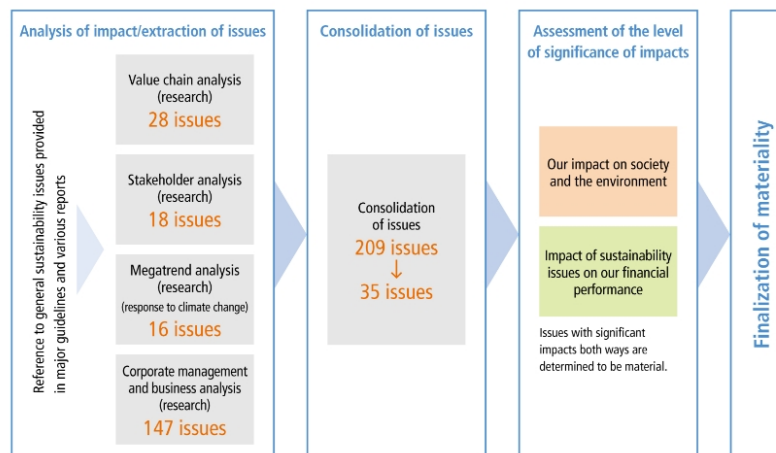
— (3) Assessment of the level of significance of impacts (our impact on society and the environment, and impact of sustainability issues on our financial performance)

Prior to finalizing our materiality, for each of the 35 consolidated issues we assessed the significance of both our impact on society and the environment and the impact of each issue on our own financial performance.

For our impact on society and the environment, we examined the magnitude of the impact and the likelihood of occurrence of each issue to determine the significance. For the impact of the issues on our financial performance, we assessed the level of significance by examining risks (impact on our financial performance that may occur if we fail to address the issue) and business opportunities (benefit for our revenue development that we may gain by addressing the issue).

— (4) Identification and finalization of materiality

After identifying sustainability issues with significant impacts on society and the environment as well as on our own financial performance, we further consolidated related issues and finalized our materiality, which comprises five key issues.



Establishment of Key Performance Indicators (KPIs)

We have established key performance indicators (KPIs) for the finalized materiality to keep track of the progress of planned measures. The KPIs are aligned with initiatives taken by each department and are based on effective measures for achieving the materiality.

Environmental Report



The LINTEC Group strives to achieve harmony between its corporate activities and the global environment. The group is carrying out a variety of environmental protection initiatives under the slogan "We have to broaden our scope when working to support the environment. There is only one earth."

> Environmental Management

- Environmental Management System
- Internal Audit
- Environmental Education
- Environmental Compliance
- Material Flow

> Developing Environmentally Friendly Products

- Guidelines for Environmentally Friendly Products

> Climate Change Mitigation and Adaptation

- Initiatives for Reducing CO₂ Emissions (Including Scopes 1, 2, & 3)
- Response to TCFD Recommendations

> Realization of a Recycling-oriented Society

- Reducing Waste
- Circular Economy
- Sustainable Raw Material Procurement

> Co-existence with Nature

- Water Usage and Discharge
- Biodiversity Conservation Initiatives

> Management of Environmentally Hazardous Substances

- Compliance with PRTR
- VOC Emissions Reduction
- Management of Chemical Substances, Compliance with EU Regulations
- Proper Storage and Management of PCB


> Environmental Preservation Costs

Environmental Management

The LINTEC Group has established, operates and is constantly improving its environmental management system, and is carrying out a variety of environmental protection initiatives.

Environmental Management System

Based on the LINTEC Group Quality, Environmental and Business Continuity Policy, the LINTEC Group proactively works on conservation of the global environment while also acquiring ISO 14001 certifications and undergoing third-party verifications.


Data Related to Environmental Management System [PDF: 1,297KB] 



Internal Audit

In order to ensure proper implementation of environmental management systems in connection with its business activities, the LINTEC Group conducts internal audits and mutual audits of its business sites, and runs the PDCA cycle for improvement with respect to legal compliance and system operations.


Findings from internal and external audits are studied with respect to the situation of occurrence, background, and essence of findings, and resultant insights are applied to other sites to improve related activities across the company.

Data Related to Internal Audit [PDF: 1,297KB] 



Environmental Education


We provide environmental education courses for a range of purposes, including increasing understanding of the environmental management system. As part of our environmental education, we also post environmental news on various topics, such as ISO 14001, chemical substances management, energy conservation, and health and safety, on the LINTEC Environment and Safety Information intranet page.

Data Related to Environmental Education [PDF: 1,297KB] 



Environmental Compliance


Twice a year, each site performs environmental legal compliance evaluations and submits the results to the corporate EMS secretariat for detailed checking. By using results of compliance evaluations, internal audits, mutual audits, external reviews (continuity and maintenance), and management reviews, we work to improve our environmental performance while also taking precautionary steps by creating improvement opportunities and conducting corrective measures.

Data Related to Environmental Compliance [PDF: 1,297KB] 



Material Flow

With respect to energy and resource inputs, production volume, environmental impact on local air and water quality, and others, we work to measure the amount of activity based on data collected from LINTEC and its group companies in Japan.

Data Related to Material Flow [PDF: 1,297KB] 



Developing Environmentally Friendly Products

As a responsible manufacturing enterprise, the LINTEC Group strives to develop products that reduce environmental impact. The group also works to reduce impact on the environment from resource extraction and the procurement of raw materials through production processes to disposal by including life-cycle assessments (LCA)* right from the design stage.

- * LCA: A method for comprehensively assessing effects on the environment by calculating items such as the amount of energy and water input, the amount of raw materials used, and the amount of CO₂ and hazardous chemical substance emitted throughout a product's lifecycle.


> Environmentally friendly products (Japanese version only)

Note: Go to the Product page.

Guidelines for Environmentally Friendly Products

LINTEC has developed and uses guidelines for "self-declared environment-friendly products" which are in accordance with ISO 14021*. LINTEC will continue to develop environment-friendly products.

- * ISO 14021: An international standard for "Environmental labels and declarations -- Self-declared environmental claims (Type II environmental labeling)" A business operator sets its own standard and may place environmental claims on the labeling of a product which satisfy that standard.

Data Related to Guidelines for Environmentally Friendly Products [PDF: 1,297KB] 

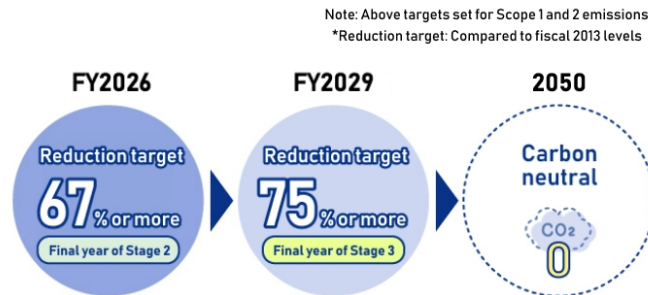


Climate Change Mitigation and Adaptation

The LINTEC Group is committed to carrying out various environmental activities to acquire opportunities from and adapt to climate change, which poses a major risk to the continuation of its business activities.

Initiatives for Reducing CO₂ Emissions

Through initiatives such as facility upgrades and the installation of solar power generation systems for in-house consumption, the LINTEC Group is striving to reduce CO₂ emissions with the aim of achieving carbon neutrality by 2050.



Data of Scope 1,2 and 3 [PDF : 1,297KB]



Total Energy Use and CO₂ Emissions

As a way to contribute to reducing CO₂ emissions, we are promoting the effective use of waste heat, introducing high-efficiency equipment, and contracting electricity with low carbon emission factors.

Initiatives

We are promoting an array of climate change initiatives.

Data Related to Initiatives for Reducing CO₂ Emissions [PDF: 1,297KB]



Response to TCFD Recommendations

With a view to further increasing its corporate value through better engagement with its stakeholders, the LINTEC Group is committed to proactive disclosure of information in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

TCFD-based Information Disclosure [PDF: 1,297KB]



Realization of a Recycling-oriented Society


The LINTEC Group uses a wide range of raw materials, including pulp, adhesives, and plastics, and generates waste such as paper scraps, waste plastics, and sludge from paper manufacturing. To make the most of limited resources, we are reducing the amount of raw materials used in the design phase and actively working to incorporate biomass materials and recycled materials. In the manufacturing phase, we are striving to reduce the use of organic solvents and to streamline production processes. Additionally, by designing products that are thinner and smaller to reduce post-use waste, and developing products that are easier to recycle, the group is working toward achieving a recycling-oriented society.

Reducing Waste

In addition to the ongoing 3Rs activities (Reduce, Reuse, and Recycle) aimed at generating less waste, we are making efforts to achieve a zero landfill disposal rate* in Japan. These efforts include selecting appropriate disposal firms based on their disposal method (material recycling, thermal recycling, landfilling), and we are also encouraging a switch to recyclable raw materials and finer classification of waste, targeting zero landfill disposal.

In accordance with the Act on Promotion of Resource Circulation for Plastics that came into effect in April 2022, we have developed necessary education and training programs and management systems and set targets for reducing waste generation and promoting recycling. We are also collecting relevant data from LINTEC and its group companies in Japan and disclosing the data in a compiled form.

* Zero landfill disposal rate: LINTEC's standard is a final landfill disposal rate (= Final landfill disposal amount/Amount of waste generated × 100) of 1% or less.

Data Related to Reducing Waste [PDF: 1,297KB] 



Circular Economy

We are promoting a transition to a circular economy, in which resources are circulated from product production to product use and then to recycling, with product design that limits the generation of waste and pollution from products and production, and the effective use of recycled materials to reduce consumption of new resources.

To reduce marine plastic waste, LINTEC CORPORATION has been a member of CLOMA*, and is making efforts as a corporate citizen to propose and promote environmentally friendly products. Also, in response to the enforcement of the Plastic Resource Circulation Act (Act on Promotion of Resource Circulation for Plastics), we are working on initiatives to reduce the amount of plastic used at the stages of design and manufacturing, reduce the amount discharged, and recycle plastic.

* CLOMA: Clean Ocean Material Alliance. A public-private collaboration platform hosted by the Ministry of Economy, Trade and Industry to accelerate innovation aimed at reducing marine plastic waste through promoting the sustainable use of plastic products and developing and applying alternative materials.

> Participation in Japan-Earth Conscious Labeling (J-ECOL) to promote the effective use and recycling of release papers (Japanese version only)

Note: Go to the Topics page.

Sustainable Raw Material Procurement

LINTEC promotes sustainable raw material procurement in accordance with the LINTEC Procurement Policy. We confirm the stable supply of raw materials from our partners through questionnaire surveys. We also study and organize information related to the production of raw materials. If an incident occurs, we will promptly identify the raw materials that may be affected and take measures so that procurement of the materials will continue.

> CSR Procurement (Social Report)


Co-existence with Nature

The LINTEC Group engages in activities to promote co-existence with nature (reducing impacts on the natural environment), such as those for conserving water resources and biodiversity.

Water Usage and Discharge

A large percentage of LINTEC's total water usage is attributable to the Kumagaya and Mishima plants, which comprise the company's Fine & Paper Products Operations. These plants are making continued efforts to prevent water leaks and reduce water usage and effluent discharge in each process and are setting targets accordingly.


Moreover, plants that have paper machines are regulated by the Water Pollution Prevention Act. Additionally, the Mishima Plant, sited alongside the Akanoi river in Ehime Prefecture, is regulated by the Act on Special Measures for Conservation of the Environment of the Seto Inland Sea (Seto Inland Sea Act), while the Kumagaya Plant, situated next to the Arakawa river in Saitama Prefecture, is regulated by the Saitama Prefectural Ordinance for Environmental Preservation. Both satisfy effluent standards in their region.

Data Related to Water Usage and Discharge [PDF: 1,297KB] 



Biodiversity Conservation Initiatives

Upholding biodiversity conservation in the LINTEC Group Quality, Environmental and Business Continuity Policy, the LINTEC Group accordingly conducts biodiversity conservation activities in and outside of Japan.

Biodiversity Conservation Activities [PDF: 1,297KB] 



Management of Environmentally Hazardous Substances


The LINTEC Group complies with various environment-related laws and regulations in and outside Japan and strives to properly manage environmentally hazardous chemical substances.

Compliance with PRTR

LINTEC monitors emissions of PRTR*-listed substances and makes particular efforts to reduce those of toluene, which it handles in large volumes. We have installed treatment facilities to reduce atmospheric emissions of organic solvents, and are making efforts to maintain their performance, which include conducting checks and cleaning and measuring emissions concentrations on a regular basis.

LINTEC will also introduce new treatment facilities with high treatment efficiency, such as enrichment equipment for low concentration solvent gas, which cannot be treated with existing facilities.

- * PRTR: Formally named the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvement to the Management Thereof.

Data Related to Compliance with PRTR [PDF: 1,297KB] 




VOC Emissions Reduction

Recognizing the importance of reducing VOC* emissions from the perspective of corporate air pollution prevention, the LINTEC Group is planning and implementing VOC emissions reduction measures.

As part of such efforts, we are working on switching to solvent-free release agents for release papers and solvent-free adhesives for adhesive products. By introducing facilities for the processing of solvent-free release paper, we will expand production of solvent-free products. For adhesion processes, we are facilitating adoption of water-based adhesives and hot melt adhesives. We will continue to ensure reliable management of treatment facilities, manage the percentage of solvent-free products, and develop and promote sales of solvent-free products to further reduce our environmental impact.

- * VOC: VOC stands for volatile organic compounds. VOC collectively refers to organic compounds that become gas in the atmosphere.

Data Related to VOC Emissions Reduction [PDF: 1,297KB] 



Management of Chemical Substances, Compliance with EU Regulations

LINTEC has specified substances subject to environmental impact examinations, and examines these substances in the raw materials it purchases. The company properly grasps and manages its use of chemical substances to comply with related laws and regulations, and communicates information to customers.

For the REACH Regulation* in particular, anticipating that further additional substances may be included in the Candidate List of substances of very high concern (SVHCs) for which communication of information is required, we will be ready to promptly obtain the proper information and take action accordingly.

We are stepping up our efforts to manage chemical substances contained in our products while also working on the provision of environmentally friendly products.

- * REACH Regulation: A chemical substance regulation in the EU on the "Registration, Evaluation, Authorization and Restriction of Chemicals." Registration is required when exporting a chemical substance into EU states in quantities of one metric ton or more per year. Notification must also be submitted to the authorities when a chemical substance falling under the category of "candidate for required authorization" is present in a product at more than 0.1 percent of the mass of the object.



Chemical Leak Drills

The LINTEC Group conducts chemical spill drills at plants and research centers that handle chemical substances. The drills aim to enable employees to safely take steps in the event of a chemical spill to prevent it from extending beyond the boundaries of the premises and causing soil contamination, fires, and other incidents.


Proper Storage and Management of PCB

LINTEC previously managed and stored PCB* waste, but completed its disposal in June 2019.

- * PCB (polychlorinated biphenyl): The Act on Special Measures concerning Promotion of Proper Treatment of PCB Wastes (PCB Special Measures Law) mandates the proper storage, management, and disposal of wastes containing PCB.

Environmental Preservation Costs

In order to promote environmental preservation activities effectively, LINTEC works to determine environmental preservation costs and benefits.

Data Related to Environmental Preservation Costs [PDF: 1,297KB] 



Sustainability

Social Report



The LINTEC Group's business is supported by numerous stakeholders such as customers, suppliers, employees, shareholders and investors, and local communities. Below is a report on LINTEC Group's initiatives aimed at the sustainable development of the world and the company.

LINTEC Group's Stakeholders

The LINTEC Group holds dialogue with its stakeholders at various opportunities and reflects their input in its business activities.



Communicating with Stakeholders [PDF: 107KB]



> Providing Value to Customers

- Improving Customer Satisfaction
- Quality Assurance

> Cooperating with Suppliers

- CSR Procurement
- BCP with Suppliers

> Together with Employees (Human Rights / Employment)

- Respecting Human Rights and Diversity
- Work-life Balance

> Together with Employees (Human Resource Development)


> Together with Employees (Safety and Disaster Prevention)

> Together with Local Communities

Providing Value to Customers

The LINTEC Group is making efforts for improving the added value of our products and services to meet customer expectations, while upholding the Quality Policy: "Returning to the basics of "Craftsmanship," we shall focus on product quality and customer satisfaction in our efforts to develop, manufacture, and sell our products and contribute to society through business activities that enjoy the trust of all stakeholders."

Improving Customer Satisfaction

Data Related to Improving Customer Satisfaction (CS) [PDF: 2,369KB] 



Promoting One-stop Development


LINTEC's Research & Development Division promotes "one-stop development," which is an approach whereby product design is performed in consideration of the establishment of the mass production process from the early development stage. The Advanced Technology Building of the Research Center is equipped with large test facilities for adhesive coating and silicone coating, and the scale of these facilities is nearly equivalent to that of mass production machinery found in a plant. By capitalizing on these facilities to conduct prototyping, formulation design and process design can be advanced simultaneously, which leads to faster development of new products and their earlier introduction into the market.

Disclosing Product Information

To ensure the safe and secure use of our products by customers, the LINTEC Group provides product information through our website and written documents. Information on product features, promotional items, product lineups, and others is available online.

Quality Assurance

Individual employees of the LINTEC Group, bearing firmly in mind the company motto of "Sincerity and Creativity," work on manufacturing with an emphasis on improving customer satisfaction and product quality. We are taking on new challenges, never satisfied with the status quo, to deliver safer, more reliable products.

Data Related to Quality Assurance [PDF: 2,369KB] 



Quality Assurance System

The LINTEC Group has established a quality assurance system based on ISO 9001*. In Japan, we have integrated the quality assurance systems of six divisions into a group-wide quality management system (QMS).

In fiscal 2022, LINTEC started further quality improvement initiatives with reinforced quality assurance and quality control and effective QMS operation under the new quality assurance system.

Under the new organization, we will enhance collaboration between business activities and quality assurance and the integration of QMS activities, with the aim of building a customer-oriented quality assurance system founded on manufacturing.

* ISO 9001: The international standard for quality management systems (QMS).

Quality Accident Prevention and Education

The LINTEC Group considers it is important to integrate the quality management system (QMS) into business processes and implement the QMS effectively so as to maintain and improve the quality of products and services and prevent quality-related accidents.

To this end, LINTEC provides three types of education programs aimed at understanding QMS requirements—the “Basic Training Course,” the “Internal Auditor Training Course,” and the “Internal Quality Audit Guidelines.” Efforts are also focused on reinforcement of the quality management system. Specifically, we are running quality management training courses using the statistical problem solving techniques as a tool to deepen understanding of the concept of quality control in the manufacturing process, and to improve the ability to detect and analyze defects.

In addition, we have introduced a new training initiative catering to on-site operations: the “Human Error Prevention Video Training.”

Going forward, we are planning further training including that related to change management and problem-solving-based QC Story methods.

Assessment of Health and Safety Impacts

Being aware that some of the materials it offers contain hazardous chemicals, The LINTEC Group works to ensure that such materials will never affect users, specifically by selecting appropriate raw materials in compliance with standards and guidelines based on the RoHS Directive*, the Industrial Safety and Health Act, and other regulations, and takes careful measures to prevent contamination during manufacturing processes.

* RoHS Directive: Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment issued by the EU.

Social Report


Cooperating with Suppliers

Considering all suppliers as “partners who should grow together with LINTEC,” the LINTEC Group strives to establish relationships built on trust with them. When selecting suppliers, we evaluate them appropriately based on the principle of free competition. We engage in fair and transparent transactions, and ensure legal and ethical compliance in our procurement activities.

CSR Procurement

LINTEC has established the LINTEC Procurement Policy, the LINTEC Green Procurement Policy, and the LINTEC Lumber Pulp Procurement Policy, all of which are based on CSR. Its procurement activities follow the Policies. We request suppliers, on various occasions, to ensure CSR activities from multiple perspectives, including respect for human rights, occupational health and safety, information security, and corporate ethics.

We also confirm our suppliers' CSR status (legal compliance, underage employment prohibited, safety / health, etc.) in the supplier questionnaire survey and ask for improvement when deemed necessary.

Data Related to CSR Procurement [PDF:2,369KB] 



Supplier Assessment and Improvement

LINTEC asks its suppliers to respond to the supplier questionnaire survey in order to strengthen the relationship of trust we have with them.

Green Procurement

For procurement with lower environmental impact, the LINTEC Group is ensuring thorough chemical substance management for raw materials, parts, and secondary materials. We conduct investigations into substances contained not only in new materials that we procure for the first time but also in materials that we have continuously procured in order to ensure compliance with new regulations.

Responsible Sourcing of Minerals

LINTEC recognizes that minerals* extracted in Conflict-Affected and High-Risk Areas (CAHRAs) has evolved into a major social issue, as it could fund armed groups and lead to human rights abuses and labor problems. With a view toward responsible sourcing of minerals from smelters compliant with the Responsible Mineral Assurance Process (RMAP), LINTEC conducts rigorous surveys on its supply chains by employing the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) to ensure that the raw materials it uses are free of conflict minerals, while referencing the “Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas” of the Organization for Economic Cooperation and Development (OECD) (the OECD Guidance).

* Minerals: Metals derived from conflict minerals as defined in the Dodd-Frank Act (U.S. federal law to reform the financial system) are tantalum, tin, tungsten, and gold (3TG). LINTEC added cobalt and mica to the minerals subject to its survey.

Child Labor / Forced Labor

The LINTEC Group is aware of the grave issues relating to child labor and forced labor. As such, LINTEC conducts a supplier survey every year to monitor the relevant situation.

BCP with Suppliers

The ability of suppliers to continue their businesses in the event of a disaster is critical for LINTEC to secure stable supplies of its products to customers. LINTEC conducts evaluations of its suppliers to determine their business continuance ability. LINTEC has evaluated major suppliers to confirm the following situations: (1) stock volumes of raw materials LINTEC uses, (2) procurement routes for the raw materials, (3) disaster control measures taken at their production sites and facilities, and (4) availability of substitute production sites.

LINTEC also requests suppliers to cooperate in establishing organizational systems to introduce and operate BCPs, and in developing organizations and procedures to take responsive actions in the event of an incident*.

* Incident: A situation which cause or may cause business interruption, disturbance, loss, emergency or hazard.

Social Report

Together with Employees (Human Rights / Employment)

All employees of the LINTEC Group work together under the company motto, "Sincerity and Creativity." To ensure that all employees have the opportunity to engage in equally rewarding work, the group respects the diversity* of its employees and prohibits any kind of discrimination, including that based on race, creed, gender, education, nationality, religion, age, origin, physical disabilities, native inhabitation, immigrant status, sexual orientation, or gender identity. The LINTEC Group will continue to promote diversity so that all employees can grow through mutual understanding and respect.

* Diversity: Diversity means the existence of people in different positions and with different values in a single group. When the diverse characteristics of people and groups are respected, the right people will be able to exercise their abilities in the right place, and problem-solving from a diverse perspective as well as the generation of ingenious ideas will be facilitated.

Respecting Human Rights and Diversity

Data Related to Respecting Human Rights and Diversity [PDF: 2,369KB] 



Increasing Career Development Opportunities for Female Employees

LINTEC has worked to increase career development opportunities for female employees following the action plan based on the Act on the Promotion of Women's Active Engagement in Professional Life (Phase 2). As a new goal for the period from April 2022 to March 31, 2026, LINTEC formulated the action plan (Phase 3) based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace. Under this action plan, we will ensure and expand diversity.

Measures to Support the Development of the Next Generation

Based on the Act on Advancement of Measures to Support Raising the Next Generation (Phase 4), LINTEC has reviewed on an ongoing basis the company programs to support employees in balancing their work and childcare or family care and worked to familiarize employees with these programs. As a new goal for the period from April 2022 to March 31, 2026, LINTEC has formulated an action plan based on the Act on Advancement of Measures to Support Raising the Next Generation (Phase 5), under which efforts to ensure and expand diversity will be continued.

Respect for Human Rights in Labor Management and Education

The LINTEC Group believes that compliance forms a foundation for its activities and thoroughly adheres to both social rules and relevant laws and regulations in and outside Japan. This also applies to the recruitment and treatment of employees. Labor management is performed in accordance with relevant laws. Unfair discrimination, child labor, and harassment are prohibited. LINTEC incorporates human rights education into its rank-based training programs. The company provides training on the UN Global Compact and CSR for new employees along with harassment training led by external instructors for newly appointed supervisors and managers, as well as company-wide training sessions.

Employment of Persons with Disabilities

At LINTEC, we have established a Human Resources Business Support Office at the Head Office to promote the stable employment of people with disabilities. We have also expanded the Business Support Office to our research facilities and installed multipurpose restrooms, thereby creating a barrier-free and more comfortable working environment.

Job Return Program and Career Return Program

LINTEC operates a job return program to re-hire employees who have earlier resigned due to personal circumstances, such as having a child, providing care to family members, or a spouse's job transfer, as industry-ready professionals. In April 2025, as a new initiative to support diverse workstyles, the company introduced an Alumni Career Return System to re-hire employees who resigned due to personal circumstances such as job change or studying abroad, as industry-ready professionals.

Employment of Older Person

In line with the revision of the Act on Stabilization of Employment of Elderly Persons, LINTEC revised its rules on re-employment after retirement to allow re-employment of employees aged between 65 and 70 years. In addition, the age 65 retirement rule was introduced in fiscal 2023.

As of fiscal 2024, a mandatory retirement age of 65 has been introduced across the LINTEC Group, allowing senior employees to pass on to subsequent generations the knowledge and skills that they have developed over many years.

Social Contribution Leave Program

LINTEC established the social contribution leave (volunteer leave) program in fiscal 2022.

In this program, employees can take leave to participate in a social contribution activity for a period approved by the company (a maximum of one year), such as recovery from a disaster and overseas aid.

Management Labor Relations


LINTEC Forest is the labor union (union shop) organized at LINTEC. LINTEC Forest and the company engage in labor-management consultations in a way that demonstrates respect for each other's standpoints and promotes constructive discussion for the purpose of resolving issues. Also, for addressing workplace safety issues, the two parties join forces to carry out various activities to achieve zero accidents.

Data Related to Respecting Human Rights and Diversity [PDF: 2,369KB] 



Work-life Balance

Achieving work-life balance is indispensable to help employees perform their jobs with peace of mind and exercise the full range of their abilities. For creating workplace environments where diverse employees can make active contributions and promoting career development, we have revised the work regulations and discussed and implemented multifaceted initiatives to create a comfortable workplace.

Data Related to Work-life Balance [PDF: 2,369KB] 



Retirement Planning Seminar, Future Life Planning Seminar

LINTEC holds a retirement planning seminar and a women's career advancement seminar on a regular basis.

In view of ever-changing social circumstances and diversifying individual values, through these seminars we will continue to provide information to help our employees understand the importance of future life planning and career advancement.

Measures against Working Long Hours

LINTEC proactively promotes measures to ensure that employees can remain in good health. In order to prevent long working hours and late-night work, which impose an excessive physical and mental strain, we strive to ensure appropriate personnel assignment and the proper sharing of workloads, and that supervisors are responsible for managing the overtime of individual subordinates. In particular, we have introduced no-overtime days set in each workplace, flextime programs, and a discretionary labor system.

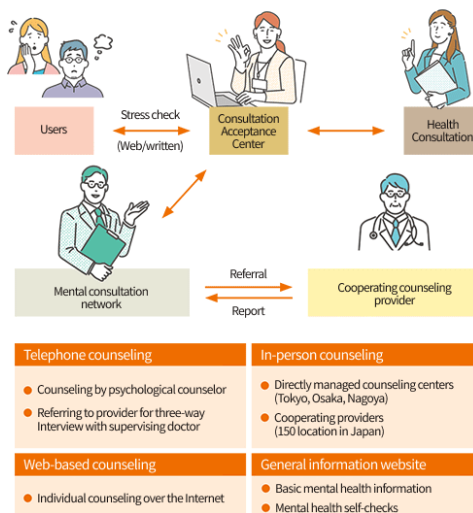
Additionally, in fiscal 2019 the company adopted a work interval system and a work-from-home system. Work hour management has been enhanced, specifically by expanding the scope to the entire workforce, including executives and discretionary workers, adopting an attendance system that enables detailed labor management, and checking individual requests for overtime on a daily basis. As a result of these efforts, long working hours have been significantly reduced from the previous year. In addition, the company provides employees with a mental checkup once a year to help them assess their stress level and manage their own mental health.

Mental Health Measures

The LINTEC Group has introduced a precautionary Employee Assistance Program (EAP)* that provides employees with opportunities to obtain a mental health checkup once a year. Through this checkup, employees understand their own stress level, which is useful for personal mental health management. The manager of each business unit receives the results and analysis for employees in the unit, and takes appropriate improvement measures as needed. The group has also set up an employee support hotline to which employees and their families can personally contact and talk confidentially with a specialist about their worries, including physical and mental health, childcare, nursing care, legal issues, or personal finances.

To improve the workplace environment, we have also established a harassment counseling desk in the form of a dedicated hotline staffed by an external service provider. Employees can call the hotline to seek advice from a clinical psychotherapist.

— Precautionary EAP system overview



- * Precautionary EAP: An employee program that aims to improve productivity through the creation of comfortable workplaces and by focusing on precautions for healthy employees in addition to addressing the concerns of employees who already have a health issue.

Company Vaccination Program

As part of its voluntary employee health programs, LINTEC recommends receiving a flu vaccination. We have arranged an appropriate setting in cooperation with industrial physicians to enable employees to receive vaccinations on company premises during work hours, which was a company-wide measure taken to provide an environment to allow employees to receive vaccines without worrying about disrupting their work. In 2021, the company offered to subsidize the cost of vaccinations for employees and their dependent family members in addition to the annual subsidy offered by the health insurance society.


Expansion of Eligibility for Breast Cancer Screening

As a measure to support its employees and their families to stay healthy and enjoy a fulfilling life, LINTEC offers a range of health checkup plans provided by the health insurance society. Those plans include breast cancer screenings for female employees and dependent family members aged 35 or older*, offered on a request basis.

- * Guidelines for health education focused on cancer prevention and cancer screening (partially revised on October 1, 2021)" of the Ministry of Health, Labour and Welfare of Japan defines women aged 40 years and older as eligible.

Anti-smoking Initiative

As a measure to improve the health of employees and their families as well as enhance productivity in the workplace, LINTEC offers health promotion incentives for non-smokers in line with the objective of the Health Promotion Act. To be eligible, employees must be non-smokers or have a record of 60 or more consecutive days of no smoking.

Data Related to Work-life Balance [PDF: 2,369KB] 



Social Report


Together with Employees (Human Resource Development)

The LINTEC Group prepares educational programs tailored to employees' work assignments and abilities and strives to develop competent human resources.

LINTEC has introduced a human resource development program for the professional development of workers exhibiting "pyramid-shape" competency, comprising expertise supported by broad knowledge and sense. The program not only increases workers' skills but also maximizes individuals' motivation and supports their self-motivated career design*. It continues to evolve as an "autonomous development" training system based on employee feedback. The latest training programs are divided into two categories: rank-based and theme-based.

- * Career design: refers to the planning of one's own career so as to use one's own abilities by taking into account one's own experiences, skills, and ideal future.

Human Resource Development

Data Related to Human Resource Development [PDF: 2,369KB] 



Rank-based Training and Career Planning

Aiming at developing people who can contribute to the growth of the company and society, LINTEC, as part of its human resources training, has introduced company-wide rank-based training programs that allow individual employees with diverse values to realize their personal growth according to the current stage of their career building, starting from training for new employees provided when they join the company (third-year follow-up training, fifth-year follow-up training, new chiefs training, new managers training).

Through the training programs, LINTEC supports individuals in both skill acquisition and career design.

As part of personnel development efforts, each employee has an interview with their supervisor twice a year to receive feedback on performance and activity evaluations, which helps them maintain and increase their motivation.

The Human Resources Department organizes interview sessions for employees in their fourth and seventh year with the company in order to support their career development. This is to provide an opportunity for individual employees to discuss with the company various issues related to career building.

CSR Study Session

The LINTEC Group formulated the "Compliance Guidelines" in the form of a small booklet, and distributes it to all employees. We hold CSR study sessions using these guidelines, with the aim of raising each employee's awareness.

Global Education

LINTEC broadly introduced the LINTEC Standard Package (LSP), a globally available core system for production and sales operations developed in-house by the Information Systems Department, to business sites in and outside Japan. To ensure efficient and stable operation of this system, we have provided training for IT staff at sites where the system has been introduced. Going forward, we will host global-scale training programs involving digital transformation (DX), planning, design, development, and other functions, aiming to enhance system operations across the group.

Information Security Education

LINTEC has in place Information Security Management Rules.

We have been running a yearly e-learning program for performing an information security self-audit as part of efforts to promote understanding and raise awareness among employees concerning information management.

In line with an increase in the use of information tools, such as web conferencing and internal chat, recently we have been updating security education.

LINTEC provides comprehensive education that includes points to note when using social media in a personal capacity, as well as internal rules on information management.

Technology Familiarity Workshops


The LINTEC Group hosts the Technology Familiarity Workshop to promote technology exchanges within the group.

Self-development Correspondence Training Courses

Twice a year, LINTEC offers external self-development correspondence training courses to interested employees. The company subsidizes a part of the cost for those who complete a course within a given time frame. There is a wide variety of course content available, such as management, business skills, DX, foreign languages, liberal arts, and qualifications certificate programs.

Language Training

To develop employees who can excel on a global stage, LINTEC has introduced a language-training program as a support system for self-motivated study. Participants are selected by the selection committee from among applicants based on self-recommendation or a recommendation obtained from their division head. Although the training time varies depending on each employee's language level, the aim is for participants to reach their target level with about 100 to 150 hours of training.


Data Related to Human Resource Development [PDF: 2,369KB] 



Together with Employees (Safety and Disaster Prevention)

The LINTEC Group established and continues to operate the Occupational Safety and Health Policy. According to the policy, annual safety and health plans are developed, and relevant activities are carried out in accordance with the plans, which set targets and specific activities for individual priority actions. Activity results are evaluated by way of internal audit and management review to assist activities in the following fiscal year.

Occupational Safety

Data Related to Occupational Safety [PDF: 2,369KB] 



Occupational Safety and Health Policy

In 2018, the LINTEC Group established the LINTEC Occupational Safety and Health Policy and created the LINTEC Occupational Safety and Health Manual to be used by all business sites excluding the Head Office and sales offices in Japan.

The Safety and Health Management System has been established, and the Safety and Health Committee and the Health Committee each hold a monthly meeting.

LINTEC created a program for “Creating a Culture of Safety and Health” to provide an easy-to-understand guide to its safety and health activities. Using this, and based on the Four LINTEC Safety Principles, we will promote the four pillars of safety and health activities to foster LINTEC’s safety and health culture.

Annual Safety and Health Plans

Each fiscal year, the LINTEC Group formulates annual plans for safety and health activities. The plans indicate top management policies and set priority action items to realize the policies, including safety patrols, risk assessment*, and safety education. More specific activities and targets are set for the priority action items and are reflected in safety and health activities. The results of activities and the progress are reported in the monthly Safety and Health Committee meetings, and all members of the Committee engage in discussions on improvement. By implementing such PDCA cycles that lead to the next round of initiatives, the LINTEC Group continues to step up its safety and health activities.

* Risk assessment: A method used to identify hazards in operations and the harmful properties of chemical substances, etc., followed by risk assessment and consideration of risk reduction measures.

Annual Safety and Health Plan

- Meetings of the Safety and Health Committee
- Patrols
- Risk assessment safety education
- Training plan
- Inspection planning
- Measurement of work environment conditions
- Medical checkups*
- Mental health
- Internal audit
- Management review, etc.

* In cooperation with the Tokyo Stationery Industry Health Insurance Society, which LINTEC belongs to, the company holds periodic medical checkups. Based on the analysis of the results, each site offers follow-up testing and personal health guidance to employees if necessary.

Safety and Health Committee and Health Committee

Every month, the LINTEC Group plants and research centers in and outside Japan hold Safety and Health Committee meetings, while the Head Office, Bunkyo Kasuga Office, Osaka Branch Office, and other business sites having sales departments convene Health Committee meetings. Each of these meetings are attended by representatives of the labor union. Matters concerning overall safety and health, including statutory matters, are discussed by the committees, and we make it a rule to seek employee input. Regarding the outcomes of the committee meetings, the head of each site has the responsibility and authority to make the final decision.

After Safety and Health Committee and Health Committee meetings conducted at each business site, employees' opinions submitted at these events are recorded in the proceedings, and relevant information is communicated to all employees.


Protection Against High-incidence / High-risk Diseases Related to Work Duties

Recognizing that the LINTEC Group's business unavoidably involves work duties posing a high risk of causing disease, we have established a structure to prevent such risks. At worksites where organic solvents are used, for instance, an organic solvent work chief is appointed to provide appropriate work instructions, and the work environment is periodically monitored. Related workers are required to receive a special health examination in addition to the standard medical checkup.

Measures have been developed for various other special duties carrying high health risks, such as employing legally qualified workers, installing protective equipment, and offering special health examinations.

Toward Zero Accidents Resulting in Absence from Work

To determine work-related occupational injury risks, we perform risk assessments in terms of the probability of occurrence and gravity of consequence.

Data Related to Occupational Safety [PDF: 2,369KB] 



Disaster Control

For disaster prevention and mitigation, the LINTEC Group practices group-wide BCMS activities based on ISO 22301*, and conducts risk assessments, placing top priority on saving human lives.


- * ISO 22301: An international standard for BCMS that a corporation or organization should follow in establishing and effectively operating a system to prepare for earthquake, fire, trouble in the IT system, financial crisis, bankruptcy of supplier, pandemic, or other natural disaster or accident.

> Risk Management (Governance Report)

Together with Local Communities

LINTEC Group's CSR Activities

The LINTEC Group promotes activities to contribute to local communities and society.

Data Related to the LINTEC Group's CSR Activities [PDF: 2,369KB] 



Governance Report



At the LINTEC Group, we have our company motto “Sincerity and Creativity” as our foundation, positioning compliance and corporate ethics as its most important themes.

> Corporate Governance

- Compliance with the Corporate Governance Code
- Legal Education
- Message from Outside Director

> Compliance

- Respect for Human Rights
- Fair and Transparent Transactions
- Anti-corruption
- Tax Compliance
- Promoting Compliance

> Risk Management

- Group-wide BCMS
- Information Security
- Compliance reporting and consultation system

Governance Report

Corporate Governance

The LINTEC Group regards the basics of corporate governance to be the practice of thoroughgoing compliance, maximum management transparency, awareness of corporate ethics, rapid decision-making, and efficient administration of business operations. The LINTEC Group aims to increase its corporate value and common benefit to shareholders by continually improving its corporate governance.


> Corporate Governance

Note: Go to the Investor Relations page.

Compliance with the Corporate Governance Code

LINTEC complies with the Corporate Governance Code*. Thus far, referencing the code, the company has taken various measures, such as the implementation of PDCA cycles through evaluating the effectiveness of the Board of Directors, and the establishment of the Nomination and Compensation Committee. LINTEC will continue to comply with and implement the Corporate Governance Code. In light of social circumstances and the progress of its initiatives, top management and outside directors of LINTEC also hold discussions on areas of deficiency to continue the company's improvement efforts.

- * Corporate Governance Code: A compilation of key principles set out by the Financial Services Agency and Tokyo Stock Exchange in the form of a code that listed companies in Japan are expected to comply with as a means of enhancing corporate governance.


Actions taken to enhance corporate governance [PDF: 71KB] 



Legal Education

LINTEC provides management-level legal training for directors and executive officers to promote understanding of corporate legal affairs.

For employees, legal training for sales personnel has been offered on an ongoing basis, and legal courses have been incorporated into rank-specific group training for new managers and new supervisors. These training programs are designed to increase employees' sensitivity to "legal risks" that may lurk in their daily business activities, and to create a corporate culture that enables early detection and response to risks.

Legal training [PDF: 71KB] 



Message from Outside Director

LINTEC plays a role in supporting social infrastructure as a leading company in the area of adhesive products and is thus focused on realizing sustainability through innovation with an awareness of its responsibility for the environment looking forward toward the future. More specifically, the Company has adopted LINTEC SUSTAINABILITY VISION 2030 (LSV 2030), which has set high targets, including reducing emissions by 75% or more compared to FY2013 levels by 2030 and achieving carbon neutrality by 2050. With the Sustainability Committee as the driving force, the management team and each person in charge are leading efforts to achieve the targets. Whenever I visit plants or the Research Center, the activities being conducted at sites have LSV 2030 in mind, and I can really feel that the vision has permeated every corner of the organization.

All the Directors, including the Outside Directors, attend meetings of the Sustainability Committee where activities in the areas of the environment, society, and governance are reported with cross-departmental discussions based on these reports. At each meeting, there is a detailed analysis of points raised by participants at the previous meeting. This makes it a practical meeting body with a real sense that progress is being made throughout the year. From the perspective of decarbonization and resource circulation, the Committee has advanced a viewpoint that goes beyond Scope 1 and 2 emissions reductions to incorporate Scope 3 (procurement of raw materials and after product use). Moreover, detailed explanations of individual materials are provided for environmentally-oriented research and development, which is very helpful in understanding the direction of investment that will enable continued provision of sustainable products.

In addition to environmental issues, we are engaging in a wide range of committee activities in areas such as corporate ethics, social contribution, and reform of work practices to help establish LINTEC as the company of choice for local communities and stakeholders over the long term. Moreover, the Corporate Risk Management Committee, which recognizes and responds appropriately to a variety of risks for business activities over the medium to long term, is also discussing the Company's response to global risks that are happening right now. At the SDGs Committee, we are also considering the use of superfoods as a new opportunity in the shift toward a circular business.

As an Outside Director, I hope to play a bridging role in conveying external voices from what is happening in the consumer goods market and among consumers, to be incorporated into the Company's management, with a focus on the question of what value to offer to which group from a marketing perspective. The concept of sustainability is essential for LINTEC's vision to build a better society by anticipating market needs and solving social issues, so the whole Company is making concerted efforts to realize it. I look forward to continuing to work with you in the future.



Okushima Akiko
Outside Director


Biography

Joined IBM Japan Ltd. in 1981. Subsequently worked in data-driven marketing and consulting operations, including positions at foreign IT companies. In 2001, established JBtoB CO., LTD., becoming representative director and president [current position]. In 2020, became an outside director at LINTEC.


Aug 29, 2025

Compliance

All officers and employees of the LINTEC Group follow the company motto of “Sincerity and Creativity,” and to help them practice it properly, the LINTEC Group Compliance Guidelines have been established. We will comply with the guidelines and act accordingly with high standards of ethics and an adequate sense of social morality.

LINTEC Group Compliance Guidelines (Company Policies) [PDF: 226KB] 




LINTEC Group Compliance Guidelines [PDF: 904KB] 



Respect for Human Rights

In accordance with its human rights policy, the LINTEC Group respects the human rights of all people involved in the global development of its business activities.

LINTEC Group Human Rights Policy (Company Policies) [PDF: 226KB] 



The LINTEC Group conducts a survey★ once a year to monitor working conditions and human rights in order to confirm that it is providing a safe and healthy work environment where human rights are properly respected.

The survey covers a wide range of items, including legal compliance, elimination of discrimination, respect for human rights, underage employee prohibited, prohibition of forced labor, wages, working hours, dialogue and negotiation with employees, safe and healthy working environments, and human resource development and other items.

We will continue this regular survey to understand our current conditions, and improve them.

★ [Click here for details \(Third-party Verification\).](#)

Fair and Transparent Transactions

The LINTEC Group considers all its suppliers to be its partners. Seeking to grow with them, it makes efforts to build relationships with its suppliers that are based on trust. In line with this policy, we have published a Manual for Compliance with the Antitrust Law and the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors and have included in the Compliance Guidelines descriptions regarding the importance of compliance with the applicable laws and regulations of each country as a way of raising the awareness of employees.

Anti-corruption

The LINTEC Group maintains sound relationships with political and administrative organizations. Many countries have laws prohibiting corporations from making political donations and we abide by those laws. When engaging in transactions with public organizations whether inside or outside of Japan, we refrain from giving or receiving gifts and entertainment to or from related officials. In an effort to promote anti-corruption awareness among employees, relevant descriptions are included in the Compliance Guidelines.

Tax Compliance


Based on the spirit of the company motto, "Sincerity and Creativity," the LINTEC Group properly pays taxes in compliance with the laws and regulations stipulated by the countries or regions where its business sites are located, or by the countries or regions concerned.

In a bid to ensure the lawful and appropriate processing of day-to-day transactions, we educate our employees on the concepts of corporate accounting using the relevant descriptions included in the Compliance Guidelines, which are distributed to all group employees.

Promoting Compliance

Disseminating Legal Information

The LINTEC Group publishes Legal News on a regular basis to share information on legal affairs with employees. We also run e-learning programs to help solidify their understanding.


Legal News published [PDF: 71KB] 



Raising Awareness with the Compliance Guidelines

The LINTEC Group has compiled the Compliance Guidelines into a booklet that is published in several languages and distributed to all employees to ensure that each person clearly understands the code of conduct they are required to follow.

In addition, we hold CSR study sessions using the Compliance Guidelines to help employees understand their legal and ethical obligations and act appropriately.

CSR study sessions held [PDF: 71KB] 



Fostering Sense of Ethics

"Rinri Kawaraban," which started in fiscal 2006, is an intranet ethics news column featuring senryu (short haiku-like poems) with an additional explanation to familiarize employees with standards for ethics and conduct. The poems are compiled into a biennial booklet, "Rinri Kawaraban Mamotte Masuka?" which is not only used internally but also introduced to suppliers and customers.

Risk Management

To address risks that may impact the LINTEC Group, it has established the Corporate Risk Management Committee which holds meetings periodically.

> Operating Risks

Note: Go to the Investor Relations page.

> Corporate Risk Management Committee (Concept and Systems)

Group-wide BCMS

LINTEC CORPORATION and TOKYO LINTEC KAKO, INC. obtained the ISO 22301*¹ certification in March 2014 in order to be able to minimize the human cost and resume business as early as possible following an earthquake or other disaster, and also operate the BCMS*².

We provide education to make sure that in the event of a disaster individual employees can identify their role and take independent action according to pre-determined procedures. In addition, each site actively conducts training sessions in accordance with the business content and characteristics of the location.

The operation status of the BCMS at each site is confirmed by internal audit, and employees' opinions and suggestions for improvement are discussed by the corporate BCMS council and reflected in group-wide initiatives.

- *¹ ISO22301: An international standard for BCMS issued by the ISO (International Organization for Standardization) in June 2012.
- *² BCMS: Abbreviation for Business Continuity Management System. This is a management system to establish a framework for enabling the early recovery of business operations even after emergencies such as disasters or pandemics have occurred.

Information Security

LINTEC has developed the Information Security Management Rules. The company performs an information security self-audit as part of e-learning programs to help employees to understand more about and become more aware of the importance of information management.

Compliance reporting and consultation system

The LINTEC Group has established a Global Whistleblowing System and an Internal Reporting System for use by all officers and employees with which they can report, without any disadvantage, any serious legal or serious compliance violations that they identify. Reports are mainly received by third-party lawyers who ensure confidentiality for both the whistleblower and the report content, and allowing for prompt investigation. A summary of the report is also presented to the Board of Directors and the Audit and Supervisory Committee.

Additionally, LINTEC have set up a "Personnel/Labor & Compliance Consultation Desk" where employees can consult directly with the Human Resources or the General Affairs and Legal Departments regarding issues with labor and workplace environments or workplace compliance matters that cannot be resolved internally. The gender of the person you wish to consult with can also be specified, making it easier to discuss issues such as sexual harassment.

To improve the workplace environment, we have also established a harassment counseling desk staffed by an external service provider.

Through these systems, we aim to strengthen company-wide compliance and create a healthy work environment free from harassment.

Number of cases, and status of whistleblowing system [PDF: 71KB] 



Related Information

Corporate Policies


This page provides a list of the LINTEC Group's corporate policies related to its activities.

Corporate Policies [PDF: 226KB] 



Reporting Policy


This page provides the reporting policy of this sustainability site, such as organizations covered and guidelines referenced.

Reporting Policy [PDF: 88KB] 



GRI Index


This page provides details of activities conducted by the LINTEC Group and related information disclosed on them and shows their correspondence with the GRI Standards.

GRI Index [PDF: 247KB] 



Third-party Verification


This page provides the third-party verification statements for the reporting of the LINTEC Group Sustainability.

Third-party Verification [PDF: 4,609KB] 



External Evaluations

This page provides ESG-related evaluations.

External Evaluations [PDF: 126KB] 




ESG Data Book / Sustainability Report / Other Related Information

Here are available archives of our ESG Data Book (in Japanese and English), Sustainability Report (in Japanese, English, Korean, Chinese, Malay, Indonesian, Thai, Vietnamese, Spanish, etc.), and Integrated Report.


> [ESG Data Book / Sustainability Report / Other Related Information](#)

ESG Data Book / Sustainability Report / Other Related Information

ESG Data Book

ESG Data Book 2025 [PDF : 3,871KB] 




ESG Data Book 2024 [PDF : 2,311KB] 




Sustainability Report

Sustainability Report 2025


Sustainability Report 2025
(Scheduled to be updated in the end of
December 2025) 




e-book (Scheduled to be updated in the end of of
December 2025) 




Back Numbers

Sustainability Report 2024 [PDF : 6,539KB] 



Sustainability Report 2023 [PDF : 6,073KB] 




Sustainability Report 2022 [PDF : 4,634KB] 




CSR Report 2021 [PDF : 5,598KB] 




CSR Report 2020 [PDF : 6,384KB] 



CSR Report 2019 [PDF : 5,156KB] 




CSR Report 2018 [PDF : 4,060KB] 




CSR Report 2017 [PDF : 3,306KB] 




CSR Report 2016 [PDF : 3,280KB] 




CSR Report 2015 [PDF : 5,566KB] 




CSR Report 2014 [PDF : 2,692KB] 



CSR Report 2013 [PDF : 2,075KB] 



CSR Report 2012 [PDF : 3,087KB] 



CSR Report 2011 [PDF : 2,602KB] 



If you would like to do any of the following, please contact us via the contact page.

CSR Report 2008–2010、Environmental and Social Report 2006・2007、Environmental Report 2004・2005、Other languages

Note: In any cases, the documents will be sent in PDF format via a storage service etc.

[> Contact US](#)

Note: Go to the contact page.

Integrated Report

You can view the integrated report for each fiscal year.

[> Integrated Report](#)

Note: Go to the Investor Relations page.