

Verification Opinion



13 July 2022
Opinion No : SGS22/016

Mr. Makoto Hattori
Representative Director, President, CEO and COO
Lintec Corporation
23-23, Honcho, Itabashi-ku, Tokyo, Japan

Objective

SGS Japan Inc. (hereinafter referred to as "SGS") was commissioned by Lintec Corporation (hereinafter referred to as "the Organization") to conduct independent verification based on Criteria of Verification (the SGS verification protocol) regarding a part of the performance data in Lintec Group Sustainability Report 2022 prepared by the Organization (hereinafter referred to as "the statement"). The objective of this verification is to confirm that the statement in the Organization's applicable scope has been correctly calculated and reported in the statement in conformance with the criteria, and to express our views as a third party. The Organization is responsible for the preparation and fair presentation of the statement.

Scope

The scope of the verification is the following data specified by the Organization, which appeared in Lintec Group Sustainability Report 2022.

- Materiality and KPI identification process
- Use of programs
- Number of employees by gender
- Global surveys on human rights and labor standards
- Company-wide rank-based training programs and theme-based training programs: participants and training hours

The period subject to report is from 1 April 2021 to 31 March 2022.

Refer to the attached sheet for the detailed scope of verification.

Procedure of Verification

The statement was verified in accordance with Criteria of Verification, and the following processes were implemented at a limited level of assurance:

- Verification of the calculation system: Interviews on the tabulation, calculation and reporting methods employed by the Organization as well as review of related documents and records
- Verification of the assertion: review of vouchers, related documents and records at the head office

The criteria for this review are based on the protocol specified by the Organization.

Conclusion

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's statement was not calculated and reported in conformance with the criteria.

SGS Japan Inc. affirms our independence from the Organization, being free from bias and conflicts of interest with the Organization.

For and on behalf of SGS Japan Inc
Yokohama business Park North Square I
134, Good-cho, Hodogaya-ku, Yokohama
Senior Executive & Director
Knowledge

Yuji Takeuchi



The details of the scope of verification

The scope	The boundary	The statement
1 Use of programs	Lintec Corp.	✘marks on related pages
2 Number of employees by gender	(1) Lintec Corp. (As of the March 31, 2022) (2) Lintec Group (Domestic: As of the March 31, 2022) (Overseas: As of the December 31, 2021)	(1) Male: 2,253 Female: 375 (2) Male: 4,829 Female: 1,392
3 Global surveys on human rights and labor standards	Lintec Group	✘marks on related pages
4 Company-wide rank-based training programs and theme-based training programs: participants and training hours	Lintec Corp.	Total participants: 1,093 Total training hours: 5,113.5