



> Message from the President



> Concept and Systems



Materiality and KPIs



Topics

Sustainability

Sep. 30, 2026
Sustainability site is updated

Sustainability

Dec. 22, 2025
Sustainability Report 2025 is released

Sustainability

Oct. 3, 2025
Sustainability site is updated

Message from the Executive Officer
in Charge of Sustainability Management



Message from Outside Director





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 company that steadily advancing its plans while responding to change

The business environment surrounding our company is becoming increasingly complex and uncertain. In addition to rising raw material and energy costs caused by heightened tensions in the Middle East, we are facing factors such as U.S. tariff policies, monetary policies in countries around the world, and the growing risk of cyberattacks. These changes are having a range of impacts on our corporate activities, and companies are increasingly being called upon to accurately understand change and respond to it swiftly and flexibly.

Even amid such circumstances, our long-term vision, LSV 2030, which targets the fiscal year ended March 2030, has passed its midpoint, and progress toward addressing our key issues is exceeding our initial plans. This is the result of all Group employees confronting issues in their respective workplaces and continuously making improvements and taking on challenges, demonstrating that the actions of each individual are a major driving force.

Valuing the communication of corporate information and stakeholder voices



We position ESG at the foundation of our management, and pursue business growth and solutions to social issues in an integrated manner. Furthermore, to ensure that our corporate value is appropriately evaluated and leads to sustainable growth, we will accurately communicate financial information that demonstrates the company's performance and soundness through the Annual Securities Report and other disclosures, as well as non-financial information on areas such as ESG, technology, and intellectual capital. Precisely because we live in a time of rapid change, we will use both financial and non-financial information as a basis for decision-making as we pursue sustainable growth, while at the same time carefully communicating the results of these efforts to our stakeholders and reflecting their feedback in management.

Creating value through ESG initiatives

Environment

We regard contributing to the reduction of environmental impact through our products, technologies, and services as a key theme. As part of our efforts to reduce the burden on the environment, we initially targeted a 50% reduction in CO₂ emissions from fiscal 2013 levels by the fiscal year ending March 2030. Having achieved this target under the previous medium-term business plan, we raised our final target to 75%, and reductions are currently progressing at a pace ahead of plan. To reduce VOC* emissions, our manufacturing and R&D divisions are working together to promote the shift to solvent-free processes.

Through the development and supply of products using recycled PET and biomass materials, initiatives that contribute to resource circulation, and the provision of products and technologies that help promote energy conservation, we are involved in addressing environmental issues in a wide range of areas; in our production activities as well, the entire company is working together to reduce environmental impact through equipment upgrades that lead to lower CO₂ emissions, the installation of solar power generation systems, and the continuous promotion of energy-saving activities.

Furthermore, to promote resource circulation, we are advancing initiatives in cooperation with related companies in the industry. We will regard responses to environmental issues as opportunities for business growth, and further deepen our contributions to the environment and society through our business activities.

* VOC : Volatile Organic Compounds. A general term for organic compounds that become gaseous in the atmosphere.

Society

To remain a sustainable company, it is essential that we value all of our stakeholders, including our employees, and build good relationships with them. We have established a Human Rights Policy, and seek to ensure thorough awareness of our code of conduct, including respect for human rights, by distributing the booklet LINTEC Group COMPLIANCE GUIDELINES to all Group employees.

We are advancing initiatives including the Work Environment Improvement Subcommittee, which uses employee feedback to promote work style reform and improve the work environment, and the introduction of referral and alumni recruitment systems aimed at securing human resources. We are also working to create an environment in which each employee can work with peace of mind, demonstrate their abilities, and grow, while taking into account changes in the social environment, such as rising prices. As part of these efforts, we are also improving systems and reviewing wage levels.

We recognize that these initiatives provide an important foundation for sustainable corporate growth by improving labor productivity per working hour. Going forward, we will continue to create an environment in which each employee can genuinely feel that they are glad to work at LINTEC and can play an active role while experiencing personal growth and fulfillment in their work.

Governance

To strengthen corporate governance, we are working to enhance the effectiveness of the Board of Directors, establish Group-wide risk management systems, and review our business portfolio. As part of these efforts, we are enhancing the functions of the Sustainability Committee. As the committee engages in multifaceted discussions incorporating expertise from both inside and outside the company, constructive and active discussions on key initiatives are now taking place among management, including outside directors.

Through these discussions, we verify progress and issues and steadily advance our initiatives. Going forward, we will continue to accurately understand changes in society and the business environment and work to sustainably enhance corporate value from a long-term perspective.

Continuing to evolve steadily as a sustainable company

Under our long-term vision LSV 2030, we have established three key initiatives: “solving social issues,” “fostering innovation to build a robust corporate structure,” and “creating new products and businesses to deliver sustainable growth.” Of these, “solving social issues” is particularly closely tied to ESG, and all Group employees are working together toward its realization, and making steady progress. Going forward, with the actions of each employee as our driving force, we will continue to take on the challenge of realizing a sustainable society and enhancing corporate value together with our stakeholders, including shareholders, customers, business partners, and local communities, while viewing change as an opportunity for growth.

We humbly request that you continue to share your opinions with us, and provide their ongoing support.



Message from the Executive Officer in Charge of Sustainability Management



LINTEC's Sustainability

In our long-term vision LSV 2030, which targets the fiscal year ending March 2030, the LINTEC Group has established the basic policy of “contributing to realizing a sustainable world by strengthening our corporate structure through innovation and creating new products and businesses for sustainable growth.” Guided by this basic policy, we have established key initiatives and materiality, incorporated initiatives into the medium-term management plan formulated every three years, and implemented them. Our initiatives to reduce CO₂ emissions are progressing steadily. Specifically, we achieved our initial targets ahead of schedule in the fiscal year ended March 2024, and have subsequently raised the target. We are also steadily strengthening the linkage between management and sustainability promotion toward the achievement of our long-term vision, including by enhancing human capital initiatives through measures such as introducing a retirement age of 65 and diversifying recruitment methods, as well as linking non-financial indicators to executive compensation. In recent years, in addition to changes in the business environment, demands from stakeholders have become increasingly sophisticated, and both the communication of an integrated financial and non-financial value creation story and assessments of its effectiveness are subject to increasingly rigorous scrutiny. Moreover, by further embedding our sustainability initiatives and activities, the LINTEC Group aims to better enhance the effectiveness of sustainability management through a more strategic and robust promotion system and highly transparent information disclosure.

Further Enhancing the Effectiveness of Sustainability Management

To enhance effectiveness and improve our activities and systems, we conducted a survey of outside directors who are members of the Sustainability Committee. The survey covered a wide range of topics, including evaluations of past activities and systems, linkage with management strategy, and the approach to information disclosure, from which we obtained opinions and recommendations from multiple perspectives. Based on this feedback, we will clarify the priority of each issue and conduct discussions and make decisions in the Sustainability Committee. Decisions will then be communicated to the committees, subcommittees, and departments responsible for implementation, and we will work to translate them into results by visualizing progress and conducting continuous monitoring. Furthermore, enhancing effectiveness requires not only management but every employee to understand “for what purpose,” “by when,” “what” they should do, and “which goal it contributes to,” and to act with an awareness of the connection between their own work and sustainability. To further promote understanding across the company, in fiscal 2025 we launched an internal portal site that provides sustainability-related information in an integrated manner, through which we are establishing a foundation that enables employees to understand the relationship between their own work and sustainability and take action proactively.

Toward Stage 3 and Beyond

In fiscal 2026, we will work to ensure the achievement of the targets of LSV 2030 – Stage 2 while moving forward with the formulation of plans for Stage 3, which will be important to realize LSV 2030. Even as the business environment and other circumstances change, the key initiatives established under LSV 2030 remain initiatives that we must continue to emphasize. We will update specific initiatives and targets in response to changes in the environment and continue to promote them. Our initiatives include the following: on the environmental front, we will further advance decarbonization, expand environmentally friendly products, and promote resource circulation. On the social front, we will promote human capital management and the appointment of human resources in line with business strategy. On the governance front, we will enhance our sustainability promotion system and further strengthen risk management. Furthermore, by closely integrating each of these initiatives with management strategy, we will seek the sustainable enhancement of corporate value.

Under our company motto, “Sincerity and Creativity,” the LINTEC Group has pursued manufacturing centered on four core technologies—adhesive applications, surface improvement, specialty papers and release materials production, and system development. Through these, we are simultaneously contributing to solving social issues and enhancing corporate value by solving the issues faced by our customers. Going forward, we will continue to build on these strengths, incorporating technological innovation and new ideas to further increase the value we provide and enhance corporate value. At the same time, by clearly disclosing the results of our initiatives from both quantitative and qualitative perspectives, we will use constructive dialogue with stakeholders to drive further, more in-depth advancements and contribute to the realization of a sustainable society.

We humbly request that our stakeholders continue to provide their understanding and support for the LINTEC Group's initiatives, as well as their frank opinions and advice.

August 31, 2026

Sustainability

Concept and Systems

Concept of Sustainability

Value Creation Process

Sustainability Promotion Systems

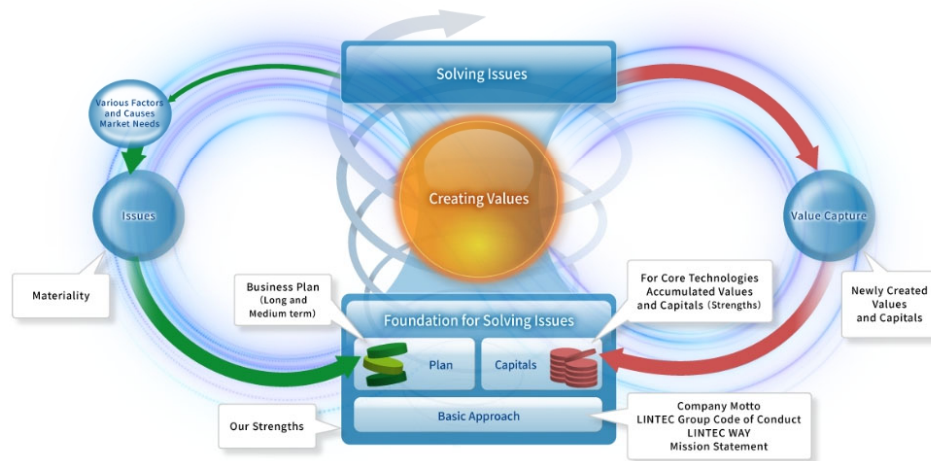
Concept of Sustainability

The LINTEC Group positions its corporate motto, “Sincerity and Creativity,” as the foundation of its business management, and formulates management and business plans in line with current trends while creating new value based on the diverse forms of capital it has accumulated to date, thereby addressing social challenges.

The value gained through solving these issues is added to existing capital and leads to the further accumulation of capital.

In addition, as social issues continue to arise in new forms even after being resolved, the LINTEC Group rebuilds appropriate management and business plans as these occur and continuously promotes value creation and problem-solving by leveraging the capital it has built up.

Through this series of initiatives, the Group contributes to the realization of a sustainable society and world.



> LINTEC Group Code of Conduct (Corporate Policies)

Note: Go to the About LINTEC page.

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.

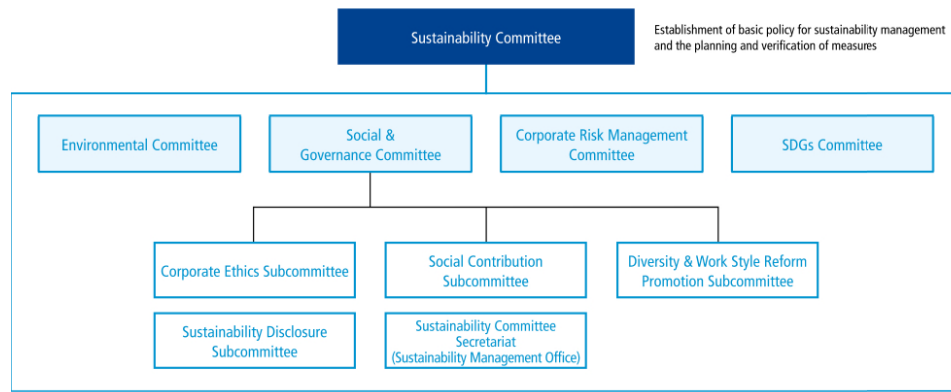
> Value Creation Process

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 Sustainability Committee operates a number of subcommittees tasked with oversight of ESG, responding to the SDGs, risk management, and others.



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.

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 : 188KB]



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: 224KB] 



"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

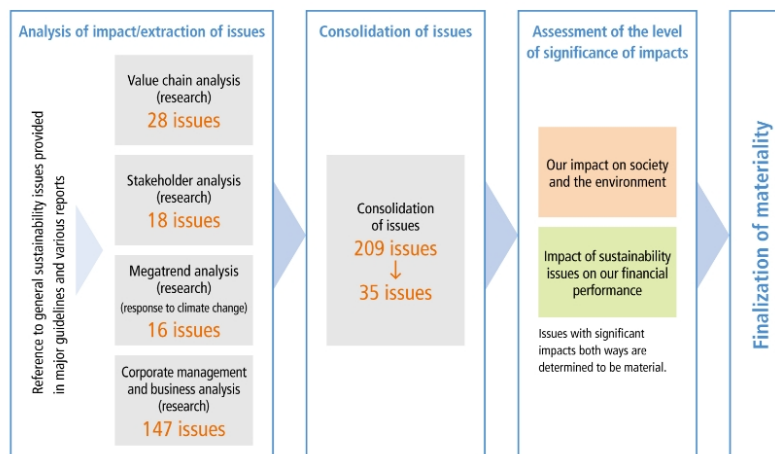
– (3) Assessment of the level of significance of impacts (our impact on society and the environment, and impact of sustainability issues on our financial performance)

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)

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
- Completion of Disposal of PCB Waste and Used Products

> 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 : 2,194KB] 



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 : 2,194KB] 



Environmental Education

We provide environmental education courses for a range of purposes, including increasing understanding of the environmental management system. For our biodiversity conservation activities, we organize lectures by specialist consultants to enhance employees' understanding and strengthen these initiatives.

Data Related to Environmental Education [PDF : 2,194KB] 



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 by creating improvement opportunities and conducting corrective measures.

Data Related to Environmental Compliance [PDF : 2,194KB] 



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.

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 : 2,194KB] 



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 : 2,194KB]

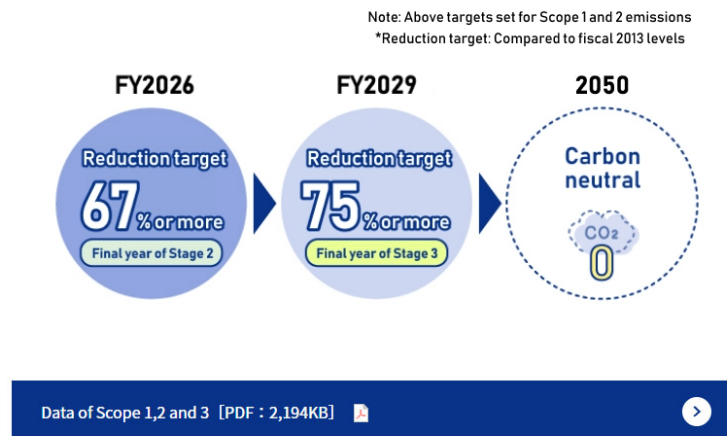


Climate Change Mitigation and Adaptation

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.



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, installing solar power generation systems, and contracting electricity with low carbon emission factors.

Initiatives

We have created a roadmap to reduce CO₂ emissions, and this is being implemented systematically.

LINTEC Achieves SBT (Science Based Targets) Certification

LINTEC has been certified by the Science Based Targets initiative (SBTi),*¹ an international body that certifies corporate greenhouse gas (GHG) emissions reduction targets as "Science Based Targets (SBTs)."*²

*1 Science Based Targets initiative (SBTi): An initiative established by the World Wide Fund for Nature (WWF), CDP (formerly the Carbon Disclosure Project), World Resources Institute (WRI), and the United Nations Global Compact (UNGC) to evaluate corporate GHG reduction targets.

*2 Science Based Targets (SBTs): GHG reduction targets set by companies in line with the levels required under the Paris Agreement.

Data Related to Initiatives for Reducing CO₂ Emissions [PDF : 2,194KB]

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).

[Governance]

Regarding initiatives in response to climate change-related issues, the Sustainability Committee (meeting four times a year, in principle) conducts discussions and supervises progress, and the outcomes of discussions are reported to the Board of Directors.

[Strategy]

Regarding initiatives in response to climate change-related issues, the Sustainability Committee (meeting four times a year, in principle) conducts discussions and supervises progress, and the outcomes of discussions are reported to the Board of Directors.

[Risk Management]

Information related to climate-related risks is gathered and identified/assessed by the Environmental Committee, and the results are reported to the Sustainability Committee. The Sustainability Committee considers whether any response measures need to be implemented, after which the departments responsible implement the necessary measures.

The Environmental Committee periodically checks whether initial indicators/goals have been achieved.

[Metrics and Targets]

The LINTEC Group recognizes that reduction of greenhouse gas (GHG) emissions is crucial in addressing climate change and has set numerical targets, promoting various measures.

* For detailed analysis and numerical data, please refer to the TCFD-based information disclosure materials below.

For detailed analysis and numerical data, please refer to the TCFD-based information disclosure materials below.

TCFD-based Information Disclosure [PDF : 353KB]



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, we have developed necessary education and training programs and management systems, set targets for reducing waste generation and promoting recycling, and are also working to promote the recycling of plastics.

- * 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 : 2,194KB]



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.

> LINTEC Procurement Policy

Note: Go to About LINTEC page.

> 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

More than 80 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 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 : 2,194KB] 



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.

At domestic production plants, we are implementing the LEAP approach (Locate / Evaluate / Assess / Prepare).

We evaluate impacts and dependencies, and are implementing initiatives aimed at achieving nature-positive plants by combining three perspectives: (1) efforts to reduce negative impacts on biodiversity, (2) efforts to increase positive impacts on biodiversity through nature regeneration and restoration, and (3) collaboration with local communities in promoting these activities.

Biodiversity Conservation Activities [PDF : 2,194KB] 



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 : 2,194KB] 



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 : 2,194KB] 



Management of Chemical Substances, Compliance with EU Regulations

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 are ready to promptly obtain the proper information and take action accordingly. We have in place a similar approach regarding conflict minerals and fluorinated compounds (such as PFAS). We are stepping up our efforts to manage chemical substances contained in our products while also working on the provision of environmentally friendly products.

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.

Data Related to Management of Chemical Substances and Compliance with EU Regulations [PDF : 2,194KB] 



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.

Completion of Disposal of PCB Waste and Used Products

LINTEC has completed the disposal of PCB* waste and used products.

LINTEC has completed the disposal of PCB* waste and used products.

- * PCB (polychlorinated biphenyl): The Act on Special Measures concerning Promotion of Proper Treatment of PCB Wastes (PCB Special Measures Law) mandates the disposal of wastes and used products containing PCB by the specified deadline (March 31, 2027, for low-concentration PCB waste).

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 : 2,194KB]



Sustainability

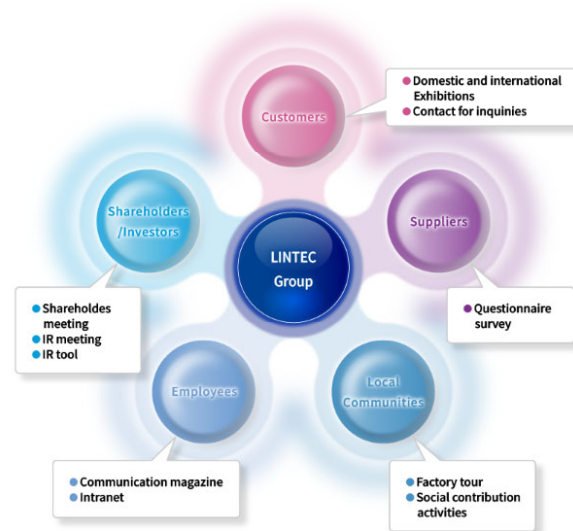
Social Report



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 : 251KB]



> 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)

- Human Resource Development

> Together with Employees (Safety and Health)

- Safety and Health

> Together with Local Communities

- Harmonious Co-existence with Local Communities

> Together with Shareholders and Other Investors

Providing Value to Customers

Guided by its Quality Policy, in order to meet the needs of customers, the LINTEC Group is making efforts to develop, manufacture, and sell our products with a focus on product quality and customer satisfaction while returning to the basics of “Craftsmanship.” By improving the added value of our products and services, we are contributing to society through business activities that enjoy the trust of all stakeholders.

Improving Customer Satisfaction

Data Related to Improving Customer Satisfaction (CS) [PDF : 3,646KB]



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.

> Products

Note: Go to the Investor Relations page.

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 : 3,646KB]



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.

Through business operations with a focus on quality and the implementation of quality assurance activities, the aim is to build a customer-oriented quality assurance system based around craftsmanship.

* 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, we continue to provide systematic education programs aimed at understanding QMS requirements. Furthermore, to prevent quality issues and strengthen the practice of putting the customer first, we are running “change management video training,” which shares the importance of change management across the organization, as well as “quality management training courses” using the statistical problem solving techniques as a tool.

Going forward, we will further promote quality improvement across the Group through initiatives such as training on “key points of customer satisfaction surveys” aimed at improving products and services, and “site promoter training” to advance the adoption of QC-based thinking at operational sites.

Assessment of Health and Safety Impacts

The LINTEC Group is aware that some of the materials it uses contain hazardous chemicals, and so the Group works to ensure that such materials will never affect user of these products, 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.

Furthermore, product management is based upon ISO9001 standards.

* RoHS Directive: Directive on the restriction of the use of certain hazardous substances in electrical and electronic

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 : 3,646KB]



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 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.

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 stakeholders 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 with 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 : 3,646KB]



Compliance with Act on the Promotion of Women's Active Engagement in Professional Life and Act on Advancement of Measures to Support Raising Next-Generation Children

LINTEC is actively promoting the recruitment and advancement of individuals from diverse backgrounds and is working to secure and expand diversity. In addition, the Group will continue to develop systems and a workplace culture that enable employees to continue working even when they experience life events such as childbirth, childcare, and caregiving, while striving to create an organization in which each employee finds fulfillment in their work and can thrive.

LINTEC has formulated action plans under the Act on the Promotion of Women's Active Engagement in Professional Life and Act on Advancement of Measures to Support Raising Next-Generation Children, and will steadily move forward realizing our vision.

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 Sustainability 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 Alumni Career Return System

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 : 3,646KB]



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 : 3,646KB]



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

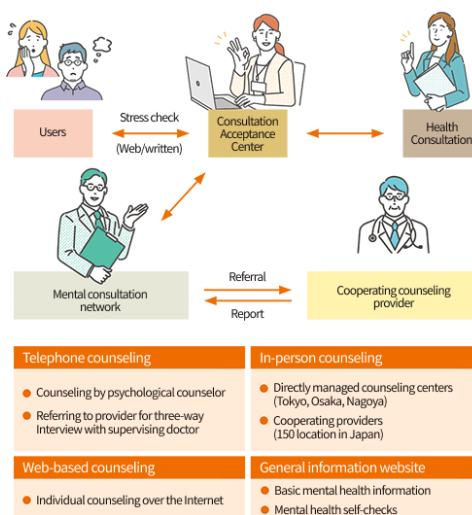
LINTEC proactively promotes measures to ensure that employees can remain in good health. In order to prevent long working hours and late-night work, which impose an excessive physical and mental strain, we strive to ensure appropriate personnel assignment and the proper sharing of workloads, and that 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.

Health Promotion

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.

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, 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 : 3,646KB] 



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.

Promotion of Sustainability Awareness

The LINTEC Group engages in sustainability-related activities based on the belief that, each employee recognizing what they can do to address diverse and multifaceted social issues, taking action, and creating value by cooperating with others who share the same purpose and goals will lead to the realization of a sustainable society and world.

In order to deepen understanding of sustainability and provide opportunities for individuals to recognize the connection between their own work and social issues, LINTEC aggregates sustainability-related information and shares this through the "Sustainability Palette" employee information-sharing site. This site features a wide range of information, including explanations of basic sustainability-related terminologies, initiatives undertaken by the LINTEC Group, and the latest trends in society and the industry.

As part of our human resource development, LINTEC is promoting initiatives so that each employee can view sustainability as a personal matter and use it as a guide for their daily work and decision-making.

DX Human Resources Development

At LINTEC, we are working to enhance DX* literacy with the aim of having every employee take a leading role in promoting DX.

As part of these efforts, we are conducting training designed to deepen understanding of the fundamental concepts of DX, as well as data, IT, and security, while also strengthening employees' ability to utilize software in their work and fostering the mindset of viewing DX as personally relevant to them.

Specifically, LINTEC has been utilizing external training services to provide training to all employees since the second half of fiscal 2024, with each employee participating in a one-year program.

Furthermore, looking forward, by including newly hired employees in the training, we aim to establish and continuously enhance DX literacy.

- * 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.

Technology Familiarity Workshops

At LINTEC's Research Center, the "Technology Familiarity Workshop" is held annually with the aim of promoting technical exchange. In addition to executives, participants include junior sales staff, administrative personnel, and factory personnel, who share information to deepen understanding of technology. Specifically, information is shared through explanations by employees responsible for each initiative, covering technologies under development within the Research and Development Division, technologies that have been commercialized, and insights obtained at production sites. In addition, by providing opportunities to observe live demonstrations of various experiments and to handle actual products, the initiative promotes mutual understanding across departments and job roles, enabling employees in diverse roles, including management, to deepen their understanding of LINTEC's technological foundation.

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 : 3,646KB]



Together with Employees (Safety and Health)

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.

Safety and Health

Data Related to Safety and Health [PDF : 3,646KB] 



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 health issues, we have established a structure to prevent such problems. For example, at worksites where organic solvents are used, an organic solvent work chief is appointed to provide appropriate work instructions and monitoring of work performed in that work environment. In addition, employers are responsible for conducting periodic working environment measurements, and we provide related workers with a special health examination in accordance with laws and regulations, in addition to the standard medical checkup.

Furthermore, for various types of specialized work stipulated by law, necessary legally qualified workers are appointed according to the nature of the work, protective equipment is installed and properly managed, and health examinations are conducted, thereby ensuring the health and safety of workers.

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 Safety and Health [PDF : 3,646KB] 



Together with Local Communities

Harmonious Co-existence with Local Communities

While placing great importance on its connections with local communities, the LINTEC Group is involved in a variety of initiatives.

Data Related to Initiatives for Harmonious Co-existence
with Local Communities [PDF : 3,646KB] 



Together with Shareholders and Other Investors

LINTEC aims to support the formation of an appropriate stock price through timely, suitable information disclosure. To that end, the Company conducts a variety of investor relation (IR) activities for institutional investors, securities analysts, and individual investors. Feedback obtained through constructive dialogue is reported to the Board of Directors and at management meetings and shared internally with the aim of enhancing management and driving sustainable corporate value.

> [Investor Relations](#)

Note: Go to the [Investor Relations](#) page.

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.

> Compliance

- Promoting Compliance Education and Awareness
- Reporting and Consultation System
- Respect for Human Rights
- Anti-corruption
- Tax Compliance

> Risk Management

- Group-wide BCMS
- Information Security

Related Information

- > Compliance with the Corporate Governance Code

Note: Go to the Investor Relations page.

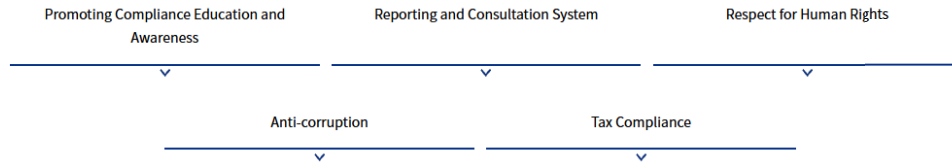
- > Message from Outside Director 

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 Code of Conduct (Corporate Policies)

Note: Go to the About LINTEC page.



Promoting Compliance Education and Awareness

Legal Education

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

For employees, legal training primarily 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.

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.

Raising Awareness with the Compliance Guidelines

The LINTEC Group has compiled the LINTEC Group 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. We provide opportunities for employees to gain a thorough understanding of these, including by having these read aloud together in workplaces.

Fostering Sense of Ethics

“Rinri Kwaraban,” 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 Kwaraban Mamotte Masuka?” which is not only used internally but also introduced to suppliers and customers. In addition, the Corporate Ethics Subcommittee creates an ethics poster once a year and displays it in each workplace to raise awareness.

Data Related to Promoting Compliance Education and Awareness [PDF: 449KB]



Reporting and Consultation System

The LINTEC Group has established a Global Whistleblowing System and an Internal Reporting System with the aims of promptly identifying any serious legal or serious compliance violations, and of implementing corrective actions to prevent their recurrence. 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, so that employees can feel comfortable discussing 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 promote fair and transparent business operations and create a healthy work environment free from harassment.

Data Related to Reporting and Consultation System [PDF: 449KB]



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)

Note: Go to the About LINTEC page.

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).

Anti-corruption

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

In addition, we regard all business partners as partners with whom we grow together, and work to build relationships of trust.

Compliance Guidelines state the importance of complying with laws and regulations in each country, and are used to raise awareness.

> LINTEC Group Compliance Guidelines [PDF : 904KB]



Note: Go to the About LINTEC page.

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.

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, as well as prepare for hitherto unexpected situations. In addition, each site actively conducts training sessions in accordance with the business content and characteristics of the location to prepare for hitherto unexpected situations.

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 recognizes information and cybersecurity issues as risks associated with our business operations, and so has developed the Information Security Management Rules in order to promote the sharing and utilization of information, as well as stable and effective corporate activities.

Furthermore, the company also conducts 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. Moreover, in light of the increasing sophistication of cyberattacks and the use of information tools such as web conferencing and internal chat, we are implementing comprehensive education and strict access controls, including guidelines for network usage.

Data Related to Information Security [PDF : 449KB] 



ESG Data Book / Sustainability Report / Other Related Information

The LINTEC Group publishes our ESG Data Book (in Japanese and English) and, Sustainability Report (in Japanese, English, Korean, Chinese, Malay, Indonesian, Thai, Vietnamese, Spanish, etc.), and Integrated Report. Japanese language archives of these are available on the page below.

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

Related Information

Corporate Policies

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

[> Corporate Policies](#)

Note: Go to the About LINTEC page.

Reporting Policy

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

Reporting Policy [PDF : 91KB] 



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 : 672KB] 



Third-party Verification

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

Third-party Verification [PDF : 5,388B] 



External Evaluations

This page provides ESG-related evaluations.

External Evaluations [PDF : 391KB] 



Related Information

ESG Data Book / Sustainability Report / Other Related Information

ESG Data Book

ESG Data Book 2026 [PDF : 6,637KB] 



ESG Data Book 2025 [PDF : 3,944KB] 



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



Sustainability Report

Sustainability Report 2026

Sustainability Report 2026
(Scheduled to be updated in the end of
December 2026) 



e-book (Scheduled to be updated in the end of of
December 2026) 



The Sustainability Report is compiled once a year in PDF, booklet, and e-book formats, based on selected content from our Sustainability Site.

Back Numbers

Sustainability Report 2025 [PDF : 8,147KB] 



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] 



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.