

Verification Opinion



25 July 2023
Opinion No : SGS23/016

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 the data prepared by the Organization on the scope of verification (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 verification is the 14 items identified by the organization.
The period subject to report is from 1 April 2022 to 31 March 2023 for domestic and from 1 January 2022 to 31 December 2022 for overseas.
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 Statement: 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, Godo-cho, Hodogaya-ku, Yokohama
Knowledge
Management Committee Member
Head of Certification/Accreditation

Yuji Takeuchi

Attached file

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The details of the scope of verification

The scope		The boundary	The statement
1	Use of programs (1) Number of persons using the Family care leave program (2) Number of persons using the Family care time off (3) Number of persons using the Accumulated time off (4) Number of persons using the Childbirth leave (5) Number of persons using the Leave for spouse giving birth (6) Number of persons using the Childcare leave (7) Number of persons using the Childcare leave (Male employees) (8) Percentage of childcare leave taken (9) Percentage of childcare leave taken (Male employees) (10) Percentage of returning to work after taking time off for childcare leave (11) Number of persons using the Child nursing care time off program (12) Number of persons using the Shorter hours/flex time (13) Number of persons using the Paid social contribution time off (14) Percentage of paid leave taken (15) Average number of days of paid leave taken	LINTEC Corporation	(1) 1 (2) 1 (3) 275 (4) 15 (5) 28 (6) 48 (7) 37 (8) 64.9 (9) 59.7 (10) 100 (11) 4 (12) 60 (13) 15 (14) 72.7 (15) 13.9
2	Employment Status (1) Number of employees (2) Number of Employees by Region	(1)-1 LINTEC Corporation (1)-2 LINTEC Corporation and its domestic and overseas subsidiaries (hereinafter referred to as the LINTEC Group) (2) LINTEC Group	(1)-1 2,620 (1)-2 6,548 Japan 8 companies: 3,787 Europe 3 companies: 43 Asia 23 companies: 1,411 North America 9 companies: 1,307

	(3) Number and percentage of employees by gender	(3)-1 LINTEC Corporation (3)-2 LINTEC Group	(3)-1 Male: 2,244,85.6% Female: 376,14.4% (3)-2 Male: 5,114,78.1% Female: 1,434,21.9%
	(4) Number and percentage of managers/supervisors by gender	(4)-1 LINTEC Corporation (4)-2 LINTEC Group	(4)-1 Male: 779,93.9% Female: 51,6.1% (4)-2 Male: 1,182,85.7% Female: 197,14.3%
	(5) Percentage of females in the total number of new hires (graduates from a junior college or technical college/university/graduate school)	(5) LINTEC Corporation	(5) 14.8
	(6) Percentage of employees with disabilities	(6) LINTEC Corporation	(6) 2.26
3	Number of participants and total training hours in company-wide rank-based training programs and theme-based training programs	LINTEC Corporation	Total participants: 973 Total training hours: 3,518.5
4	Global surveys on human rights and labor standards	LINTEC Group	Implementation period: 15 February 2023 – 31 March 2023
5	Number of tours received to the plant/facility	LINTEC Corporation and TOKYO LINTEC KAKO, INC.	30
6	Occupational accident frequency rate and Occupational accident severity rate	Production Div. and Research & Development Div. of LINTEC Corporation, TOKYO LINTEC KAKO, INC.	Frequency rate: 0.76 Severity rate: 0.0142
7	Number of patent applications/patents held	LINTEC Corporation	Patent applications: 260 (FY2022) Patents held: 2,757 (FY2022 year-end point)
8	Number of improvement requests	Suppliers of raw materials to LINTEC Corporation (limited to trading companies)	11
9	Percentage of developed products in sales (Percentage of sales of products developed in the past five years to non-consolidated sales in FY2022)	LINTEC Corporation	21.4%

10	Number of consultations regarding harassment	LINTEC Corporation and its domestic subsidiaries	2
11	Number of reports made via the internal reporting system	LINTEC Group	4
12	Number of serious violations of occupational health and safety laws and regulations ※1	Production Div. and Research & Development Div. of LINTEC Corporation, TOKYO LINTEC KAKO, INC.	0
13	Number of responses to CSR survey ※2	LINTEC Corporation	181
14	Number and Percentage of quality incidents (Percentage of accidents in FY2022 relative to the number of accidents in FY 2010)	LINTEC Corporation (excluding Ina Technology Center) and TOKYO LINTEC KAKO, INC., SHONAN LINTEC KAKO, INC.	Number: 15 Percentage: 31%

※1: Number of reports to the Head Office Safety and Health Dept.

※2: Number of surveys received by the Sustainability Management Office (excluding those related to quality and environment)