

CSR

Corporate Social Responsibility

Our corporate motto, "Sincerity and Creativity", is the foundation of the Lintec Group's CSR.

> Message from the President



Where do we want to be in 2030? We will nimbly adopt and adapt a diverse range of ideas that will drive us forward in contributing to realizing a sustainable world.

> Highlight: The SDGs Committee



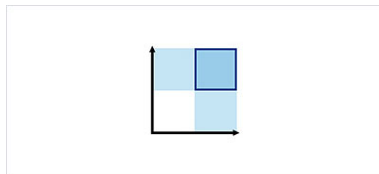
We are endeavoring to create new businesses from the perspective of the SDGs.

What the Lintec Group is aiming for?



> CSR in the Lintec Group

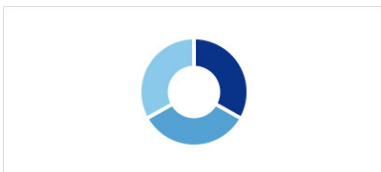
Company motto, "Sincerity and Creativity" is the Foundation of Lintec's CSR.



> Materiality

In order to further promote CSR activities and meet expectations from our stakeholders, we have redefined our material issues.

What Is the Lintec Group?



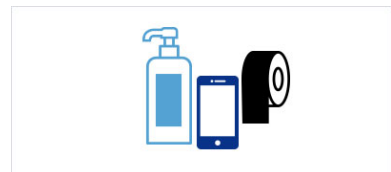
> Overview of the Lintec Group

We will contribute to the sustainable development of society through our core business.



> Value Chain and Stakeholders

This section introduces our impact on each phase of the value chain, as well as the voices of stakeholders.



> Lintec in Everyday Life

Lintec's products play an active role in all areas of life.

Social Reports/Environmental Report/Governance Report



> Social Report

- > Providing Value to Customers
- > Cooperating with Suppliers
- > Together with Employees (Human Rights / Employment)
- > Together with Employees (Human Resource Development)
- > Together with Employees (Safety and Disaster Prevention)
- > Together with Local Communities
- > Together with Shareholders
- > Communicating with Stakeholders



> Environmental Report

- > Environmental Management System
- > Developing Environmentally Friendly Products
- > Climate Change Mitigation and Adaptation
- > Reducing Waste
- > Measures to Reduce Water Usage and Effluent
- > Reduction of Environmentally Hazardous Substances
- > Environmental Accounting
- > Environmental Data of Group Companies Outside of Japan
- > Relationship between Lintec and the Environment



> Governance Report

- > Corporate Governance
- > Compliance
- > Risk Management



By incorporating the SDGs into corporate management to ensure we remain aligned with society, we strive to help resolve social issues through our core business.

e-book/Other language version/Back Numbers

Related Information

Measures against COVID-19	CSR Activities at Group Companies Outside Japan	Corporate Policies	Editorial Policy	Performance Data
GRI Index	Third-Party Opinion	Third-Party Verification	External evaluations	

Archive



Message from the President



Reaffirming the importance of the company motto of "Sincerity and Creativity"

More than a year has passed since I took office as President and CEO in April 2020, right after which we experienced rapid changes both at home and at work due to the unexpected spread of COVID-19. The Lintec Group has responded to the changes in the environment carefully and promptly, and taken various measures.

Despite restrictions imposed due to the COVID-19 pandemic, employees of the Group made every effort, with sincerity, to achieve a stable supply of products so that we could fulfill our responsibilities to society and the market. Creativity was also essential in manufacturing products that ensure the satisfaction of constantly changing market needs and societal expectations. The unprecedented situation reminded me of how firmly rooted the company motto of "Sincerity and Creativity" is within the group, as well as the importance of its spirit.

I sincerely hope that the vaccine rollout and other countermeasures will contain the spread of COVID-19 as soon as possible.

Meanwhile, we need to think about rapid social changes that may happen in the future for reasons other than a pandemic, such as the increased frequency of abnormal weather events across the globe. I believe that it is important to think about various situations we have never experienced and be prepared to respond flexibly to any contingency.

Gaining a foothold for the start of the long-term vision

We positioned fiscal 2020 as a period to formulate and prepare for the start of a long-term vision toward 2030, and drove forward initiatives under a single-year business plan. While the performance of semiconductor and electronic component-related products remained robust, the overall demand declined due to the impact of the COVID-19 pandemic, especially in the first half of the fiscal year. Demand in some markets, however, showed signs of recovery from the third quarter onward. We were able to seize these opportunities and boost the business performance. In addition, we launched products related to alternatives to plastic and many other new products with an eye toward future market trends. Despite the difficult business environment, we gained a foothold for the start of the long-term vision from fiscal 2021.

Contributing to realizing a sustainable world through business activities

In formulating the long-term vision, we held discussions on what society will be like in 2030 and what the Lintec Group should do to solve some of the mounting social issues. As a result of reviewing how we should be positioned as a company, we started working on the achievement of the LINTEC SUSTAINABILITY VISION 2030 (Abbreviation: LSV 2030). Our policy is to formulate and implement a medium-term business plan every three years to serve as a milestone, using the backcasting¹ method to create the plan. Along with the long-term vision, we launched a new medium-term business plan covering the three years from April 2021 to March 2024. The basic policy for the long-term vision is to contribute to realizing a sustainable world by strengthening the corporate structure through innovation and creating new products and businesses for sustainable growth, and three key initiatives have been set out.

The first key initiative is to solve social issues. Areas covered by the initiative include climate change, which requires urgent global attention, and other environmental issues (Environment); social impacts that affect the lives of all people including our business partners, residents of our local communities, and our employees and their families (Social); and corporate governance that enables us to make optimal decisions promptly as a corporate group and increases the transparency of our corporate management (Governance).

In particular, we will work to solve environmental issues by helping to shape a carbon-free world. Our goal in this respect is to reduce CO₂ emissions by 50% or more by 2030 compared to FY 2013 level and achieve net zero by 2050. Specific measures we are taking to achieve the goal include installing solar power generators and cogeneration systems² at each production site and utilizing green power generated from renewable sources. In addition, we will proactively work on the decarbonization of the entire value chain.

To help shape a recycling-oriented world, we will also expand our recyclable, biomass, and biodegradable product lines, as well as establish recycling systems for release papers and films. Despite the need to overcome a number of major hurdles, I believe that the Group will be able to achieve the shift to environmentally friendly raw materials by leveraging our expertise in making the most of the functionality of materials. In a similar vein, we will continue to proceed with the switch to solvent-less products to depart from the use of organic solvents in coating our products with adhesives and release agents.

The second key initiative is to foster innovation to build a robust corporate structure. To carry on with solving social issues, we must have a robust corporate structure that can stand up to the external environment. One way to establish such a structure is to transform business processes including design, development, manufacturing, and logistics through digital transformation (DX)³ Managing and eliminating difficulties and inefficiencies systematically, as opposed to intuitively, not only reduces costs but also reduces burdens on employees, establishes sustainable operations that do not depend on specific employees to carry out tasks, and reduces environmental impacts.

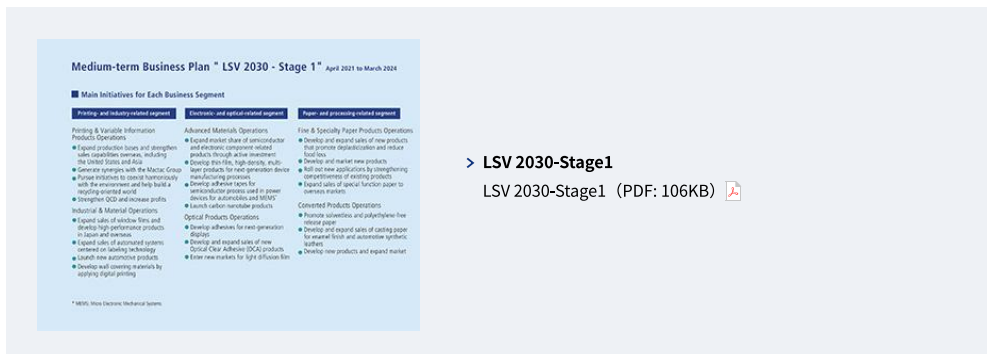
The third key initiative is to create new products and businesses to deliver sustainable growth. In addition to refining the development and manufacturing technologies that we have already nurtured, we will adopt technologies from new areas without being bound by conventional technological frameworks and integrate them with our own technologies, thereby being a corporate group that creates new market value and providing products and services that exceed customer expectations. Changes in the social environment accelerate changes in the kinds of goods that are in demand. To exceed expectations means to detect such changes quickly and develop, suggest, and offer needed goods without delay.

- *1 Backcasting: A method to consider what to do today by setting a future status that can be a goal and thinking backwards to the present
- *2 Cogeneration system: A system to efficiently generate two types of energy, such as electricity and heat, from one energy source, such as gas
- *3 Digital transformation (DX): Means to transform services and business models, as well as business contents and processes, organizations, and corporate culture, and establish a competitive advantage based on customer and social needs by leveraging data and digital technologies so as to adapt to changes in the business environment

Changing how we think and act based on the long-term vision

The first year of LSV 2030 – Stage 1, the first three-year medium-term business plan formulated by backcasting* from the long-term vision, will be an important period for instilling the concept of the long-term vision within the company and changing how employees think. We need to clearly envisage where we want to be in 2030, approximately 10 years from now, and think about what we should do now and how by backcasting from the future vision. By continuing to broaden our horizons we can generate innovation. It goes without saying that specific targets in the milestone three-year medium-term business plans should be achieved without fail. Having said that, however, making the achievement of targets the sole focus would make this process no different from conventional methods.

We may face unexpected events in the future, as we are facing the COVID-19 pandemic now. Nevertheless, it is imperative for us to cope with each contingency and keep advancing toward the achievement of the ultimate goal. I expect each employee to think and act proactively while keeping in mind the spirit of our company motto, "Sincerity and Creativity", and the long-term vision that expresses where we want to be in the future.



- * Backcasting: A method to consider what to do today by setting a future status that can be a goal and thinking backwards to the present

Promoting diversity management to take advantage of diverse viewpoints

Developing human resources is extremely important in contributing to the realization of a sustainable world. Needless to say, diversity is the future keyword for the Lintec Group's human resource development. As the globalization of our business domains progresses year by year, we are increasingly in need of employees who can play an active role on a global stage and offer a diversity of viewpoints. We need workforce diversity in terms of both nationality and gender. In addition to recruiting diverse individuals, it is also vital to create a comfortable environment where diversity is embraced.

Promoting various policies based on the concept of diversity will be an essential foundation for global management. We will develop a workforce of people who can shoulder responsibilities for the achievement of the long-term vision and exercise leadership to think and take action toward 2030.

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

Enhanced SDGs-related initiatives remain at the center of management

The Lintec Group places the SDGs at the center of its corporate management and works to contribute to solving social issues through its core business. When we established the SDGs Committee in 2018, I myself served as the officer in charge. Some topics included in the key initiatives of the long-term vision, such as the pursuit of a carbon-free, recycling-oriented world, are themselves SDGs. Initiatives to achieve them should naturally be put into practice through our everyday business activities.

In April 2021, the CSR Management Office under the direct control of the president changed its name to the Sustainability Management Office, and the Sustainability Committee, which is comprised of top management, relevant officers, outside directors, and other members, was established. The SDGs Committee has been positioned under the newly established committee, attracting diverse members as a company-wide organization. In that sense, the SDGs Committee may be a reflection of the kind of diversity we are aiming for. Active discussions that took place beyond the conventional organizational framework have actually given birth to many ideas that can potentially lead to new products and businesses. Instead of being left to specialized divisions, however, product development will need to be discussed by all employees. I would like to create a culture where employees truly feel that SDGs activities are not an add-on to their main job but the work itself.

In addition, the Lintec Group has identified areas of materiality, with the topics selected from a wide range of ESG themes, that should be the focus of our business activities. We review the extent of the materiality by looking at the impact on business activities throughout the value chain and incorporating social changes and SDGs viewpoints.

All employees to join forces to arrive at where we want to be

Looking back at the past year and few months, I got a strong sense of the high expectations investors have toward the Group. Through our meetings with domestic and overseas institutional investors, I received a large amount of feedback on what we should improve in our business and management. The frank exchanges of opinion resulted in constructive dialogues, which gave me a lot of food for thought. The feedback will be reflected in our management as appropriate, and we will take measures for improvement to ensure that we meet the expectations.

The world will soon enter an era of increasing uncertainty, and the occurrence of unexpected events may become commonplace. The ongoing spread of COVID-19 seems to be representative of such a trend. This means that we will be expected to respond more promptly than ever before and that our corporate stance toward society will be clearly evaluated. The Lintec Group formulated the long-term vision to squarely embrace this major change, contribute to solving a range of social issues, and achieve sustainable growth. All employees will join forces and move forward to ensure that we arrive at where the Group wants to be.

Highlight: The SDGs Committee

Group-wide SDGs Activities to Solve Social Issues



Based on the company motto "Sincerity and Creativity", the Lintec Group incorporates the SDGs* into its management and strives to contribute to solving social issues through its core business. The SDGs Committee and its West Japan Subcommittee are committed to organizing group-wide activities to achieve the SDGs.

* SDGs: Stands for Sustainable Development Goals, which were adopted by the United Nations in 2015. The SDGs comprise 17 goals and 169 targets to be achieved by 2030 as a set of common goals for the international community. To achieve the SDGs by 2030 and thereby realize a better world, various countries and entities around the globe are expected to hold discussions and take action.

Activities in the Past

The SDGs Committee was established in fiscal 2018, with the Aggressive CSR workshops launched in fiscal 2015, the forerunner of the committee. The purpose of the committee is to generate innovation within Lintec by solving social issues through business activities. For the Lintec Group, innovation is linked to "Creativity" in the company motto, "Sincerity and Creativity." To make a proposition that is a step ahead of customers, we need to read the future based on social issues and take action. The SDGs Committee consists of members from a wide range of departments, including research, production, and sales. The members have acquired knowledge on megatrends² and the SDGs from scratch. Taking inspiration from the SDGs, they came up with new business ideas and new developments for existing businesses in small groups, which were reviewed and refined at the committee level. The members bring back what they learned from these activities to each department, thereby serving as "evangelists" who spread the messaging of the SDGs throughout the company.



* Megatrends: Global societal trends

Voice of SDGs Committee members

Being a member of the SDGs Committee was a valuable experience for me in a number of ways. One was meeting new people from various other locations and departments, which I usually don't get the chance to do at the head office, where I work. I was impressed by the variety of unique ideas presented to the committee, and became excited to imagine all the many more people with different thoughts and ideas within the Group, as those I met represent only a small portion of the entire workforce. I believe such a diversity of unique ideas will bring about many more interesting things.

As a member of the committee, I had to obtain a lot of new knowledge to accomplish my tasks. While working on a team, I became aware of what kind of knowledge and skills I needed, and set out to acquire them by myself. I even became deeply absorbed in these activities without thinking about it. I think I discovered a new side to myself, one that is driven by a studious and practical mind.

When I first heard about the concept of backcasting, I thought it was a very strange idea. I couldn't understand its purpose or methodology—how can we start by defining a future, which is essentially an unknown quantity? But then I grasped the point of the idea, which is about envisioning a desirable situation, and, having recognized the usefulness of this new tool, became eager to use backcasting in performing tasks. At the same time, however, I found it difficult to teach people outside the team how to use this method. Many of them tried to use it but ended up working with forecasting.

I engaged in formulating a long-term vision, and a major challenge for this task was to establish an ideal future vision. In order to work on business planning effectively from the perspective of the SDGs, it is thus important to routinely think of visions and ideals for the future. Having one or more visions for the future is the key to smooth progress in the planning process.

I participated in a project in which all necessary activities, including learning and reporting, were carried out online, which was a first for me. Each of the members of the project team served as leader in turn, and I was assigned to the role for a determined period of time. Although I struggled to perform my duties, particularly the collecting and organizing of the opinions of individual members, I was able to build a relevant skill set. This rotating leadership system provided the team with a fair platform for opinion exchange as it gives all members, including those who may find it difficult to share their opinions in an online meeting setting, an opportunity to present their opinions while they are serving as team leader. The system also helped ensure an appropriate workload allocation within the team.

Our team occasionally had drinks together online, which helped create a friendly atmosphere. I recommend having small group gatherings, with or without alcohol, as a setting to encourage communication.

I first thought that non-business conversations should be avoided in online meetings, but later I began to feel a need to devote substantial time to such activities for the purpose of team building in an online setting, which is more important than in a normal, offline workplace.

The team had a tough time using the backcasting method effectively, particularly in establishing future visions for society and Lintec. Envisioning future situations from unknown variables is very difficult, thus giving rise to an irresistible tendency toward forecasting based on present, known variables. To remedy this issue, we went over it again and again with a consciously strong focus on backcasting, but the outcome was invariably a weak, unconvincing scenario lacking an effective link with the present-day Lintec. But we persisted in making cut-and-try efforts to tackle this challenge, believing that backcasting scenario planning is



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essential for the team and Lintec to promote effective SDGs activities that will contribute to society.

On a personal note, participation in the SDGs Committee helped me become more sociable. Being shy with new people by nature, I previously tried to avoid meeting new people at work or at home whenever possible. Despite this, when attending committee meetings, I found myself feeling fairly good and enjoyed working toward a common goal with lots of new people, each with different strengths and skills in areas such as communication, statistics, and information technology. I was particularly inspired by the strong dynamism generated by our diversity, which suggested a creative potential to produce new and interesting things after the SDGs-related projects come to an end. I am thankful to the SDGs Committee for helping me develop confidence in socializing with people. I now feel more comfortable talking with people and positive about building new relationships.

When engaging in the SDGs project, I tried to describe future visions using the backcasting method, which I found was a difficult challenge. Applying this method is not hard for small-scale planning, for example, for a venture with less than 10 people, where it is easy to share future visions and make progress even without precise designs. However, the same process is much more difficult to carry out in a large corporation, where it is necessary to lay out detailed plans, obtain approval from many parties, and mobilize large teams to implement the project. I struggled a lot, though without much success, to apply backcasting appropriately, trying to restrain the natural tendency we have to revert to forecasting. Major issues lie in the difficulty in establishing desirable future visions due to our inability to foresee the future and in controlling the tendency toward forecasting, which is suited to handling foreseeable factors.

What most impressed me when attending SDGs Committee meetings was the range of unique characteristics possessed by the other members, who were brought together from different departments to work on the grand theme of achieving the SDGs. This impressive diversity is not simply attributable to differences in organizational affiliation, but is more associated with the wide-ranging values and thoughts of different individuals. This was revealed as various views were expressed on the company's grand SDGs project, and they spanned a wide spectrum from being negative and hesitant to supportive and advocative. Despite such disagreement, all members joined forces to advance toward the common goal, coming up with a course of events that could offer a dramatic story.

On a personal note, as a result of studying the SDGs in depth as part of my committee activities, I naturally began to develop a general outlook on things, even at home, shaped by the viewpoint of the SDGs. My now-routine SDGs-aware attitude and viewpoints are not limited to Goal 5, the target of our team, but extend to other goals.

Other important findings from committee activities were related to the importance of looking at things from a different angle. The same world can look different when you are doing something you have chosen to and when you are doing something you are forced to. I think achieving the SDGs requires a complete overhaul in how we think. To do this, we need to develop a new point of view. I am still struggling with backcasting. In a constantly changing world, the backcasting scenario planning process is hard to implement. Having established a future vision, you begin to use backcasting to schedule actions to implement in order to achieve the vision, and the next moment you find yourself going back to forecasting. As the world is constantly changing, we need to continue to respond to the changes (updating) while trying to keep an eye on an uncertain future. When you have set a goal and begin to create a scenario to approach it, you won't be able to resist the temptation to use forecasting. As such, we try to make corrections (updates), but have yet to produce satisfactory results. Our team is satisfied with the present version of our future vision, but will need to keep it updated in response to new developments, trying resist the tendency to forecast. This is not an easy task. It often happens that I understand something well but have



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difficulty putting that understanding into action, which is very frustrating. Yet, through team activities, we have begun to involve people outside the team in a covert manner. Specifically, we hold sample making sessions to arouse interest in our activities, and are gradually producing results.

Proposal of New Business Ideas by the SDGs Committee

The SDGs Committee has been working on the creation of business models that solve social issues through the core business. The committee was to make a report to top management in March 2020, but the spread of COVID-19 resulted in a change of plans and an online proposal meeting was held in October.

In the meeting, four teams proposed new business models for the company that aimed to solve social issues and ensure profitability at the same time.

To make the proposals, members first learned about the SDGs, sustainable societies, and the backcasting method. Then, each team envisaged the ideal state of the company, taking megatrends into account, and created a business model as a strategy necessary for the achievement of the ideal state. All teams held discussions with the help of not only a range of supporters inside the company but also external universities, research institutes, businesses, NPOs, and NGOs. They proposed a broad and diverse range of ideas, without being bound by existing businesses and technologies of the Lintec Group.

All ideas proposed by the teams were examined by top management to decide how the ideas should be handled and how to proceed. Many of the ideas proposed have been subject to further discussion and, in addition to the committee, Production Div, the Research & Development Div, and other business divisions have joined the research and discussion.



* Backcasting: A method to consider what to do today by setting a future status that can be a goal and thinking backwards to the present

Activities of the West Japan Subcommittee

"The West Japan Subcommittee was established in July 2020, drawing members from the Osaka Branch Office and four plants in West Japan. Eleven members from various departments formed two teams. While unable to get together in person due to the COVID-19 pandemic, they engaged in online activities via a process of trial and error.

The West Japan Subcommittee first acquired basic knowledge, like the SDGs Committee had in the past, and shared the awareness that the SDGs are still not standard in the Lintec Group. Then, all employees kept their eyes open for social issues, and each team held discussions on what we should do to link the SDGs to our actions. In March 2021, they made proposals for company-wide SDGs-related activities to the officer in charge and their own supervisors.

One of the teams included in their proposal four steps for company-wide SDGs-related activities, namely "understand the SDGs", "learn about Lintec", "promote interaction between different business sites", and "connect with stakeholders", and laid out 10 actions to take for each step. The actions expected not only the input of knowledge by each employee but also behavioral changes through output.

The other team proposed a points-based system that would generate broader interest in the SDGs and social issues and encourage people to take action. Ideas that would lead to various activities were offered in the hope of making the SDGs standard throughout the company.

When the members reflected on the activities of the West Japan Subcommittee, their feedback included comments on the realization that they were learning something new and starting to take ownership of the issue, indicating that the members themselves went through a transformation.



The Lintec Group formulated its long-term vision, LINTEC SUSTAINABILITY VISION 2030, toward the target year of 2030 for achieving the SDGs. The key initiatives include contributing to the achievement of the SDGs through business activities. The entire Group, including overseas group companies, will continue to take action.

CSR

CSR in the Lintec Group

Lintec has set up the Environmental Committee, the Social & Governance Committee, the Corporate Risk Management Committee, the SDGs Committee, each of which include an officer in charge, in order to foster high ethical standards and disseminate information on CSR across the company. The officers in charge of the respective committees bring together findings and insights obtained through meetings of each committee, examine them from various angles, and make decisions at meetings of the Board of Directors. This leads to a final decision for the Lintec Group.



Practicing CSR through the Core Business

Many stakeholders support the business of the Lintec Group. To meet these stakeholders' expectations and be trusted by them, all Lintec Group employees actively conduct CSR activities centered on the company motto "Sincerity and Creativity" at the center and in accordance with "LINTEC WAY" which is an important value supporting the company motto, the Basic CSR Approaches and the Lintec Group Compliance Guidelines.

In order to materialize the key initiatives of the LINTEC SUSTAINABILITY VISION 2030 (LSV 2030), the long-term vision covering the period from April 2021, it is essential to enhance the group management structure, and we are carrying out CSR activities on a global and ongoing basis. Also, to promote CSR activities as a key management issue, we have redefined our materiality themes so that such activities will be conducted as part of our business operations. Going forward, we will set KPIs* for the material issues and engage in strategic CSR promotion activities by implementing the PDCA cycle.

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

Lintec Group Code of Conduct

Code of conduct

Guided by the Code of Conduct based on the company motto, "Sincerity and Creativity," officers and employees of the Lintec Group shall act in compliance with high ethical standards and social norms.

[Sincerity at the Lintec Group]

1. Respect for human rights
We respect the human rights and dignity of all stakeholders.
2. Management and utilization of company assets
We strictly manage company assets and utilize them according to specific business purposes.
3. Prohibition of acts involving conflicts of interest
We will act in the best interest of the Company and its stakeholders.
4. Anti-corruption
We shall not offer or accept any entertainment or gifts that may have the appearance of serving as bribes.
5. Compliance with domestic and international law
We abide by all applicable laws and regulations as a corporate group trusted by the global community.
6. Fair and transparent transactions
In conformity with the competitive order, we conduct appropriate transactions with customers and business partners.
7. Prohibition of Bribery of Regulatory Bodies and Governments
We maintain sound relations with regulatory bodies and governments.
8. Policy on anti-social forces
We prevent any involvement with anti-social organizations.

[Creativity at the Lintec Group]

9. Sustainable manufacturing and service operations
We contribute to the resolution of social issues through our products and services.
10. Enhancement of customer satisfaction
To enhance customer satisfaction, we are committed to offering high quality and high added value.
11. Symbiosis with the global environment
We strive to reduce the burden of our operations on the environment to achieve harmonious existence with the global environment.
12. Sound workplace environment
We create a workplace environment where employees can perform at their full potential.
13. Challenge for Creativity
We will take on the challenge of creating new value.
14. Social contribution activities
As a corporate citizen, we contribute to the development of more affluent regional and local communities.
15. Building a relationship of trust with society
We establish relationships of trust with our stakeholders through appropriate information disclosure and dialogue.

Participation in UN Global Compact







Having participated in the United Nations Global Compact since April 2011, the Lintec Group conducts business activities based on the following Ten Principles to contribute to the sustainable growth of society.


<p>Human Rights Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.</p>
<p>Labour Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.</p>
<p>Environment Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>
<p>Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>

ISO26000

ISO 26000 is an international standard that defines social responsibilities of all organizations. By referring to the seven core subjects, the Lintec Group promotes CSR activities.

— Seven core subjects

Core subjects in social responsibility		Subjects
	Organizational governance	Decision-making process and structure
	Human rights	<ol style="list-style-type: none"> (1) Due diligence (2) Human rights risk situations (3) Avoidance of complicity (4) Resolving grievances (5) Discrimination and vulnerable groups (6) Civil and political rights (7) Economic, social and cultural rights (8) Fundamental principles and rights at work
	Labour practices	<ol style="list-style-type: none"> (1) Employment and employment relationships (2) Conditions of work and social protection (3) Social dialogue (4) Health and safety at work (5) Human development and training in the workplace
	The environment	<ol style="list-style-type: none"> (1) Prevention of pollution (2) Sustainable resource use (3) Climate change mitigation and adaptation (4) Protection of the environment, biodiversity and restoration of natural habitats
	Fair operating practices	<ol style="list-style-type: none"> (1) Anti-corruption (2) Responsible political involvement (3) Fair competition (4) Promoting social responsibility in the value chain (5) Respect for property rights
	Consumer issues	<ol style="list-style-type: none"> (1) Fair marketing, factual and unbiased information and fair contractual

		<p>practices</p> <ul style="list-style-type: none"> (2) Protecting consumers' health and safety (3) Sustainable consumption (4) Consumer service, support, and complaint and dispute resolution (5) Consumer data protection and privacy (6) Access to essential services (7) Education and awareness
	<p>Community involvement and development</p>	<ul style="list-style-type: none"> (1) Community involvement (2) Education and culture (3) Employment creation and skills development (4) Technology development and access (5) Wealth and income creation (6) Health (7) Social investment



Materiality

Materiality means issues that a company should focus on, identified from among a wide range of CSR activities. While the Lintec Group identified its materiality in 2014, the Group has reviewed the related themes in light of ever changing social issues, and through a series of dialogues with stakeholders.

Points of view based on the long-term LINTEC SUSTAINABILITY VISION 2030 implemented from April 2021, as well as on the SDGs, are incorporated in the new issues of materiality for the Group. In the future, we also plan to set key performance indicators (KPIs)*. The Lintec Group will especially focus on material issues identified again and promote relevant activities.

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

Five themes of the Lintec Group's materiality (important issues)

Material Issues		Related SDGs	Map	
Overall business	Contribution through business	Strengthening of corporate structure through innovation	   	①
		Creation of new products and businesses for sustainable growth	 	②
The environment	Contribution to a sustainable global environment	Response to climate change	  	③
		Realization of a recycling-oriented world	  	④
		Sustainable procurement of raw materials	 	⑤
		Preservation of biodiversity	 	⑥
Society	Respect for human rights	Human rights due diligence	  	⑦
		Ensuring occupational health and safety	 	⑧
		Promotion of diversity	  	⑨
		Promotion of work style reform initiatives	 	⑩
	Enhanced value chain management	Comprehensive customer-first approach	 	⑪
		Improvement in terms of quality, cost, and customer satisfaction	 	⑫
Better communication with stakeholders	Harmonious co-existence with local communities	 	⑬	
Governance	Promotion of governance across the entire Group	Organizational governance	 	⑭
		Fair business activities	 	⑮

Process of reviewing materiality

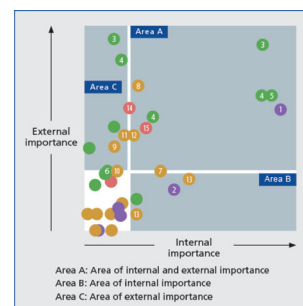


* ESG: ESG collectively refers to the following three elements: environmental, social, and governance. These three elements are considered to be important for the long-term growth of a company.

Materiality Map

Multiple departments were involved in the materiality review. Focusing on the value chain, they looked at changing societal trends, as well as global business activities and business strategies of the Lintec Group.

In identifying internal importance (STEP 3), we weighted the themes not only based on the vision and each department's strategies but also at the discretion of top management, including the chairman and the president. The themes were then mapped in relation to external importance (STEP 4). The identification of material subjects and issues was finalized after obtaining approval from the Board of Directors. Going forward, we will develop KPIs for the issues that are material for us, engage in relevant activities, and evaluate our activities over time. We will also examine the validity and review the extent of the materiality itself on a periodic basis.

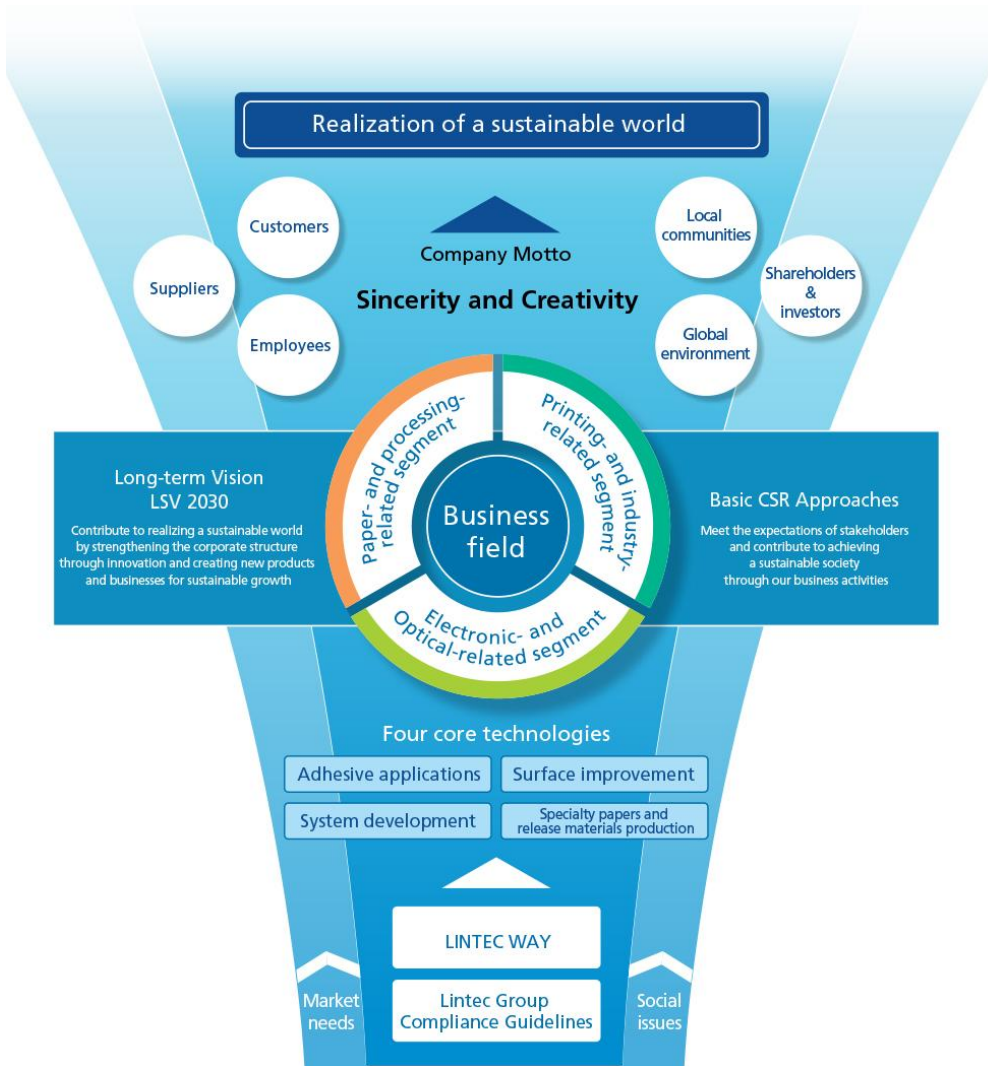


Overview of the Lintec Group

What Is the Lintec Group?

To realize the company motto, "Sincerity and Creativity", the Lintec Group is creating new value by evolving four basic technologies in accordance with the LINTEC WAY and the Lintec Group Compliance Guidelines.

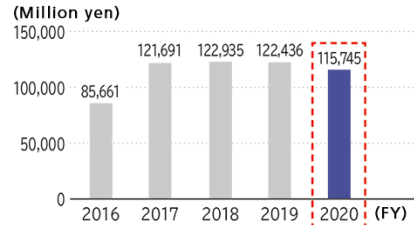
Under the LINTEC SUSTAINABILITY VISION 2030 (Abbreviation: LSV 2030), which spans the period through to the fiscal year ending March 31, 2030, the Lintec Group will contribute to realizing a sustainable world by strengthening the corporate structure through innovation and creating new products and businesses for sustainable growth.



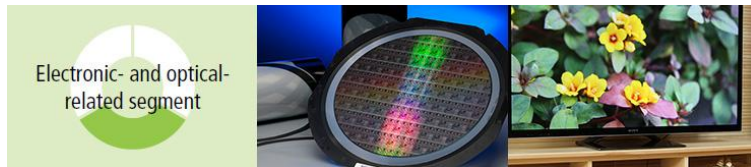
Printing- and industry- related segment



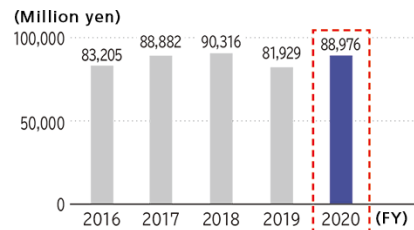
We provide products to which various functions are added to suit the purpose or usage environment, including: adhesive papers and films for labels on household goods, food products and home electronics, tapes for fixing parts of mobile devices, adhesive products for automobiles, industrial barcode printers, labeling machines for automatic labeling, window films for buildings and automobiles, materials for outdoor signage and advertisements, marking films for decorating car bodies, and interior decorative films.



Electronic- and optical- related segment



We provide products that leverage our unique R&D and technologies, including specialty adhesive tapes for semiconductor chip manufacturing and mounting processes, devices to make the best of these tapes' properties, release films indispensable for laminated ceramic capacitor manufacturing, LED-related adhesive products, and touch screen-related products. We play a part in expanding the IoT society by providing materials for manufacturing processes used in producing smartphone and other electronic devices and highly functional tapes required for flash memory production.

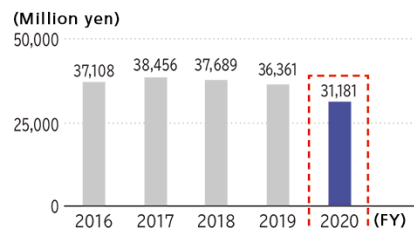


* IoT: IoT stands for Internet of Things, which collectively refers to a wide variety of "things", such as buildings, appliances, automobiles and medical equipment, connected to the Internet for the purpose of exchanging information.

Paper- and processing-related segment



Taking advantage of paper-making technologies, we provide a wide variety of products, including: color envelop paper and color paper in a wide array of colors, function paper including oil- and water-resistant papers and dust-free paper for food packaging, high-quality printing paper, and release paper and release film for protecting adhesive coated surfaces, as well as casting paper used when manufacturing synthetic leather and carbon fiber composite materials. Recently, we have developed highly water-repellent yet printable craft paper, which is used for envelopes, wrapping and book printing.



Four core technologies

Working with four core technologies (technologies for adhesive applications, for surface improvement, for system development, and for specialty papers and release materials production), the Lintec Group develops differentiated and highly distinctive products by integrating the technologies at a high level.

Adhesive applications

By developing adhesives and various base materials, as well as through their composite technologies, we apply the basic functions of adhesive products (attaching and releasing) to a broader range of areas.

Surface improvement

Through chemical and physical treatment on the surface of paper and film, we improve their performance and add new functions.

System development

In addition to system development for machines and devices, we propose advanced solutions through the establishment of sophisticated systems that take advantage of the properties of materials.

Specialty papers and release materials production

By leveraging our unique papermaking technologies and technologies for coating, impregnation, and pasting, we develop paper with special functions beyond those of conventional paper as well as high value-added materials.

Overview of the Lintec Group

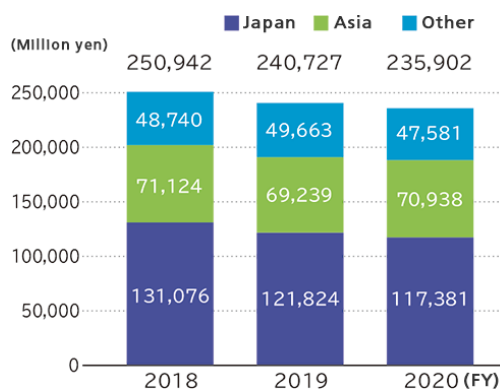
Global Network Supports Our Activities

In response to the views of our stakeholders, all employees of the Lintec Group are engaged in CSR activities to help build a better society.



As of December 31, 2020 outside of Japan, As of March 31, 2021 in Japan

— Sales by region



Business Sites (Japan, Asia, North America, Europe/Middle East)

● Sites certified to ISO 14001, the international standard for environmental management systems

— Japan

● LINTEC CORPORATION

Head Office ●

Bunkyo Kasuga Office

(Branches)

Sapporo Branch

Sendai Branch

Hokuriku Branch

Shizuoka Branch

Nagoya Branch

Osaka Branch

Hiroshima Branch

Shikoku Branch

Fukuoka Branch

Kumamoto Office

(Plants and Research Laboratory)

Agatsuma Plant ●

Kumagaya Plant ●

Chiba Plant ●

Tatsuno Plant ●

(Group Companies)

● LINTEC COMMERCE, INC.

● LINTEC SIGN SYSTEM, INC.

● SHONAN LINTEC KAKO, INC.

● LINTEC SERVICES, INC.

● LINTEC CUSTOMER SERVICE, INC.

● PRINTEC, INC.

● TOKYO LINTEC KAKO, INC. ●

*1 Shingu Plant obtained ISO 14001 certificate as one site.

*2 Mishima Plant and Doi Plant obtained ISO 14001 certificate as one site.

- Shingu Plant ●¹
- Komatsushima Plant ●
- Mishima Plant ●²
- Doi Plant ●²
- Niihama Plant ●
- Ina Technology Center ●
- Research Center ●

— Asia

- LINTEC (SUZHOU) TECH CORPORATION ●
 - Beijing Branch
 - Shanghai Branch
 - Shenzhen Branch
 - Chongqing Branch
- LINTEC PRINTING & TECHNOLOGY (TIANJIN) CORPORATION ●
- LINTEC ADVANCED TECHNOLOGIES (SHANGHAI), INC.
 - Suzhou Branch
 - Tianjin Branch
 - Shenzhen Branch
 - Chengdu Branch
- LINTEC SPECIALITY FILMS (TAIWAN), INC.
- LINTEC HI-TECH (TAIWAN), INC.
- LINTEC ADVANCED TECHNOLOGIES (TAIWAN), INC ●
 - Hsinchu Office
- LINTEC KOREA, INC. ●
- LINTEC SPECIALITY FILMS (KOREA), INC.
- INTEC ADVANCED TECHNOLOGIES (KOREA), INC.
- LINTEC ASIA PACIFIC REGIONAL HEADQUARTERS PRIVATE LIMITED
- LINTEC SINGAPORE PRIVATE LIMITED ●
- PT. LINTEC INDONESIA ●
- PT. LINTEC JAKARTA
- LINTEC (THAILAND) CO., LTD
- LINTEC INDUSTRIES (MALAYSIA) SDN. BHD ●
- LINTEC INDUSTRIES (SARAWAK) SDN. BHD ●
- LINTEC KUALA LUMPUR SDN. BHD
- LINTEC ADVANCED TECHNOLOGIES (MALAYSIA) SDN. BHD
 - Kuala Lumpur Office
 - Penang Office
- LINTEC VIETNAM CO., LTD
- LINTEC HANOI VIETNAM CO., LTD
- LINTEC ADVANCED TECHNOLOGIES (PHILIPPINES), INC
- LINTEC PHILIPPINES (PEZA), INC
- LINTEC INDIA PRIVATE LIMITED

— North America

- LINTEC USA HOLDING, INC.
- LINTEC OF AMERICA, INC.
 - Chicago Office
 - Dallas Office
 - NANO-SCIENCE & TECHNOLOGY CENTER
- MACTAC AMERICAS, LLC
- MADICO, INC ●
- VDI, LLC

— Europe • Middle East

- LINTEC EUROPE B.V.
 - Hungary Office
- LINTEC EUROPE (UK) LIMITED
- LINTEC ADVANCED TECHNOLOGIES (EUROPE) GMBH
 - Israel Office

Company Overview

> [Company Overview](#)

※ Click above to go to the Company Overview page.

Markets

> [Markets](#)

※ Click above to go to the Market page.

Lintec in Everyday Life

Lintec creates varied products in a wide range of fields, including adhesive materials and related equipment, specialty papers, and release papers and films. The company's products play an active role in all areas of life.



Architectural window films

In addition to preventing the scattering/falling of glass fragments when glass is broken, such as in an earthquake, Lintec's window films also provide such features as UV protection, insulation, crime prevention, and privacy maintenance by covering the entire pane of window glass. With a diverse lineup of items, including clear, tinted, and reflective films, the company's window films have recently been gathering considerable attention especially with a view toward safety and energy-saving measures.



Marking films

Lintec offers durable adhesive films in a rich assortment of colors and various outstanding features such as weather resistance, heat resistance, and water resistance, making them perfect for applications such as outdoor signs and logos attached to automobile bodies. The company also has a lineup of materials that enable varied visual expressions through large-sized printing. These are used widely for applications such as large advertisements in commercial facilities and vehicle wrap advertising on trains and buses.



Automotive window films

Automotive window film in a wide variety of colors and textures allows drivers to create a posh external appearance and internal space in tune with one's sensitivities. At the same time, excellent insulation performance enables the creation of a comfortable space with improved air conditioning efficiency inside the vehicle. Lintec's window films offer a wide array of functions such as UV blocking for sun protection and shatterproofing to prevent flying shards in the event of breakage.



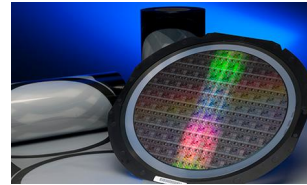
Adhesive papers and films for labels

Lintec has developed and provides a truly diverse range of label materials, from labels for brand display on various products and eye-catching stand-type labels to nameplates and warning labels for automobiles and electrical devices, food packaging labels that can be put into freezers and refrigerators or undergo heat processing, distribution labels suited to barcode printing, and re-sealable labels for wet tissue packs.



Semiconductor-related adhesive tapes and equipment

Lintec has developed a truly diverse range of highly functional tapes such as tape that protects circuit surfaces, which is used in the process of making semiconductor wafers thinner through back grinding after circuit formation; tape that fixes wafers in a ring frame during the process of dicing wafers into individual chips; and tape that contributes to the simplification of the chip mounting and laminating processes by transferring adhesive directly to the back surface of chips after dicing. The company has also developed various electronic devices for attaching and detaching its tapes.



Optical display-related adhesive products

Lintec conducts adhesive processing for optical functional films that are indispensable components of LCDs and OLEDs, supplies double-sided adhesive sheets for attaching, and conducts glare-proof hard coating of film surfaces to protect display surfaces from scratches and prevent background reflections of fluorescent and other lights.



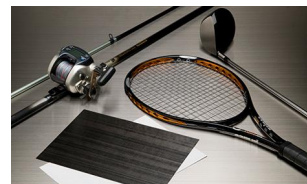
Multilayer ceramic capacitor-related tapes

Release film is crucial in the formation of ultra-thin ceramic layers during the manufacturing process for laminated ceramic capacitors, an essential component of various electronic devices, such as smartphones, which are incorporated into numerous electronic devices. There is a need to apply a thin and even coat of ceramic dielectric paste and to then remove the film cleanly. The company's products combine the sophistication of Lintec's release technology with precision, thin coating technology.



Casting paper for carbon fiber composite material

Carbon fiber is used in golf clubs, fishing poles, and components of aircraft bodies as a strong and light material. Lintec's release paper called "casting paper" are used in the process of hardening carbon fiber into sheets with resin. Heat resistance and dimensional stability are important in addition to ease of release.



Specialty papers

Lintec has developed and provides a truly diverse range of specialty and functional papers, including envelop papers in a rich variety of colors in which different textures provide distinctive characteristics; oil- and water-resistant papers for food packaging; washing-resistant paper for cleaning tags; dust-free paper used in clean rooms such as in semiconductor factories; and incombustible paper that has a self-extinguishing feature.



SDGs-related Initiatives



Based on the company motto of "Sincerity and Creativity", the Lintec Group works to contribute to addressing social issues through our core business by incorporating the SDGs into corporate management. Strengthen initiatives focused on meeting SDGs as a company that resolves a diverse array of social issues.

In March 2021, we announced the LINTEC SUSTAINABILITY VISION 2030 (LSV 2030), a long-term vision with 2030 as its final year. One of the key initiatives set under the new vision is about ensuring that business activities help achieve the SDGs.

> Highlight: Dialogue on SDGs To Achieve Sustainable Growth together with Society

What are the SDGs?

Stands for Sustainable Development Goals, which were adopted by the United Nations in 2015. The SDGs comprise 17 goals and 169 targets to be achieved by 2030 as a set of common goals for the international community. To achieve the SDGs by 2030 and thereby realize a better world, various countries and entities around the globe are expected to hold discussions and take action.



System to Promote SDGs-related Activities

The Lintec Group believes that SDGs-related initiatives should be undertaken by all employees. The Group established the SDGs Committee to think about a sustainable future and accelerate the creation of businesses that will contribute to addressing social issues.

The SDGs Committee is a company-wide organization that comprises members selected from a wide variety of sections, including research, production, sales, corporate strategy, and general affairs. The officer in charge assigned to the committee takes the lead in promoting SDGs-related activities in a responsible manner from a management standpoint.

The Relationship between the Lintec Group and the SDGs

In 2021, the Lintec Group re-identified the SDGs targets that are closely related to its issues of materiality (important issues), under the initiative of the CSR Management Office (presently the Sustainability Management Office) and the SDGs Committee.

We have also verified the corresponding relationships between the SDGs and existing businesses as well as R&D themes. Particularly for existing businesses, relevant positive and negative influences on the company's value chain have been summarized with reference to the SDG Compass.

The Lintec Group understands that we must develop those fields in which we can contribute to addressing social issues through business activities, while seeking radical solutions to reduce the environmental impact of our business activities.

Furthermore, the SDGs Committee will work to create businesses aimed at resolving social issues, in addition to existing businesses, from a broad perspective.

> Relationship between Materiality and the SDGs

Activities of the SDGs Committee

Since February 2018, the SDGs Committee has been studying the SDGs, and has also engaged in a series of discussions on how our Group should work on the SDGs. The committee has considered how our business should look over a long period of time using the backcasting methodology. Team discussions were held to develop the business plans, which are presented once a year to the president and officers.

Committee members made such comments as: "Our subcommittee made several visits to an external organization. Although we sometimes face difficulties in forming a network, we can build good relationships by meeting other people, which makes our activities enjoyable" and "I can see how I have grown as a person, as I have learned about the process of finding new business-related items through the committee activities".

In addition to the ongoing subcommittee in charge of the East Japan region, a new subcommittee (West Japan Subcommittee) was set up to take charge of the West Japan region, starting operations in fiscal 2020. All meetings were held online as a COVID-19 infection control measure, and participating members shared opinions with each other remotely.



> Highlight: SDGs Committee

> Archive : Activities of the SDGs Committee: Addressing Social Issues through Business

> Archive : Starting the SDGs Committee to Build a Sustainable Future

In-house Education about the SDGs

To promote initiatives to achieve the SDGs, it is important to not only deepen our understanding of them, but also to learn about backcasting and innovation. For this reason, Lintec invites guest speakers to present lectures on a variety of topics. In order to ensure they are accessible to all employees, these lectures were made available after the session via video streaming.

— Titles of lectures held so far (examples):

November 2018	What makes a good company?-A valuable company that can survive the 21st century
June 2019	How to create an organization that achieves innovation
July 2019	Business model innovation
November 2020	Learning organization, empathetic organization
Every year	<ul style="list-style-type: none">● What is a sustainable world like?● What is the significance of the SDGs?

We also provide e-learning programs and put up newsletter posters on the theme of the SDGs. In fiscal 2020, all planned face-to-face SDGs workshops were cancelled as a result of the spread of COVID-19. In fiscal 2021, we will launch new programs using communication tools introduced as a COVID-19 infection control measure.

The Lintec Group is working to familiarize all employees with the SDGs and encourage them to engage in SDGs-related activities.

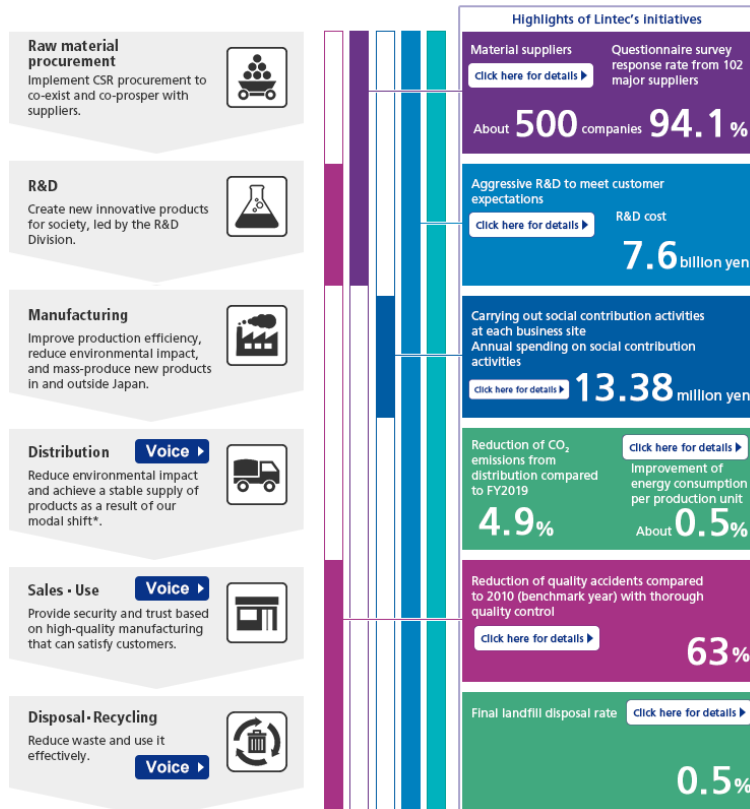
Value Chain and Stakeholders

Lintec's Thinking about the Value Chain

Business activities of the Lintec Group have impacts on every link of the value chain. We proactively review and improve business operations informed by the SDGs at each phase and promote interdepartmental collaboration, aiming at the realization of a sustainable world.

We also provide opportunities for dialogue with stakeholders, and reflect the input obtained through these dialogues in our business activities.

Lintec Group's Value Chain and Stakeholder Communication



* Modal shift: An initiative to reduce CO₂ emissions by changing the mode of transport for passenger or cargo transportation from truck to railway or ship, allowing mass transport

VOICE Distribution

Lintec is engaged in the distribution industry as a shipper, and as such is responsible for the entire range of distribution processes including procurement, production, sales, and collection. In recent years, the distribution industry has been expected not only to meet delivery schedules and ensure safe transportation, but also to reduce environmental impacts in cooperation with the government sector and address ongoing industrial issues, such as labor shortages and work style reform to improve the work environment.

In this context, in order to fulfil its responsibility as a shipping company, Lintec has been working over the course of years to improve load efficiency and promoting modal shift in collaboration with logistics operators and production bases. (In fiscal 2020, our modal shift network was expanded by adding two new routes to the previous routes maintained. As a measure to increase load efficiency, deck racks were installed on truck platforms to make effective use of previously unused cargo space by enabling two-level loading, which has allowed operations to reach maximum loading capacity).

Going forward, while continuously investing in ensuring stable operations, the distribution sector is expected to accelerate efforts, in cooperation with the government, to increase the productivity of the entire industry, particularly by reducing costs and environmental impacts and improving truck drivers' working conditions.

In response to this situation, we will make the most of our capacity as a shipper, if limited for this purpose, to promote initiatives in cooperation with logistics operators. Specifically, aiming to contribute to socially and environmentally sustainable distribution operations, we will focus on three areas: (1) promoting modal shift; (2) improving load efficiency; and (3) optimizing transportation routing.



Social issues related to business



Takeshi Kageyama
Production Administration
Department

VOICE Sales/Use

The sales division is responsible for responding to customer requirements for documentation related to products, such as for quality assurance documents (inspection reports, product specifications, etc.) as well as environment-related survey reports and certificates, represented by non-use certificates for RoHS and REACH. In addition, when an accident or disaster occurs, we respond to a flood of inquiries from customers concerned about possible problems regarding the supply of our products.

To deal with these needs, it is very important to be able to share relevant information effectively with manufacturing, procurement, and other related divisions and departments.

As part of efforts for this purpose, we have developed a database system to register raw material items required for inspection reports of products manufactured in Japan. This system is equipped with a search function available from both within and outside of Japan, allowing for faster processing than before. We are planning to enhance the system to be able to use it for products manufactured outside Japan in addition to those produced domestically.

RoHS and REACH, being EU directives, target only exports to Europe, in principle. Recently, however, a large number of customers have apparently begun to utilize certified compliance with these directives as a general global standard of product safety.

Whenever new REACH-registered substances are announced, we become preoccupied with processing customer requests for surveys. To provide swift feedback, immediately after such an announcement we contact related suppliers through the procurement department to ask them for a survey. For some products, it very occasionally takes far longer than expected before we receive feedback from the responsible supplier of raw materials, resulting in a delayed response to customers. Previously when such situations occurred, we received complaints from the customer, particularly referring to our lack of speed compared with competitors. These humbling incidents drive us to work even harder to increase customer satisfaction.

Efficient information sharing is also essential for responding to revisions and updates of green procurement and other standards and guidelines in the end user sector. One of the latest measures taken in this area was in response to new solvent regulations (GB 33372-2020) enforced in China in December 2020. To process customer requests for a survey to

deliver appropriate feedback, we have established a system to exchange necessary information with Lintec (Suzhou), the procurement department, and the environmental safety department, and share the resultant information with PT. Lintec Indonesia and Lintec (Thailand), which are labelstock manufacturing sites in Southeast Asia. Furthermore, in preparation for handling customer inquiries in the event of an emergency, we are improving systems according to internal guidelines for responding to customer requests and based on ISO 22301. Going forward, seeking to exceed the expectations of customers, we will continue working to offer speedy feedback on customer requirements received by the sales division, as well as promoting upgraded and faster distribution of product information.

Social issues related to business



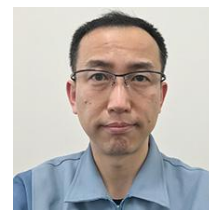
Makoto Inoue
Adhesive Products Group
Lintec Singapore Private
Limited

VOICE Disposal/Recycling

At the Tatsuno Plant, we promote waste classification activities under the slogan, “Classified waste becomes a resource.” Recently, we have introduced a finer classification scheme to clarify the details of waste products, such as type, source, and amount. This has allowed us to reconsider the method of waste reduction from the viewpoint of the entire product lifetime, which covers a range of processes from materials sourcing to disposal after use, including the production process at our company. Visualized data of waste discharge by type (currently 46 types of waste and 18 types of returnables) has apparently helped boost employees' commitment to waste reduction. What is considered waste—or something with no use—at our company may be a useful resource somewhere else, for which classification is key. Refined classification will expand the possible applications for and availability of waste, thereby facilitating resources recycling. These activities are not only economically beneficial to the company but also conducive to social and environmental contribution through reduced usage of natural resources.

To dispose of waste that is unsuitable to classify within the company's capacity, we outsource relevant tasks to services equipped with specialized manual and mechanical capabilities for classification. They sort and separate out objects with a sharp-edged shape, which are dangerous when mixed with other waste, those that may damage disposal equipment, typically by being caught in a waste grinder (chorded or net-like structures, rigid metallic composite resins, etc.), and other “incompatible” items. This is to reduce risks, such as the risk of human injury or equipment failure, for organizations receiving waste. We believe that such consideration for safety is important in promoting recycling. We will continue with our waste classification activities with an eye to reducing the total amount of waste produced by society as a whole.

Social issues related to business



Yuji Nakayasu
Maintenance Department
Tatsuno Plant

Measures against COVID-19

Due to the global spread of COVID-19, the business environment is changing in unprecedented ways.

The Lintec Group has established the Lintec Group Basic Guidelines for the Prevention of COVID-19 Infection and taken measures to both protect the health and life of each employee and fulfill our corporate mission of maintaining product supply. In accordance with the state of the spread of infection in each area, we have strengthened measures taken at the workplace and implemented flexible working arrangements. In fiscal 2020, a total of 54 notices were issued to employees in Japan (Lintec and its group companies).

Measures Taken at the Workplace

Improvement of the Office, IT, and Communication Environments

Lintec has taken various measures and devised various methods to ensure the safety of its employees.

To improve the office environment, we installed partitions at each seat and in meeting spaces to block the transmission of droplets. Other measures to avoid the three Cs (closed spaces, crowded places, and close-contact settings) were also taken, such as setting capacity limits at 20 to 50% (depending on the state of the spread of infection) and setting up satellite offices at business sites and company housing for single employees near Tokyo. Some business sites introduced contactless facial recognition thermometers, simple CO2 measurement devices to check the state of ventilation, and UV sterilization devices that remove viruses and germs from the air.



Contactless facial recognition thermometer



UV sterilization device



Partitions to block the transmission of droplets

We took various measures to improve the IT and communication environments as well to make the transition to remote working smooth and safe for our employees. Specific measures include shifting to mobile PCs, introducing online communication tools, improving Internet connections, and streamlining internal procedures (going paperless).

Measures Being Taken at the Workplace

Meetings and training programs are held via online communication tools to prevent crowding in small rooms. When meeting in person is unavoidable, we take comprehensive precautionary measures including using large rooms to ensure social distancing and banning attendance by anyone with even the mildest of symptoms. Company events have been cancelled or postponed, depending on the state of the spread of infection in the local area. In addition, alcohol sanitizers are installed at the entrance of each workplace and business site and at other appropriate locations, and we ask visitors for cooperation with hand sanitizing, gargling, and handwashing.

Raising Awareness of Personal Preventive Measures

Each employee is a member of a local community before they are an employee of the company. The Lintec Group thus calls on its employees to take preventive measures in both their private and public lives.

For instance, we encourage our employees to make sure that they wash their hands, gargle, observe proper cough etiquette, and wear masks in crowded places; ensure social distancing; and boost their immune systems through proper diet and adequate rest.

Working Arrangements

Remote working has rapidly become commonplace in response to the COVID-19 pandemic. Lintec positions remote working not as a temporary response but as a way to improve labor productivity, with an eye to establishing a new work style.

With an intention to keep using the system, we revised the work regulations and established Remote Working Rules. Specifically, the following changes have been made.

- Introduced a remote working allowance
- Reviewed the criteria for the payment of commuter pass fares for employees working remotely
- Introduced a flextime system with no core hours

Going forward, we will aim to refine the system, responding promptly and flexibly to new developments in these rapidly changing times. Issues we will need to work on include: what measures to take for employees for whom remote working is not an option, issues around working overly long hours and mental health care for remote workers, the improvement of managers' labor management skills, and the introduction of paid leave that can be taken by the hour.

CSR

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's initiatives aimed at the sustainable development of world and the company.

> Providing Value to Customers

- Improving Customer Satisfaction (CS)
- Quality Assurance
- Communicating with Customers

Related SDGs



> Cooperating with Suppliers

- Fair Transactions
- BCP with Suppliers

Related SDGs



> Together with Employees (Human Rights / Employment)

- Respecting Human Rights and Diversity
- Work-life Balance

Related SDGs



> Together with Employees (Human Resource Development)

- Concept of Human Resource Development
- Individual Education Programs
- Self-motivated Education System
- Communicating with Employees

Related SDGs



> Together with Employees (Safety and Disaster Prevention)

- Occupational Safety
- Disaster Control in BCMS

Related SDGs



> Together with Local Communities

- Social Contribution Initiatives
- Communicating with Local Communities

Related SDGs



> Together with Shareholders

- Communicating with Shareholders and Other Investors

> Communicating with Stakeholders

- Communicating with Customers
- Communicating with Suppliers
- Communicating with Employees
- Communicating with Local Communities
- Communicating with Shareholders and Other Investors
- Communication with the Media
- Communication with Local Governments
- Communication with Students/Industry-Academia-Government Collaboration
- Communication with NGOs/NPOs
- Main Awards for Activities

Providing Value to Customers

Lintec Group's Approach

"We adhere to the fundamentals of 'manufacturing'. We shall develop, manufacture, and sell 'quality', 'environment friendly', and 'safe' products, and pursue business activities that are trusted by all stakeholders". While upholding this Quality Policy, the Lintec Group is making efforts for improving the added value of our products and services to meet customer expectations.

Improving Customer Satisfaction (CS)

Promoting One-stop Development

Lintec's Research & Development Div 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. In designing products, the division conducts not only small-scale manual experiments, but also large-scale testing. The division 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. Capitalizing on these test facilities, the Research & Development Div conducts prototyping with a view to establishing the mass production process. At each stage of product design, verification is carried out using a variety of analytical instruments, including transmission-type electron microscopes. The verification results are fed back to the product design section in short cycles, which leads to faster development of new products and their earlier introduction into the market.

In fiscal 2020, the division undertook the development of labelstock with highly water-resistant paper used as a surface substrate. This product, together with wood pulp-based cellophane laminate films, comprises the new environmentally friendly brand the PLALESS series.

Number of patent applications
373
applications/year



Advanced Technology Building



Test coaters for mass production

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. The information regarding product characteristics is available from a broad range of materials, such as technical documents and product specifications that state the product structure and physical property standards, as well as Safety Data Sheets (SDSs) issued by Lintec and chemical content survey reports. Information on product features, promotional items, product lineups, and others is available online.

We will continue to produce high-quality products and disclose information properly.

Quality Assurance

Lintec Group is based on the company motto "Sincerity and Creativity". Individual employees work on manufacturing with an awareness of quality, the environment and safety. We are taking on new challenges, never satisfied with the status quo, to deliver safer, more reliable products. The Lintec Group continues to address challenges in manufacturing for the future.

> Lintec Group Quality, Environmental and Business Continuity Policies

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 QMS. In fiscal 2020, Tokyo Lintec Kako, Inc. was included in the QMS of the Printing & Variable Information Products Operations for enhanced collaboration. As for overseas group companies, the quality assurance system has been set up and put into operation at 12 business sites.

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

— Acquisition of ISO 9001 certification

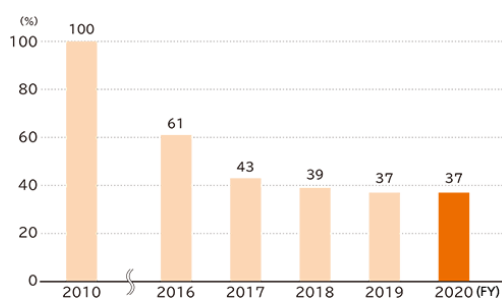
		FY2017	FY2018	FY2019	FY2020
Number of sites certified		19	16	16	16
By region	Japan	9	5	5	4
	Asia and others	9	9	8	8
	Americas	1	2	3	4

※ The number of sites certified changed in two regions: in Japan, it decreased as a result of Tokyo Lintec Kako, Inc. joining the group-wide QMS; and in the Americas, it increased due to two sites of Mactac Americas, LCC being newly certified.

Quality Accident Prevention and Education

The Lintec Group considers it important to implement the QMS effectively so as to maintain and improve the quality of products and services and prevent quality-related accidents. To deepen the entire Group's understanding of the ISO 9001 standard, the Head Office organizes ISO education every year based on the annual training plan. However, in fiscal 2020, we were forced to make considerable changes to the plans in order to avoid organizing events involving gatherings as a COVID-19 control measure. For the next fiscal year, we are developing new training methods, as well as learning materials that are easy to understand for those who are learning about QMS for the first time. By continuing with such activities, we aim to provide more reliable products for customers and improve our services.

— Ratio of quality accidents



※1 Ratio of quality accidents at Lintec Corp., Tokyo Lintec Kako, Inc. and Shonan Lintec Kako, Inc.

※2 Ratio to the number recorded in fiscal 2010 as 100%.

VOICE My Next Stage

Customer requirements handled at the quality assurance department are becoming ever more challenging, and also faster feedback is expected. Recent major issues are related to raising overall product quality management levels, specifically a requirement for improved production processes themselves, stricter application of quality control standards, and expanding statistics skills development to all personnel.

In order to appropriately respond to customer requirements in our capacity as the quality assurance department, we share information received from sales representatives with other related departments by holding meetings. This step helps me understand the true needs of individual customers.

Through working closely with other departments, we can gain a more proper understanding of requirements to build more valid response strategies, and lay out specific implementation plans to be carried out in a timely manner.

We have also started to work on statistics skills building for all personnel. In January 2021, necessary statistics programs were introduced, and internal training was provided for responsible persons in February. Internal training for all personnel is scheduled for October 2021.

I will try to learn new things and keep my mind open to new opportunities, looking to enhance quality improvement efforts.



Kim Nam-Hee
Quality Assurance Department
Lintec Korea, Inc.

Assessment of health and safety impacts

The Lintec Group handles many materials for industrial products, which relate to a large component of its businesses. Being aware that some of the materials we offer contain hazardous chemicals, we work to ensure that such materials will never affect users, specifically by selecting appropriate raw materials in compliance with standards and guidelines based on the RoHS Directive*, the Industrial Safety and Health Act, and other regulations, and takes careful measures to prevent contamination during manufacturing processes. In fiscal 2020, no instances of noncompliance or violation were reported in relation to our business activities. With regard to the newly added restricted substances, we will conduct investigations into substances contained in them, and will consider the use of alternatives if necessary.

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

Communicating with Customers

Exhibiting at Exhibitions in and Outside Japan

In order to communicate with even more customers, Lintec actively participates in exhibitions held in and outside Japan. In fiscal 2020, Lintec took part in a total of 11 exhibitions and received valuable feedback on its products and technologies.



Exhibited at Converting Technology Exhibition 2021

— Fiscal 2020 Exhibitions

Japan	Outside Japan
<ul style="list-style-type: none">● REISHOKU JAPAN 2020● ECO PRODUCTS Online 2020● Converting Technology Exhibition Neo Functional Material 2021● SECURITY SHOW 2021	<ul style="list-style-type: none">● VIETBUILD International Exhibition (Ho Chi Minh City, Vietnam)● SEMICON China 2020 (Shanghai, China)● SEMICON Taiwan 2020 (Taipei, Taiwan)● SEMICON China 2021 (Shanghai, China)

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.

Fair Transactions

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.

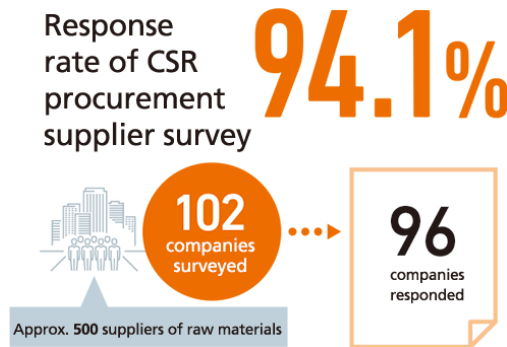
We request suppliers, on various occasions, to ensure CSR activities from multiple perspectives, including respect for human rights, occupational health and safety, information security, and corporate ethics.

In fiscal 2020, we asked 102 companies, which we selected out of roughly 500 domestic material suppliers based on the transaction amount and from the BCP* perspective, to complete a questionnaire, and 96 of them did so. The survey covered CSR-related items, including legal compliance, prohibition of child labor, and safe/ healthy working environments. Of the survey respondents, we required 10 suppliers to make improvements regarding chemical substances management and costs. We are also using the survey results in supplier evaluation.

We will continue to improve procurement activities and enhance cooperation with our suppliers.

* BCP: BCP stands for a Business Continuity Plan. It is a plan developed in advance to enable the minimization of damage and the continuation or early resumption of business in the event that a company encounters an emergency situation such as an accident or disaster.

— Supplier questionnaire survey



— Questionnaire items (overview)

Corporate management	Financial status
Management / Labor	Legal compliance / Corporate ethics Labor (respect for human rights, working hours, wages, etc.) BCP Information security
Service	Cost Deadline Information provision (information on products, technology, industry, etc.)
Quality	Third-party certification (ISO 9001, etc.) Management system (suppliers, raw materials, manufacturing processes, products, etc.)
Environment	Third-party certification (ISO 14001, etc.) Chemical substances management system

Environmental Assessment at Suppliers

Lintec asks its suppliers to respond to the supplier questionnaire survey in order to strengthen the relationship of trust we have with our suppliers. The survey is compiled jointly by our Procurement Department, Quality Assurance Department, CSR Management Office, and Environmental & Safety Department. Using the collected responses, we perform supplier evaluations and feed results back to the suppliers. We may request in writing companies with low scores to take improvement measures, or may visit such suppliers to conduct on-site inspections.

In the evaluation regarding the environment, particular importance is placed on the management of raw materials containing hazardous chemicals. We also check the chemical substances management frameworks of suppliers through questionnaire items asking about the presence of chemical substance control systems, raw material lot traceability, etc.

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.

In fiscal 2020, we asked suppliers to respond to our survey based on the REACH Regulation^{*1} (21th and 22th candidate lists) and chemSHERPA^{*2} (version 2.00), covering around 5,000 raw materials.

Together with suppliers, we will continue to promote environmental protection activities and ensure control of chemical substances.

- > Lintec Green Procurement Policy
- > Lintec Lumber Pulp Procurement Policy
- > Lintec Procurement Policy

*1 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.

*2 chemSHERPA: A scheme, recommended by Japan's Ministry of Economy, Trade and Industry, for communicating information about chemical substances contained in products. The mechanism is aimed at properly managing chemical substances contained in products across supply chains, from upstream to downstream, to ensure continued compliance with tighter regulations.

Conflict Minerals*

Lintec recognizes that conflict minerals, mined to fund armed conflict, are a serious social problem, and investigates whether materials it uses include metals from mines that serve as funding sources for armed groups.

We will continue to confirm that our supply chain is not funding armed groups and conduct procurement management that avoids the use of conflict minerals.

* Conflict Minerals: Metals derived from conflict minerals defined in the Dodd-Frank Wall Street Reform and Consumer Protection Act include tantalum, tin, tungsten and gold.

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. In fiscal 2020, no risks associated with child labor or forced labor were identified at our business sites and suppliers.

Disaster Control in BCMS

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

Lintec also conducted examinations of some suppliers to confirm whether they had BCPs and a management system to implement the BCPs, and whether they had organizations and procedures to cope with an incident*. All our suppliers will be subject to these examinations in the future.

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

Social Report

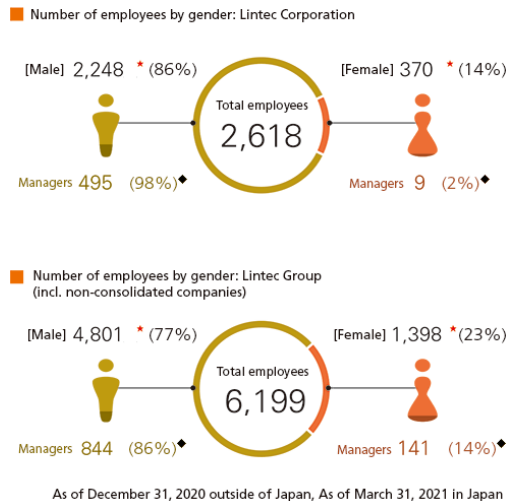
Together with Employees (Human Rights / Employment)

All employees of the Lintec Group work together under the company motto, "Sincerity and Creativity." To ensure that all employees have the opportunity to engage in equally rewarding work, the group respects the diversity of its employees and prohibits any kind of discrimination, including that based on race, creed, gender, education, nationality, religion, age, origin, physical disabilities, native inhabitation, immigrant status, sexual orientation, or gender identity. In 2011, Lintec joined the United Nations Global Compact, which seeks to eliminate the use of child and forced labor. The Lintec Group will continue to promote diversity so that all employees can grow through mutual understanding and respect.

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

Respecting Human Rights and Diversity

— Employment



◆ Percentage of each gender in management positions.

★ For detailed data, > [click here](#)

Increasing Career Development Opportunities for Female Employees

Following the action plan based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace (Phase 2), Lintec has established targets for the period from April 1, 2019 to March 31, 2022 to increase career development opportunities for female employees.

The company aims to raise the average percentage of females in the total number of new hires (graduates from a junior college or technical college/university/graduate school) to over 35%. The percentage of female employees hired in fiscal 2020 stood at 40.4%. We have also set a numerical target for the number of female managers/supervisors, namely, to increase the percentage by 10% from the fiscal 2018 level. Fiscal 2020 saw an increase by 27%, indicating steady progress.

In addition, we hold interviews with young female employees hired at the Head Office on an ongoing basis (in their fourth and seventh year) to support their career development.

Measures to Support the Development of the Next Generation of Children

To continue to promote initiatives to allow all employees to maintain their health and a sustainable way of working, we encourage the planned use of annual paid leave according to the relevant program launched in fiscal 2017, looking to narrow gaps in the usage rate by workplace, job category, and person, while reviewing and considering the improvement of operational efficiency and thereby increasing the rate of use across the entire company. In fiscal 2020, thanks to the efforts made over the past several years, paid leave taken was at a rate of 61.69%.

Based on the Act on Advancement of Measures to Support Raising Next-Generation Children (Phase 4), Lintec has established targets for the period from April 1, 2019 to March 31, 2022 in order to promote measures to support the development of the next generation. We review and advertise company programs to support employees who are raising children on an ongoing basis. To enhance initiatives to support appropriate activities, the company helps employees understand how to use the programs using the Support Programs Guidebook and other tools. Aiming to create a work environment where employees with family responsibilities can continue to make a meaningful contribution, we also provide an opportunity for employees who have returned from parental leave to communicate with their superiors using an interview sheet. The work-interval system was launched in fiscal 2019 as part of our efforts to build a workplace that encourages employees' health management and sustainable ways of working. The number of employees who did not have a break for the specified number of hours between the end of one work day and the beginning of the next has been on the decline, indicating increasing recognition of this system among employees.

Revision of work regulations, etc.

Accumulated time off	Easing requirements for taking time off (for continuous treatment, available on a day-to-day basis, within the period stated in a medical certificate)
Program to support sick or injured employees in continuing to work	A newly established program to support sick or injured employees (If employees are in need of support in the performance of their work due to a disease or injury that requires repeated or ongoing treatment, they are allowed to work shorter hours).

The above revision was made in October 2019.

VOICE My Next Stage

Before taking parental leave I was engaged in general affairs, legal affairs, and recruiting and training planning in the Human Resources Department, as well as women's empowerment and diversity promotion activities. Upon coming back to work, I was assigned to the payroll and social insurance section, where I have a lot of things to learn every day. The company will continue to change, particularly with regard to how people work and employment systems, in order to respond more quickly to the changes of the times. Working in the Human Resources Department and drawing on my past experience, I aim to contribute to creating a better company that offers an employee-friendly and rewarding workplace.



Noriko Nakamura
Human Resources Department

Respect for Human Rights in Labor Management and Education

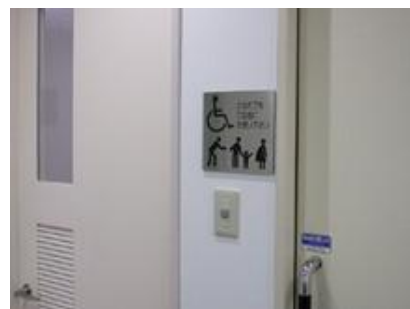
The Lintec Group believes that compliance forms a foundation for its activities and thoroughly adheres to both social rules and relevant laws and regulations in and outside Japan. This also applies to the recruitment and treatment of employees. Labor management is performed in accordance with relevant laws. Unfair discrimination, child labor, and harassment are prohibited. Lintec incorporates human rights education into its rank-based training programs. So far, the company has held a training session on the theme "UN Global Compact and CSR", and provided training on sexual harassment and workplace bullying.

Employment of Persons with Disabilities

Lintec provides employment opportunities to persons with disabilities. The full-year employment rate at Lintec for persons with disabilities in fiscal 2020 was 2.0%, falling short of the legally mandated rate of 2.2% (2.3% from March 2021). This is attributable to the reduced number of new recruits as a result of the spread of COVID-19, although it still exceeded the number of retirees.

The Operation Support Center, which was established under the Head Office's Human Resources Department in April 2015 to employ persons with disabilities, undertakes specific tasks requested by individual departments.

Over the six years since its opening, the office has expanded the volume of work undertaken. Drawing on the achievements of the office, a similar function began to be introduced to other locations, specifically the Research Center, Bunkyo Kasuga Office, and Osaka Branch Office.



Improved accessibility* in a new head office building

— Employment rate for Persons with Disabilities

	FY2018	FY2019	FY2020
Number of employees	63	57	54
Full-year employment rate (%)	2.4	2.2	2.0

* Accessibility: Enabling older persons and those with disabilities to have easy access to facilities, products, and services.

Job Return Program

In April 2010, Lintec introduced a job return program. Under this program, the company re-hires employees who had retired for personal reasons such as childbirth, childcare, nursing care of a family member, or other family circumstances such as the transfer of spouses to a different work location. In August 2014, we revised re-employment systems, introduced the registration system, and advertised the program to employees. As a result, the number of registrations for the program increased. In fiscal 2020, one registered job return program user was re-hired.

— Number of registered Job Return Program Users

	FY2018	FY2019	FY2020
Registered users (total)	16	19	20

Employment of Older Person

Lintec continues to offer employment to its retirees. All interested retirees are re-hired, in principle. In fiscal 2020, the company re-hired 33 out of 38 employees who had reached the age of 60. Re-hired employees are making meaningful contributions, making use of the skills and experience they have developed over many years.

— Number of re-employed retirees

	FY2018	FY2019	FY2020
Number of retirees (employees who have reached the age of 60)	49	45	38
Number of those re-hired at 60 (percentage)	42(86%)	37(82%)	33(87%)

※ A "retiree" has been redefined to refer to an "employee who has reached the age of 60". The reported figures for fiscal 2018 and 2019 have therefore been changed accordingly.

Together with Employees (Human Rights / Employment)

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. Currently, 80% of employees are members of Lintec Forest. Also, for addressing workplace safety issues, the two parties join forces to carry out various activities to achieve zero accidents.

— Status of the Lintec Forest

	FY2018	FY2019	FY2020
Labor union members	2,057	2,067	2,097
Average age	38.7	38.7	38.7
Average service years	9 months 16 years	8 months 16 years	8 months 16 years

※ As of the end of the fiscal year.

— Minimum period of notice regarding changes in service

Employees who receive a transfer order shall leave for their new assignment within two weeks from the day on which the order is issued. In conducting personnel changes, the company takes into account the employee's aptitudes, intent, and physical condition.

Related Data

— Employees by region and by gender

	Male	Female	Total
Japan	3,076	677	3,753
Asia	1,048	360	1,408
Other	677	361	1,038
Total	4,801	1,398	6,199

— Local employees at sites outside Japan

	Male	Female	Total
Total number of employees	1,816	721	2,537
Total number of local employees	1,725	721	2,446
Managers*	293	128	421

* Managers: Managers as defined in each country or at each site.

— Three-year turnover of employees hired as new graduates

	New employees joined in 2018	Male	Female
Joined	127	104	23
Left	18	7	3
Turnover (%)	14.50	6.40	12.70

※ Non-consolidated data for LINTEC Corporation.

— Number of new hires and retirees

		Male	Female	Total
New hires		79	32	111
Percentage of total employment (%)		3.5%	8.6%	4.2%
Breakdown	18 and 19	38	7	45
	20s	34	20	54
	30s	6	3	9
	40s	1	2	3
	50s	0	0	0
	60s and above	0	0	0

		Male	Female	Total	
Retirees		58	18	76	
Breakdown	(1) Mandatory retirement	21	6	27	
	(2) Transfer to a group company / Contract expiration	0	0	0	
	(3) Voluntary retirement	27	8	35	
	Breakdown	18-29	17	5	22
		30s	6	2	8
		40s	2	1	3
		50s	2	0	2
60s and above		0	0	0	
(4) Other reason	10	4	14		

※ Non-consolidated data for LINTEC Corporation.

— Average length of service

	Total	Male	Female
Average length of service (Year)	19.1	19.8	15.3
Average age	38.7	39	37.3

Together with Employees (Human Rights / Employment)

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.

Future Life Planning Seminar

Lintec holds a future life planning seminar for employees in their 30s and 40s. The program aims to provide employees with an opportunity to learn about major life events and asset building for later in life, in order to help them appropriately prepare to build their life savings, thereby enabling them to continue to pursue their careers without anxiety about the future.

Through these programs, we will provide appropriate information to help our employees lead a meaningful post-retirement life, despite ever-changing social circumstances.

Employee Support Programs

— Use of programs★

Program	FY2018	FY2019	FY2020
Family care leave program (persons)	1	0	1
Family care time off (persons)	3	2	3
Accumulated time off (persons)◆	89	92	71
Childbirth leave (persons)	19	20	14
Leave for spouse giving birth (persons)◆	57	51	56
Childcare leave (persons)	39	41	34
(Male employees)	2	3	3
Percentage of childcare leave taken (%)	24.1	21.6	15.8
(Male employees)	3.1	4.4	3.0
Return to work after taking time off for childcare leave (%)	100	100	99.3
Child nursing care time off program (persons)◆	9	13	7
Shorter hours / flex time (persons)	45	57	62
Paid social contribution time off (persons)◆	38	22	12
	Total days of 71.5	Total days of 40	Total days of 16

Percentage of paid leave taken (%)	65.2	66.5	61.7
Average number of days of paid leave taken	12.2	12.4	11.8

※ Non-consolidated data for LINTEC Corporation.

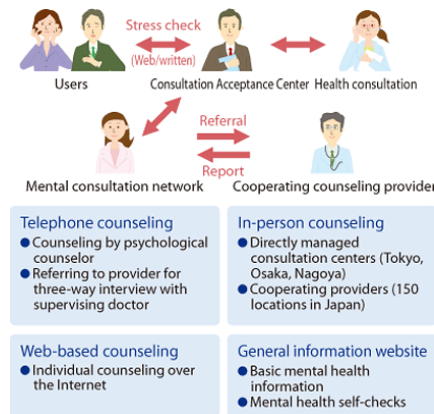
★For detailed data, > [click here](#)

◆indicates a leave system that can be used for the purpose of childcare

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. In fiscal 2020, the checkup was offered across the Group to a total of 3,729 employees, 91.2% of whom actually had it. The Lintec 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.

— 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. In fiscal 2020, as a measure to tackle the spread of COVID-19, the company offered to subsidize the cost of vaccination for employees and their dependent family members, in addition to the annual subsidy offered by the health insurance society. At the same time, we arranged an appropriate setting in cooperation with industrial physicians to enable employees to get vaccinated on company premises during work hours, which was a company-wide measure taken to provide an environment to allow employees to receive a vaccine without worrying about their work being disrupted.

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 and uterus cancer screenings for female employees and dependent family members aged 35 or older, offered on a request basis, in addition to examinations for lifestyle-related diseases.

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.

Anti-smoking Initiative

In July 2013, as a measure to improve the health of employees and their families as well as enhance productivity in the workplace, we started to offer 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. A monthly incentive of 3,000 yen is offered based on a self-declaration basis.

At the end of March 2020, the percentage of incentive recipients stood at 69.8%, up 12.2% percentage points from the figure of 57.6% recorded in the year of introduction. We will continue with these efforts to provide a work environment that encourages employees to maintain their health.

Social Report

Together with Employees (Human Resource Development)

The Lintec Group prepares educational programs tailored to Employees' work assignments and abilities and strives to develop competent human resources with a global mindset.

Concept of Human Resource Development

Lintec has introduced a human resource development program for the professional development of workers exhibiting "pyramid-shaped" competency, comprising expertise supported by broad knowledge and sense.

Group training programs are divided into two categories: rank-based and theme-based. Rank-based programs are targeted at: new hires, third-year follow-ups, fifth-year follow-ups, new section chiefs, and new managers. These programs aim to build the business skills and mindset necessary for each rank.

In the theme-based category, a number of new programs are introduced every year in response to recent changes in society. In fiscal 2020, such programs were organized for legal training, young salespersons training, future life planning, and harassment prevention to improve the workplace environment. In addition, correspondence courses for various business skills are provided to mid-level employees and new manager candidates preparing for promotion.

* 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.

★For detailed data, > [click here](#)



Number of participants in rank-based training programs

1,341 persons (total) ★

Rank-based Training and Career Planning

Aiming at developing people who can contribute to the growth of the Toward Zero Accidents 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 (young salespersons, Grade 4, Grade 5, new section chief, new manager).

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.

* 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.

— Fiscal 2020 training details and number of participants

Training details	Number of participants (trainee category)
① New managers training (group training) Participants acquire the management knowledge, skills, and practical frontline abilities necessary for managers.	26
② New Chiefs training (group training) Participants acquire the management knowledge and skills for field leaders.	37
③ Fifth-year follow-up training (group training) While looking back on the previous four years, participants affirm their own roles and acquire skills to develop their subordinates, primarily through experience-based learning, since these skills will be further required in the future.	41

Training details	Number of participants (trainee category)
④ Third-year follow-up training (group training) Participants look back their second year and discuss their current situations in groups to clarify what they aim to achieve in the future.	0
⑤ New hires training (group training) Participants acquire business skills and work-related knowledge, along with basic skills specific to their own companies. They get an understanding of basic knowledge and occupational theory as members of society and professionals.	46
⑥ Future life planning seminar (online training) Participants learn about financial planning for later in life and asset building in preparation for retirement. The program aims to help employees appropriately prepare to build their life savings, thereby enabling them to continue to pursue their careers without anxiety about the future.	249 (Lintec Group employees in their 40s and early 50s)
⑦ Harassment training to improve the workplace environment (group training) Participants learn about the impact of various kinds of harassment on the workplace environment. The aim of this training is to create a pleasant and productive workplace environment.	902 (Each business site)
⑧ Information security training (group training) Participants learn about measures for information security and its importance, primarily based on actual examples of routine behavior.	(Mainly network administrators)
⑨ Information security training (online training) The same as above.	(The same as above)
⑩ Legal training for salespersons (division recommendation) Participants acquire legal knowledge and related skills relating to transactions and contracts. The training is provided for the purpose of preventing salespersons from facing legal problems concerning transactions, breach of contract, and violation of law in relation to their activities and enabling them to deal with the risks of facing such problems appropriately and in a timely manner.	14 (Mid-level employees in charge of sales)

— Total hours of rank-based training program

Total training hours	6,269.5 hours★
Total number of participants	1,341 persons★
Average training hours per person	4.7 hours

★For detailed data, > [click here](#)

- ※1 In a switch from the planned in-person meeting setting, all group training programs were conducted online as a COVID-19 control measure.
- ※2 The above table indicates non-consolidated data for LINTEC Corporation. However, only the data on the harassment training to improve the workplace environment include the figures for Group companies.
- ※3 Calculated for time-based programs only.

Together with Employees (Human Resource Development)

Individual Education Programs

CSR Study Session

Since fiscal 2010, the Lintec Group has hosted various CSR study sessions to share awareness of CSR activities. We plan to revise and publish the Lintec Group Compliance Guidelines in April 2020, which will be followed by a CSR study session.

Global Education

The Information Systems Department introduces the Lintec Standard Package (LSP), a common core system developed in-house for production and sales operations, broadly to business sites in and outside of Japan.

The department has provided guidance on the LSP to IT staff from target sites to deepen their understanding and ensure proper, efficient, and stable operation of the system. Going forward, the department plans to host global-scale training programs involving planning, design, development, and other functions, aiming to enhance the system operations across the group.

Information Security Education

Lintec has developed the Information Security Management Rules and conducts a self-check every year at each department based on the Information Security Operational Rules and Internal Audit Checklist.

Starting from fiscal 2019, Lintec has been running an e-learning program for performing an information security self-audit as part of its efforts to promote understanding and raise awareness among employees concerning information management.

In light of the fact that the posting of inappropriate contents has become a social issue, Lintec provides comprehensive education that includes things to note when using social media in a personal capacity, as well as internal rules on information management.

Environmental Education

In fiscal 2020, auditor training was conducted at each site in a switch from the planned in-person meeting setting as a measure against the spread of COVID-19. Using distributed materials, the related programs provided mainly focused on awareness training and biodiversity education. We will resume in-person group training and external activities at the earliest possible time in line with changes in the COVID-19 outbreak situation.

— Participants in environmental education in FY2020

The total number of participants in EMS awareness training was 5,070. More than one session was held at some sites to ensure that all personnel could access the training. The total number of participants in biodiversity education was 859. Participation in activities planned by local NPOs was cancelled due to the impact of the COVID-19 outbreak.

Lintec Environmental & Safety Information Site

As part of the company's environmental education for employees, Lintec operates the Lintec Environmental & Safety Information site on its intranet to provide to employees updates of information related to the environment, ISO 14001 (activities conducted by Lintec and introduction of the website administrative office), regulations of chemical substances (such as REACH* and information related to other regulations), energy-saving and safety and health. During fiscal 2020, the intranet site was updated 31 times to share environmental news, including four new or updated items on chemical substance regulations and four related to environmental safety. The site will be updated regularly in order to further strengthen employees' environmental awareness.

- * 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.

— Technology Familiarity Workshops

The Lintec Group hosts the Technology Familiarity Workshop every year to promote interaction among the R&D, production, and sales divisions in the area of technology, with the 70th round held in fiscal 2019. The number of participants has increased over the years, recently getting up to around 200, including those from the Research Center in addition to production and sales divisions personnel. In fiscal 2020, the annual event scheduled, as in the past, for November, was cancelled due to the impact of the COVID-19 epidemic. We will hold the event again in fiscal 2021, arranging special measures to overcome challenges related to COVID-19.



Lintec Environmental & Safety Information Site



Technology Familiarity Workshops (FY2019)

Together with Employees (Human Resource Development)

Self-motivated Education System

Self-development Correspondence Training Courses

Twice a year, Lintec offers 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, computer skills, foreign languages, liberal arts, and qualifications certificate programs. The Company will continue offering these courses to encourage employees to keep learning and growing.

— Self-development Correspondence Training Course Participants

	Total number of participants (Persons)	Completion rate (%)
FY2018	241	67.6
FY2019	228	61.4
FY2020	211	76.3

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. Employees who want to receive language training apply for the program. Participants are selected by the selection committee from among applicants who obtained a recommendation from their immediate superiors and division general managers. In fiscal 2020, a total of 20 employees (face-to-face:12; online: 8) took the training course. 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.

Communicating with Employees

Employee Communication

Lintec (Thailand) Co., Ltd. hosted a company trip in February 2021, when the spread of COVID-19 had slowed down. The destination was Khao Yai in Thailand. On the first day, participants enjoyed an evening of dinner and games while taking appropriate measures to prevent the spread of infection. On the second day, the party visited the Thailand Children's Home Korat, where participants cooked lunch for resident children. The highlight of the afternoon was enjoying amusement park-type rides. During the two-day trip, the participants spent a memorable and fun time together, which helped enhance workplace communication.



Participants cooking lunch

Publication of the Community Magazine

The Lintec Group publishes a quarterly magazine, LINTEC, as a tool for communicating with its stakeholders, in Japanese, English and two Chinese (simplified and traditional characters) languages. The magazine is distributed to all group employees as well as customers, suppliers, retirees, the media, and government offices. Also, Madico and Lintec Advanced Technologies (Taiwan), group companies in the U.S. and Taiwan, issue their own in-house newsletter in PDF format, which is useful in promoting good communication in the workplace.



Community Magazine LINTEC, published in Japanese, English, and two Chinese (simplified and traditional) languages.



In-house newsletter of Lintec Advanced Technologies (Taiwan), Inc.



In-house newsletter of MADICO, INC.

CSR Communication

Lintec recognizes its employees as a major stakeholder, and hosts CSR study sessions as part of its communication with employees. We also raise their CSR awareness by publishing the CSR Report.



The CSR Report was published in seven languages: Japanese, English, Korean, Chinese (simplified and traditional characters), Malay, Indonesian and Thai.

Social Report

Together with Employees (Safety and Disaster Prevention)

The Lintec Group continues to operate the Occupational Safety and Health Policy, which it established based on ISO 45001.* According to the policy, annual safety and health plans are developed. 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.

* ISO 45001: International standard for occupational health and safety management systems

Occupational Safety

Occupational Safety and Health Policy

In 2018, the Lintec Group established the Lintec Occupational Safety and Health Policy and revised the Lintec Occupational Safety and Health Manual in conformity with the ISO 45001 standard.

Each plant creates an annual safety and health plan every year based on the Plant Safety and Health Policy and carries out activities according to the plan. The activity status is checked by the Safety and Health Committee and mutual audit, and is also subjected to management review.

The Safety and Health Management System has been established, and the Safety and Health Committee and the Health Committee each hold a monthly meeting. Employee representatives attend these meetings to consult with employer representatives on issues related to safety and health. Proceedings are prepared for each meeting in order to share the results of the consultation sessions with other employees.

Also, internal audits are performed on systems that target employees at eight plants in Japan, the Research & Development Div, Tokyo Lintec Kako, Inc., and representatives of partner companies assigned to work full-time at the above sites.

In 2020, 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 four pillars of safety and health activities to foster Lintec's safety and health culture.

- > [Lintec Occupational Safety and Health Policy](#)
- > [Overview of the Lintec Occupational Safety and Health Manual](#)

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: Evaluating risks to set safety standards

Annual Safety and Health Plan

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

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.

We have established a system that provides all employees with opportunities to obtain mental health checkups conducted by HOKENDOHJINSHA Inc., and offers online services for physical and mental health consultation.

Safety and Health Committee and Health Committee

Every month, the Lintec Group plants in and outside Japan hold Safety and Health Committee meetings, while the Head Office, Iidabashi Office (currently 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.

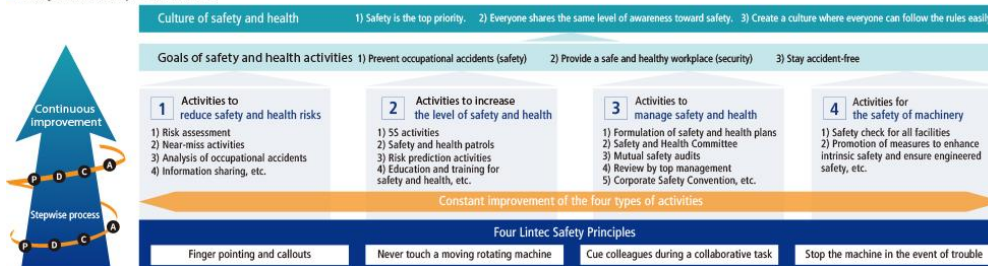
Matters concerning overall safety and health, including statutory matters, are discussed by the committees, and we make it a rule to seek employee input. Regarding the outcomes of the committee meetings, the head of each site has the responsibility and authority to make the final decision. Thus, the company ensures full representation of employees in committee meetings.

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.

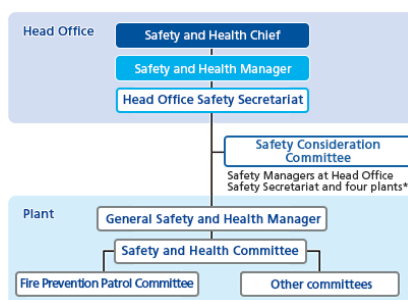
— Committees on workplace safety and health

Committee	Invitees	Activities
Safety and Health Committee	Plants, Research Center	<ul style="list-style-type: none"> ● Implement plans ● Share information, incl. disaster occurrence, safety education implementation status, facilities inspection results, feedback and improvements found during patrol
Health Committee	Head Office and plants having a sales section	<ul style="list-style-type: none"> ● Discuss health, safe driving, and disaster prevention activities

■ Creating a Culture of Safety and Health at Lintec



— **Lintec Safety and Health Management System (excluding the head office and sales division)**



* Four plants: Agatsuma, Kumagaya, Tastuno, and Mishima

Protection against high-incidence / high-risk diseases related to work duties

The Lintec Group's business unavoidably involves work duties posing high risks of causing disease. Recognizing this, we have established measures to protect employees engaged in such duties from health risks. At worksites where organic solvents are used, for instance, an organic solvent work chief is appointed to provide appropriate work instructions and the work environment is periodically monitored. Related workers are required to receive a special health examination in addition to the standard medical checkup. Measures have been developed for various other special duties carrying high health risks, such as employing legally qualified workers, installing protective equipment, and offering special health examinations.

Toward Zero Accidents Resulting in Absence from Work

In fiscal 2020, there was one fall accident resulting in an injury involving a long-term absence from work. Even so, both the number of accidents resulting in absence from work and the number of days of absence from work decreased to the lowest level in the last five years. The rate of lost-worktime injuries and the occupational accident severity rate for all of Lintec and applicable partner companies combined was 0.19 and 0.0005, respectively.

— **Occurrence of accidents resulting in absence from work**

FY	FY2018	FY2019	FY2020
Number of accidents resulting in absence from work	3	4	1
Number of days of absence from work	177	315	3
Location of accidents	Lintec Corp., Partner companies	Lintec Corp., Partner companies	Partner companies

The company identifies hazards (potential risk factors for serious damage) through risk assessment programs. Regarding the accident that occurred in fiscal 2020, no such factors were identified from risk assessment results.

One Million Accident-Free Hours Achieved

In fiscal 2020, three plants set a milestone record for accident-free hours: two million hours at Kumagaya Plant (January 2021); and one million hours at Agatsuma Plant (November 2020) and at Mishima Plant (February 2021).

— Fiscal 2020 accident-free hours achievements (April 1, 2020 to March 31, 2021)

Date achieved		Business site
2021	Mar.	Kumagaya Plant
		Chiba Plant
		Komatsushima Plant
		Shingu Plant (incl. Niihama)
		Tatsuno Plant
		Agatsuma Plant
		Ina Technology Center
		Mishima Plant

Regular Safety Council Meeting (Kumagaya Plant)

With the aim of preventing on-site accidents involving construction contractors, the Kumagaya Plant holds a periodic safety conference three times a year, inviting representatives of the contractors. In fiscal 2020, in response to the COVID-19 situation, we made changes to the conference plan in order to run the relevant programs. Specifically, the in-person meetings scheduled at the plant were cancelled, and instead written materials were sent to each company to ask for implementation of appropriate measures to ensure on-site safety and COVID-19 outbreak control. Similar steps were taken at other plants, where in-person meetings were cancelled, documents were sent to contractors to promote their awareness, and training was provided within individual companies. The Plant performs periodic risk assessments in order to identify and eliminate hazardous factors and minimize risks, as well as conducting ad hoc assessments in times of emergency, for the installation of equipment, and for other events.

— Fiscal 2020 Construction Safety Conferences

In fiscal 2020, in response to the COVID-19 situation, we made changes to conference plans in order to run the relevant programs, specifically cancelling in-person meetings, sending documents to contractors to promote their awareness, and providing training within individual companies.

Top Management Patrols at Production Bases

In fiscal 2020, the president's top management patrol was cancelled as a result of the spread of COVID-19. The program will be rescheduled for the earliest possible opportunity in accordance with the status of the spread of infection. Lintec will continue to take improvement measures to address safety-related issues and encourage each site's efforts to totally eliminate accidents.

Disaster Control in BCMS

For disaster prevention and mitigation, the Lintec Group practices group-wide BCMS activities based on ISO22301*, and conducts risk assessments, placing top priority on saving human lives. All Lintec sites examine their operations and facilities to identify, analyze and assess risks of damage that may be caused by different types of disasters. It is stipulated in the corporate-wide BCMS activity rules that if it is found that disaster control in a site is not sufficient, the site should plan and take sufficient measures. Moreover, the concreteness and validity of these disaster control measures are checked and improved by carrying out disaster drills.

- * ISO22301: An international standard for BCMS that a corporation or organization should follow in establishing and effectively operating a system to prepare for earthquake, fire, trouble in the IT system, financial crisis, bankruptcy of supplier, pandemic, or other natural disaster or accident.

Lintec Group's Approach

Recognizing that it is part of society and local communities, the Lintec Group is engaged in various initiatives to contribute to society while ensuring harmonious co-existence with society.

Social Contribution Activities of the Lintec Group

The Lintec Group carries out social contribution activities in various communities. In fiscal 2020, however, many of the planned activities were cancelled or restricted due to the COVID-19 outbreak. In this situation, the Group performed activities in Japan as listed below, some of which are highlighted on the following pages.

- **Activities by the Entire Lintec Group**

Volunteer tree planting, blood donation, cleanups, collection of plastic bottle caps and used postage stamps, and donation to the Japan Red Cross, Central Community Chest of Japan, and National Land Afforestation Promotion Organization

(The following activities were cancelled in fiscal 2020.)

Contribution to the Green Fund

- **Support for the Development of the Next Generation**

Support for Kurarika, offering plant tour, workplace experience opportunity

- **Support for Sports**

Sponsoring the Saitama Prefecture Baseball Team, the "Musashi Heat Bears"

(The following activities were cancelled in fiscal 2020.)

Sponsoring the Komatsushima City team of runners in the Tokushima Ekiden Race

- **Community Safety Activities**

Street campaign to eliminate organized criminal groups, an AED* workshop, disaster prevention drill, support to local fire company, sponsoring the Tokushima Smart Driver Safety Rally, the Central Shikoku Region Women's Association for Rehabilitation Aid

(The following activities were cancelled in fiscal 2020.)

Fire prevention campaign

- **Environmental Preservation**

Firefly preservation project

(The following activities were cancelled in fiscal 2020.)

Participation in NPO Tatsuno Akatombo-wo-fuyasou-kai, Tokushima Forestation Association's Mori-he-iko volunteer tree-planting activity

- **Support for Persons with Disabilities**

Friendship concerts, bread sales/purchase by welfare facilities for people with disabilities, sponsoring a charity golf tournament for children with disabilities, and training on employment of people with disabilities

(The following activities were cancelled in fiscal 2020.)

Fureai Concert, inviting disabled persons to a baseball game at Tokyo Dome

- **Support for Community Festivals**

(The following activities were cancelled in fiscal 2020.)

Rokujo Hachiman Shrine Autumn Festival

Hara-machi Gion Festival, Usa Hachiman Shrine, Sengen Shrine Spring and Autumn Festival, Kanai Ichinomiya Shrine

Spring and Autumn Festival, Kumagaya Ebisu Commerce Festival, Kumagaya Fan (uchiwa) Festival, Kumagaya

Fireworks, portable shrine for three district children's clubs at Rokujo Hachiman Shrine, Tatsuno City Shingu-cho

Summer Festival and Fireworks, Tatsuno City Kamioka-cho Konada Residents Association Summer Festival, Doi-cho

Fireworks, Tatsuno Shrine, Oyake Shrine, Kosui (lake) Festival, Suiha Shrine Sukeikai, Mishima Drum Festival, Doi Drum

Festival, Enoki Shrine donation, Otsuka Shrine donation, Kasuga Shrine donation, Kogan Temple, Sosa Tulip Festival,

Warabi Hata Festival, Awa Dance Festival, Itabashi Fireworks, Itabashi Honcho Kamicho festival donation, Itabashi

Citizens Festival, Itabashi Children's Festival, the 39th Asahi Culture Center Festival, contributing money to Suwa Grand

Shrine, Higashi Agatsuma Furusato Festival, Tenjin Fireworks, and Mishima Park Cherry Blossom Festival

- **Donation of Products**

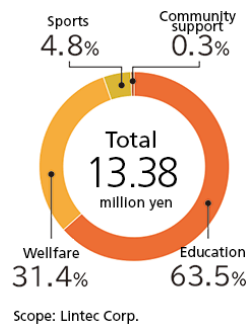
In-kind donation to preschools and elementary schools

* AED: a medical device designed to return a heart undergoing ventricular fibrillation to its normal condition by applying an electric shock.

Community Support Expenses

In fiscal 2020, expenses for educational support accounted for over half of the total expenses. We also provided support for sports and local communities.

— Breakdown of Community Support Expenses



Social Contribution Initiatives

Fureai Concert

The tenth Lintec Fureai Concert was cancelled as a result of the spread of COVID-19. Following the events conducted for the past nine years, the event was scheduled to be held on October 25, 2020 at the Itabashi Culture Hall, with invitations extended to persons with disabilities and their helpers living in Tokyo's Itabashi City, as well as residents of neighboring areas. We decided to cancel the plan, giving first priority to the safety of visitors, performers, and other related people.

Global Activities

The Lintec Group carries out social contribution activities in locations where it operates.

For example, Madico, Inc., to fight the spread of COVID-19, offered masks, cleanroom suits and boots, antiseptic solution, and other items to medical institutions in Florida. Also, the company has developed capabilities to mass-produce face shields using film materials it manufactures.

The Lintec Group will continue to engage in social contribution activities rooted in the community.

VOICE My Next Stage

We offer philanthropic support to Yong'an Children's Home, an orphanage in Kaohsiung City. One recent program was carried out to donate coupons for a large local supermarket bought with the money raised from employees. We also make contributions to deliver farm-fresh organic vegetables and fruit to the facility once in a week, starting from January 2020, through a children's charity foundation that offers the service. We will continue with this project, hoping to help children live a happier and healthier life.



Pao-Ya Ke
Lintec Advanced Technologies
(Taiwan), Inc



Beautification Projects and Cleanups

The Lintec Group carries out neighborhood beautification projects and cleanups around all its factories. For example, the Kumagaya Plant and the Tatsuno Plant performed riverside cleanup and beautification activities along the Arakawa and the Ibogawa rivers, respectively. Other plants also carry out cleanups in areas around their sites. In fiscal 2020, a total of 2,613 employees of domestic sites participated in these activities. Other plants also carry out cleanups in areas around their sites.

Total number of participants in community beautification/clean-up activities
2,613
 Persons

— Fiscal 2020 community cleanups

Business site	Date	Content	Participants
Agatsuma Plant	Twice a month	Picking up trash around the plant	48
Kumagaya Plant	May, 2020	Arakawa riverside cleanup	Cancelled due to COVID-19
	November, 2020	Arakawa Clean Aid	Cancelled due to COVID-19
Research Center	8 times a year	Picking up trash on public roads around the Research Center	1,040
Tokyo Lintec Kako	April 2020 – Mar. 2021 (once or twice a month)	Cleaning up in and outside the properties	550
Chiba Plant	July 28, 2020	Undergrowth cutting in Jingujihamma	3
Tatsuno Plant	Once a month	Cleaning up around the plant	400
	November 20, 2020	Ibogawa riverside cleanup	40
Shingu Plant	8 times a year	Cleaning around the plant	247
	May 11, 2020	Ditch cleanup around the plant(Tatsuno Office)	12
Mishima Plant	Tuesdays	Ditch cleanup around the Mishima plant	100
Komatsushima Plant	May 29, 2020	Gomi-zero-no-hi (zero waste day) campaign: road cleanup	50
	October 7, 2020	Street cleanup around the plant (company event related to National Occupational Health Week)	37
Ina Technology Center	5 times a year	Cleanup of the commuting route between the plant and Shiku Station	86
Total			2,613

Blood Donation

The Lintec Group conducts blood donations at all its business sites across Japan in cooperation with the Japanese Red Cross. As a social contribution activity that can be performed right at the worksite, blood donation has been embraced by employees, and the program will be continued.

— Fiscal 2020 Blood Donation Results

Business site	Date	Participants
Mishima Plant	4	105
Komatsushima Plant	0	0
Tatsuno Plant/Shingu Plant	2	56
Research Center	2	62
Chiba Plant	2	36
Tokyo Lintec Kako	2	15
Kumagaya Plant	0	0
Agatsuma Plant	0	0
Ina Technology Center	1	21
Osaka Branch Office	2	14
Iidabashi Office	0	0
Head Office	0	0
Total	15	309

Community Safety Activities

The Kumagaya Plant participates in the incipient firefighting training event hosted by the city government, registering its 13th participation in fiscal 2019. This regional event is organized every year to increase the fire protection capabilities of local business sites, inviting them to demonstrate practical skills in handling extinguishers and other equipment as well as in incipient firefighting. In fiscal 2020, the event was cancelled as a result of the spread of COVID-19. The plant hopes that the event will be held in fiscal 2021, and is planning to continue to participate in the program as in previous years.

Support for Persons with Disabilities

Lintec planned to invite persons with disabilities and their helpers living in Tokyo's Itabashi City to a professional baseball game held at Tokyo Dome on May 14, 2020 between the Hokkaido Nippon-Ham Fighters and the Chiba Lotte Marines. However, we cancelled the plan as a result of the spread of COVID-19, giving first priority to the safety of the proposed invitees.

Support for Local Festivals

Every year from July 20 to 22, the Fan (uchiwa) Festival is held in the city of Kumagaya, where the Kumagaya Plant is located. In fiscal 2020, the festival was cancelled due to the impact of the COVID-19 outbreak. As one of the sponsors of the festival, the Kumagaya Plant donates Japanese fans to Yasaka Shrine, which are then distributed to visitors.



Festival fans donated by Lintec in fiscal 2019

Participation in Local Festivals

Every year, a group of employees from the Komatsushima Plant take part in the Awa Dance Festival, registering as "Lintec Ren" ("ren" means "group of dancers"). The festival is held in Tokushima Prefecture and known as one of the biggest summer festivals in Japan. In fiscal 2020, the event was cancelled due to the impact of the COVID-19 epidemic. The company has decided that the plant will not partake in the festival in fiscal 2021 even if the event is held in consideration of the COVID-19 situation.

Communicating with Local Communities

Offering Plant and Facility Tours

Every year the Lintec Group accepts numerous students, local authorities, NPOs, and community residents for tours of its plants and facilities in Japan. In fiscal 2020, we reduced these activities in response to the COVID-19 outbreak situation, resulting in a total of 25 visitors welcomed at three sites.

(Overseas Group companies are excluded).

— A plant and facility tour in fiscal 2020

Business site	Date	Content	Participants
Mishima Plant	December 22 – 24, 2020	Ehime Prefecture Kawano Senior High School	2
Tokyo Lintec Kako		Plant tours for elementary school students cancelled due to COVID-19	
Agatsuma Plant	July 22, 2020	March 2021 new high school graduates-to-be	11
	August 18, 2020	March 2021 new high school graduates-to-be	5
Kumagaya Plant	August 7, 2020	March 2021 new high school graduates-to-be	6
	March 18, 2020	March 2021 vocational school graduates-to-be	1
Tatsuno Plant		Trial Week and internship programs and programs for facilities for the disabled and special-needs schools cancelled due to COVID-19	
Total			25

Dialogue with Local residents

— Contributing to local efforts for COVID-19 infection control

The Lintec Group has carried out varied activities to help prevent the spread of COVID-19. Major such activities are as follows: Donate 3,000 stickers to restaurants located in Itabashi City, where Lintec's head office is located, in cooperation with the local government, to indicate that they have launched a to-go service as a measure to address financial difficulties resulting from restrictions on operations related to the spread of infection; in cooperation with Printec, Inc., provide service to the Itabashi City government for floor marking for social distancing in its office building; produce 10,000 face shields, applying the company's techniques and working in cooperation with its suppliers and the local government, and donate them to medical institutions in Itabashi, which faced a shortage of the item, in the hope of helping reduce the burden on healthcare professionals working in the city.

Communicating with Shareholders and Other Investors

Dialogue with Shareholders and Investors

Lintec carries out various IR* initiatives to engage in dialogue with its shareholders and investors, with the aim of achieving appropriate share pricing and increasing corporate value. The company holds IR meetings and gives media interviews each quarter in addition to organizing semiannual business results briefings for institutional investors and securities analysts in Japan. For institutional investors outside Japan, Lintec offers telephone conferences and participates in IR events in Japan arranged by securities companies. In the past year, we held these meetings and briefings online, as opposed to the usual in-person setting, as a measure to prevent the spread of COVID-19, in an effort to continue adequate dialogue and information provision despite the challenging situation. The company also holds briefings for individual investors as appropriate. Additionally, we publish a quarterly shareholder magazine, WAVE, and perform a reader survey on a regular basis, feeding back collected responses to management. In addition to the above, we work to enhance public relations tools, such as our IR website and Integrated Report, aiming to help a broad range of investors gain a better understanding of Lintec.

* IR stands for investor relations and refers to corporate activities through which companies provide corporate information in a timely, fair and ongoing manner for shareholders and investors to use when making investment decisions.

> [Shareholders and investors information](#)

Communicating with Stakeholders

In order to better understand the expectations of society, it is essential to have continual communication with stakeholders. Therefore, in addition to providing information, the Lintec Group works to maintain a dialogue with its stakeholders.

Communicating with Customers

Lintec makes use of a variety of opportunities to communicate with customers, including through products and services, sales activities, manuals, MSDSs, points of contact for inquiries, websites, and exhibitions. Through this communication, the company aims to improve its products and services, build relationships of trust, and improve customer satisfaction.

- > Exhibiting at Exhibitions in and Outside Japan

Communicating with Suppliers

Lintec utilizes a variety of opportunities to communicate with suppliers, including through purchasing activities, briefings, and questionnaires. Through this communication, the company aims to achieve fair transactions and mutual understanding, to ensure compliance, and to build relationships of trust.

Communicating with Employees

Lintec uses a variety of opportunities to communicate with employees, including through business activities, educational programs, briefings, social get-togethers, the intranet, and company newsletters. Through this communication the company aims to create workplaces where all employees can work with satisfaction based on the company motto.

- > Publication of the Community Magazine / CSR Communication

Communicating with Local Communities

Lintec makes use of a variety of opportunities to communicate with local communities, including through plant and facility tours, opinion exchange meetings with local governments, social contribution activities, websites, and company brochures. Through this communication, the company aims to foster mutual understanding with community residents and give back to local communities.

- > Offering Plant and Facility Tours

Communicating with Shareholders and Other Investors

Lintec utilizes a variety of opportunities to communicate with shareholders and investors, including through shareholder meetings, business results briefings, IR meetings and company information sessions. We also use websites and shareholder correspondence to enhance information communication activities, aiming to help stakeholders deepen their understanding of our corporate activities, thereby achieving appropriate share pricing and building relationships of trust.

- > Dialogue with Shareholders and investors

Communication with the Media

Lintec uses a variety of opportunities to communicate with the mass media and by extension society. Including through the acceptance of requests regarding news coverage and the writing of manuscripts, responding to questionnaires, websites, and news releases. Through this communication, the company aims to disclose information with integrity to society and build relationships of trust.

Media Relations

In addition to distributing news releases on new products and events to various media outlets, the company welcomes requests for interviews as well as articles written by Lintec representatives. In fiscal 2020, the Company issued about 20 releases and granted about 60 requests for interviews and articles.

Communication with Local Governments

Lintec actively collects legal and regulatory information related to businesses operated in each country and develops appropriate systems. Also, to promote social contribution activities for local communities, we communicate and cooperate with relevant governments in various ways.

Communication with Students/Industry-Academia-Government Collaboration

The Lintec Group participates in joint research projects involving the industrial, academic, and government sectors. Through these activities, we bring together technical and non-technical insights from inside and outside of the group to explore possibilities in various fields.

Communication with NGOs/NPOs

To promote social contribution activities, Lintec communicates and collaborates with NPOs and NGOs working to solve various social and environmental issues, thereby participating in efforts aimed at creating a better society.

> [Social Contribution Initiatives](#)

Main Awards for Activities

Agatsuma Plant

- Agatsuma Association for Safety of Hazardous Materials: "Outstanding Hazardous Materials Officer Award"

Kumagaya Plant

- Kanto Bureau of Economy, Trade and Industry: 2020 Director-General's Awards for Excellence in Energy Management

Tatsuno Plant

- Challenge 100 Campaign: Three teams

Mishima Plant

- Shikokuchuo Chamber of Commerce and Industry: Superior Employee Award
- Ministry of Health, Labour and Welfare: Minister's Certificate of Acknowledgment for Blood Donation

Osaka Branch Office

- Japanese Red Cross Society Osaka Branch: Certificate of Acknowledgment (Gold Frame), March 31, 2021

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 System

- Lintec Group Quality, Environmental and Business Continuity Policies
- Environmental Management System
- Internal Environmental Auditing
- Environmental Compliance
- Biodiversity Conservation Initiatives

Related SDGs



> Developing Environmentally Friendly Products

- Guidelines for Environmentally Friendly Products

Related SDGs



> Climate Change Mitigation and Adaptation

- Efforts in Manufacturing
- Efforts in Distribution

Related SDGs



> Reducing Waste

- Efforts for Zero Emissions
- 3R Efforts

Related SDGs



> Measures to Reduce Water Usage and Effluent

- Reducing Water Usage and Effluent
- Reducing Effluent

Related SDGs



> Reduction of Environmentally Hazardous Substances

- Compliance with PRTR
- Management of chemical substances, compliance with EU regulations
- Proper Storage and Management of PCB
- Reducing VOC (volatile organic compounds)

Related SDGs



> Environmental Accounting

- Calculation Basis

> Environmental Data of Group Companies Outside of Japan

- Environment Performance Data in Fiscal 2020

> Relationship between Lintec and the Environment

- Calculation Basis

Environmental Report

Environmental Management System

Under the slogan, "We have to broaden our scope when working to support the environment. There is only one Earth", Lintec has established, operates and is constantly improving its environment management system, and is carrying out a variety of environmental protection initiatives.

Lintec Group Quality, Environmental and Business Continuity Policies

The Lintec Group sets forth its Basic Policy in the Lintec Group Quality, Environmental and Business Continuity Policy. To practice specific activities, the Group has drawn up a Quality Policy, Environmental Policy, and Business Continuity Policy, as well as Action Guidelines for each.

For climate change mitigation and adaptation, based on the Action Guidelines for Environmental Policy, we promote the development of environmentally friendly products at the research division, and work to reduce VOC* and CO₂ emissions, energy (electricity and fuel) usage, and waste discharge, among others, at the production division.

> Lintec Group Quality, Environmental and Business Continuity Policies

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

Medium-Term Targets (2020 to 2022) and Results

In fiscal 2020, CO₂ emissions and electric power consumption decreased due to a reduction in production volume caused by the spread of COVID-19. Efficiency also declined slightly. We did not achieve the target for production water usage as the amount of water used for washing increased to fulfill orders for a wide variety of products sought in small quantities. We will redouble our reduction efforts by devising a better method of reusing water used in manufacturing one product for producing another product. We aim to reduce waste discharge by making improvements to increase the yield rate and ensuring comprehensive classification. In addition, we aim to improve the final disposal rate through the effective use of waste.

In fiscal 2021, the starting year of the first medium-term plan for our long-term vision ending fiscal 2030, we will work to contribute to solving social challenges through our business activities in accordance with the long-term vision.

Item	Target	FY2020 results (year-on-year reduction)
CO ₂ emissions	1% reduction from the previous year (per unit of production)	4.9% <Achieved>
Electric power consumption	1% reduction from the previous year (per unit of production)	0.6% <Not Achieved>
Production water usage	1% reduction from the previous year (per unit of production) (Paper production at the Mishima and Kumagaya plants)	8.5% increase <Not Achieved>
Waste discharge	0.1% reduction from the previous year	3.3% increase <Not Achieved>

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. With regard to worldwide integrated ISO 14001 certification, in fiscal 2020 we underwent a renewal audit and received a certificate of approval (issue 14). We have been promoting information sharing among 12 domestic sites and 10 overseas sites covered by the integrated certification. We also underwent third-party verification regarding electric power consumption, production water usage, CO₂ emissions, waste discharge, and VOC emissions. The verification found no important issues requiring correction. For biodiversity conservation, we continue to engage in relevant activities, such as tree planting and beach cleanups. To reduce marine plastic waste, LINTEC Corporation has also been a member of CLOMA* and is making efforts as a corporate citizen to propose and promote environmentally friendly products.

* CLOMA: CLOMA stands for Clean Ocean Material Alliance. It is a platform to promote the sustainable use of plastic products and development and introduction of plastic alternatives, and to accelerate innovation through public-private partnerships, toward reduction of marine plastic litter. CLOMA was established under the initiative of the Ministry of Economy, Trade and Industry

Internal Environmental Auditing

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.

In fiscal 2020, we cancelled all planned mutual audits in Japan as a result of the spread of COVID-19. Instead, each business site prepared and submitted detailed reports on a quarterly basis for the purpose of monitoring the progress of activities toward the targets.

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.

For audits of sites outside Japan, instead of visiting individual locations, we held many online meetings using Teams, looking to ensure better communication.

Environmental Compliance

The Lintec Group's operations in and outside of Japan are subject to numerous national and regional environmental laws and regulations. To ensure legal compliance at each site, the environmental management department constantly checks for revisions to relevant laws and regulations, and monitors the compliance status of respective site operations. Identified revisions are incorporated into the Group's environmental management systems on a regular basis to prevent oversights and omissions. No major legal violations* have been reported in the 8 years from fiscal 2013 to 2019.

* Major legal violations: Offences that are subject to fines or other penalties

Biodiversity Conservation Initiatives

The Lintec Group has incorporated biodiversity conservation into its Quality, Environment and Business Continuity Policy, and accordingly promotes biodiversity conservation activities at individual sites in and outside of Japan.

In Japan, the Chiba Plant and Tatsuno Plant conduct activities to preserve plants that are regionally listed as protected species, specifically, maintaining and observing *Pinus parviflora* (Chiba) and *Acer argutum* and Japanese photinia (Tatsuno).



Pinus parviflora



Acer argutum



Japanese photinia

Environmental Report

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 (LCA¹) 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.

Guidelines for Environmentally Friendly Products

Lintec has been developing new environment-friendly products, as defined based on LCA¹ assessments, and developed 69 such products in fiscal 2020. Lintec has also developed and uses guidelines for "self-declared environment-friendly products" which are in accordance with ISO 14021². Lintec will continue to develop environment-friendly products.



- *1 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.
- *2 ISO14021: 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.

Developing Products That Help Reduce Environmental Impact

The Lintec Group has positioned environmental and energy businesses as an important focus. Some of the latest developments are for: New brand PLALESS, a series of labelstocks featuring a surface substrate made from highly water-resistant paper as well as wood pulp-based cellophane laminate films and the CHILL AT labelstock series featuring an environmentally friendly hot-melt adhesive. We will continue with our efforts to develop products that help reduce environmental impacts and save energy as well as satisfy customers.

the PLALESS series—new brand of environmentally friendly plastics substitute products

Lintec is striving to enhance its environmentally friendly product lineups in response to the growing calls for environmental consideration. The latest achievements from such efforts are represented by labelstock with water-resistant paper used as a surface substrate, which has been developed with the aim of offering a substitute for conventional film labelstock. The product was placed on the market from July 1, 2020, under the new brand the PLALESS series, which offers three items with different paper thickness and types of adhesive. Items based on a thick surface substrate are highly resilient and thus suitable for such applications as eye-catching stand-type labels. Resealable-type products exhibit good releasability even under wet conditions.



the PLALESS series

CHILL AT labelstock based on environmentally friendly hot-melt adhesive

Lintec made a full-scale launch in Japan of CHILL AT, a labelstock that has already won acclaim in the North American market, chiefly for its compatibility with a wide range of temperature environments, including low-temperature conditions. This product has been developed by leveraging the hot-melt adhesive formulation technology, and the adhesive has cleared the food safety standards of the FDA^{*1}. Its distinctive characteristics include the fact that the adhesive is melted by way of heat for coating on the substrate, thus eliminating the need for use of organic solvents in the production process, resulting in lower environmental impacts. Also, the label adhesive has been certified by the Japan Organics Recycling Association as a Biomass Mark product (certification number: 190174), achieving a biomass content^{*2} of 20% while maintaining the relevant functionality.

*1 FDA: The United States Food and Drug Administration, a federal agency responsible for control and supervision for the safety of food and pharmaceutical products based on the Code of Federal Regulations

*2 Biomass content: Percentage of biomass (dry weight) contained in the product



Display labels on refrigerated and frozen food packaging and cardboard cases

Environmental Report

Climate Change Mitigation and Adaptation

The domestic Lintec Group is committed to carrying out various environmental activities to mitigate climate change and other environmental issues that impose risks on the continuity of its business.

Efforts in Manufacturing

Status of Compliance with Japan's Energy Conservation Law

Energy use by the entire Lintec Group in Japan* exceeds 1,500 kl of crude oil equivalent each year. As a result, the Group was designated as a "specified business operator", pursuant to the provisions of the Act on the Rational Use of Energy ("Energy Conservation Act") in Japan, and is required to improve its energy use per production unit as well as its weighted electricity use per production unit (for reducing peak hour demand) by 1% per year.

Additionally, many Lintec plants were designated as "specified business establishments" whose energy use is above 1,500 kl of crude oil equivalent. Since nine plants in Japan account for 95% of the Group's total energy consumption, it is important for each plant to take measures to reduce energy use. In fiscal 2020, the Lintec Group in Japan implemented a variety of energy-saving measures, such as effective operation of production facilities and boilers, air-conditioning control, and promoting the introduction of LED lighting. As a result, there is a possibility of some plants being relocated in or removed from the list of specified business establishments, reflecting progress made in energy-saving efforts.

* Lintec Group in Japan: Lintec Corporation and its sales offices; Tokyo Lintec Kako, Inc.; Printec, Inc.; Lintec Services, Inc.; and Lintec Commerce, Inc.

Energy Savings Promotion Committee

To comply with the Energy Conservation Act, the Lintec Group in Japan* collects monthly data on energy consumption of individual sites under the direction of the Lintec Energy Savings Promotion Committee. In fiscal 2020, the Lintec Group in Japan implemented corporate-wide energy-saving measures aimed at improving its energy use per production unit. We request the respective plants to submit their plans and measures to achieve the target of 1% reduction per production unit, and compile data on the progress and results of these measures. Moreover, energy-saving practices that have proven effective are applied to other production sites.

* Lintec Group in Japan: Lintec Corporation and its sales offices; Tokyo Lintec Kako, Inc.; Printec, Inc.; Lintec Services, Inc.; and Lintec Commerce, Inc.

Total Energy Use and CO₂ Emissions

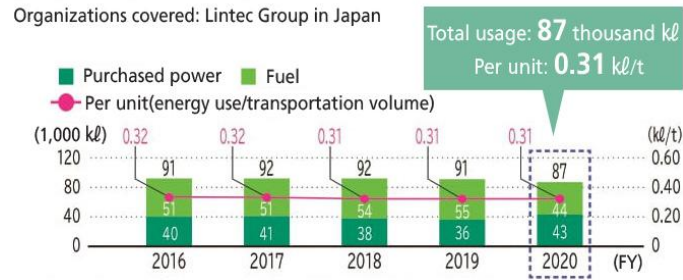
In fiscal 2020, total energy use (crude oil equivalent, covered by the Energy Conservation Act) for the Lintec Group in Japan decreased by 1.3% from the previous year due to a decrease in production volume. Energy use per unit of production improved by 0.7% to 0.309 kl per ton. CO₂ emissions were 163 thousand tons, down from 179 thousand tons in fiscal 2019. In fiscal 2021, Lintec aims to reduce its CO₂ emissions and electricity consumption by 1.0% each on a per-unit of production basis compared to fiscal 2020, by facilitating the use of low-carbon electric power.

Green electricity purchased	34GWh
Calorie equivalent	342thousand GJ
CO ₂ reduced by green electricity	15.7thousand tons
Reduction effects of investment in reducing CO ₂ (Actual value for investment effect evaluation)	2,358tCO ₂

Notes: Calculated on the basis of the Energy Conservation Act (CO₂ emissions coefficient of the business operator)

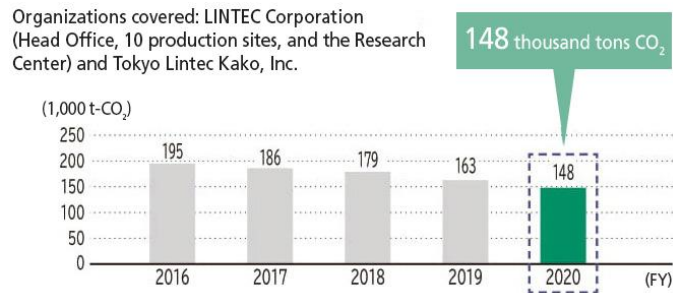
Notes: Calculated on the basis of the Energy Conservation Act (Act on Promotion of Global Warming Countermeasures)

— Total energy use (crude oil equivalent)



※ Fuel means gasoline, light oil, kerosene, Bunker-A oil, liquid natural gas (LNG), liquid petroleum gas (LPG), and utility gas.

— CO₂ Emissions



- ※1 The amount of CO₂ emissions is calculated by applying a CO₂ emission coefficient to the amounts of electricity and fuel used.
- ※2 The CO₂ emission coefficient for fiscal 1990 is the value specified in Article 3.1 of the Enforcement Order for the Act on Promotion of Global Warming Countermeasures in Japan as revised in December 2002. The CO₂ emission coefficients for fiscal 2009 and thereafter are the values specified in the same Order, as revised in March 2010. For the purchased electricity coefficients Lintec uses the emission coefficients provided by the power companies that supply electricity to the facilities concerned.
- ※3 The emissions shown above are CO₂ emissions from fossil fuels.

VOICE My Next Stage

In order to fight climate change, it is becoming ever more important to work on environmental issues, such as reducing GHG emissions and decarbonization. In fiscal 2020, seeking to contribute to reducing energy usage and the creation of a decarbonized society, we ramped up energy-saving efforts, with a focus on issues such as efficient operation of production equipment, exhaust heat recovery, and improvement of air-conditioning systems.

To reduce CO₂ emissions, a massive investment was made in promoting a shift to renewable energy, specifically, conversion to appropriate fuels and introduction of solar power systems. We have also laid out plans to decrease CO₂ emissions by more than 50% by 2030 from the fiscal 2013 levels, and begun working to achieve this target in cooperation with related departments.

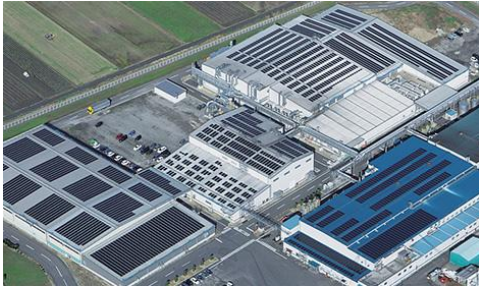
We will continue with these efforts to solve environmental challenges, focusing on climate change, resources recycling, and co-existence with nature.



Tsuyoshi Kariya
Environmental & Safety
Department

Solar Power

Lintec has introduced photovoltaic power generation systems. In fiscal 2020, the system installed at the Doi Plant produced 1,102,611 kWh of electricity, and the system at the Agatsuma Plant generated 484,200 kWh of electricity. Combined, these figures are equivalent to a reduction in CO₂ emissions of approximately 500 tons per year. In addition, the system installed in the Head Office building supplied 10,699 kWh of power for internal use, thereby helping reduce on-peak demand. On top of the above, appropriate systems have been installed at the Kumagaya Plant and the Ina Technology Center to generate power for internal consumption, which will effect an increased reduction in CO₂ emissions.



Solar panels at the Doi Plant
(about 10,000m²)



Solar panels at the Agatsuma Plant
(about 5,000m²)

Efforts to Reduce CO₂ Emissions: Fuel Shift to LNG

In order to reduce CO₂ emissions, Lintec is promoting ongoing initiatives to promote a shift to fuels with lower CO₂ emission coefficients and the introduction of renewable energy. Major initiatives implemented in fiscal 2021 include: work for a fuel transition (from Bunker-A oil to LNG) completed in February 2021 at the Komatsushima Plant, which has started using new fuels; solar panels installed at the Ina Technology Center, offering generation capacity to supply around 25% of the total power demand to operate the plant; and the introduction of electric vehicles, which can serve as energy storage devices and thus provide an emergency power supply in the event of an outage.



Satellite facility at Komatsushima Plant



Solar panels at Ina Technology Center

Introduction of Cogeneration Systems

Lintec has introduced cogeneration systems that produce and supply electric power and heat from the heat source. The Kumagaya Plant and Doi Plant have introduced gas engine cogeneration systems, which are systems that use LNG and other types of fuel and generate and supply electric power to operate various production facilities. These plants collect heat generated at the time of power generation in order to reclaim steam using an exhaust heat recovery boiler and run absorption chillers to produce cooling water. Going forward, we are planning to introduce cogeneration systems to other plants.

Reducing Power Used for Lighting

The Lintec Group continuously encourages energy-saving activities. These include visualization of energy use, air-conditioning control, reduction of standby energy use during non-business hours. In addition, the introduction of LED lighting was promoted as planned, and the plans for fiscal 2020 were carried out in an ongoing manner.

Efforts to Prevent the Leakage of Fluorocarbons

Manufacturing sites are equipped with a number of industrial chillers and air conditioners that use fluorocarbon refrigerants. The Lintec Group, in compliance with the Fluorocarbons Emissions Control Act, creates a list of such equipment installed at its sites and conducts daily checks and periodic detailed inspections in order to prevent the leakage of fluorocarbons from the equipment during operation. We will continue to adhere to the standards of judgment for managers set by the Act. When needing to dispose of the equipment, we entrust the task to appropriate service providers to ensure safe recovery of the compounds contained. There were no cases of violations.

Climate Change Mitigation and Adaptation

Efforts in Distribution

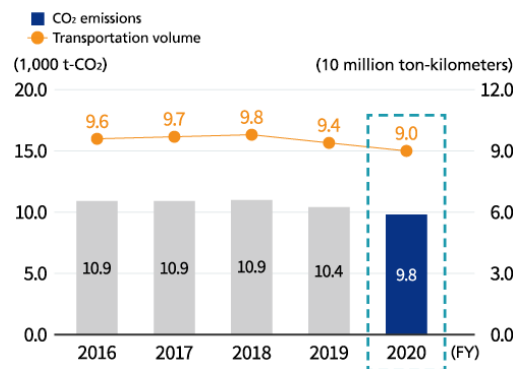
Lintec does not have distribution and transportation sections but is a "Designated Shipper" under the Revised Energy Conservation Act in Japan because it consigns the transport of more than 30 million ton-kilometers* annually.

In fiscal 2020, the transportation volume decreased by 5.3% (5,007 thousand ton-kilometers) from the previous year, and CO₂ emissions decreased by 4.9% (505 t-CO₂). Energy use per unit of transportation increased by about 0.5%.

We will continue to improve our distribution system and transportation loading efficiency, with the goal of reducing environmental impacts.

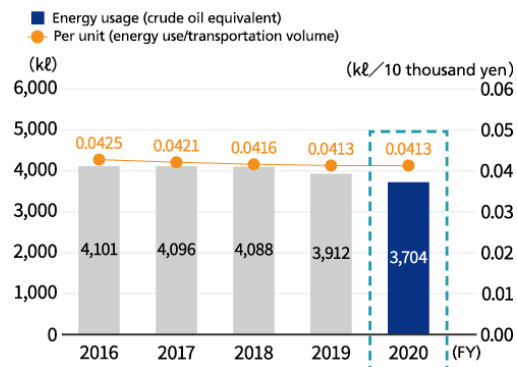
* Ton-kilometers: A unit of cargo transport amounts, computed by multiplying the cargo tonnage by the transportation distance. Transporting 1 ton of cargo over a distance of one kilometer equals one ton-kilometer.

CO₂ emissions and transportation volume in distribution



Notes: Calculated according to the emission intensity database.

Energy usage



Notes: Calculated on the basis of the Energy Conservation Act (Measures Pertaining to Consigners)

Environmental Report

Reducing Waste

In order to help realize a recycling-oriented society, the Lintec Group is working to reduce waste. It is also striving to save water, reuse waste water, while complying with the effluent control regulations and improving the quality of effluent generated.

Efforts for Zero Emissions*1

In fiscal 2020, the amount of waste generated, including manufacturing loss, at Lintec was 29,000 tons. The total waste output was 12,100 tons. Of this waste output, 8,800 tons were recycled by outside recycling companies and the remaining 3,100 tons were properly disposed of by waste disposal companies.

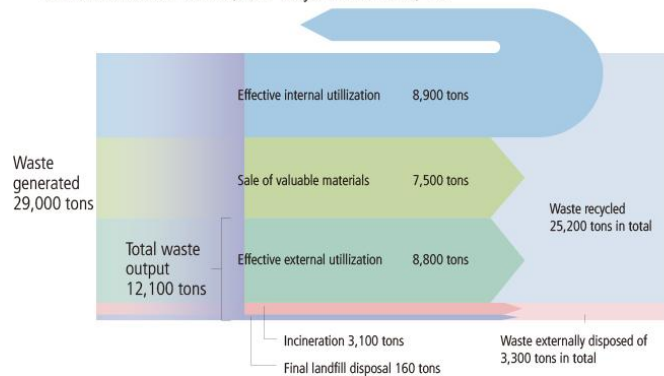
The final landfill disposal rate** for fiscal 2020 was 0.54%, achieving the target final landfill disposal rate of 1.0% or less. Lintec's target from fiscal 2020 to fiscal 2021 is a 0.1% reduction in the amount of waste generated, on a year-on-year basis.

- *1 Zero emission: Lintec's standard is a final landfill disposal rate of one percent or less.
- *2 The final landfill disposal rate is a value found using the following formula: Final landfill disposal rate = Final landfill disposal amount/Amount of waste generated × 100.

— Fiscal 2020 waste flow

■ Waste flow (Fiscal 2020)

Organizations covered: LINTEC Corporation (Head Office, 10 production sites, and the Research Center) and Tokyo Lintec Kako, Inc.

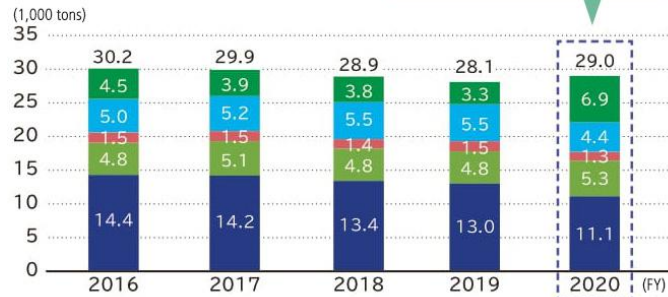


— Waste discharge

■ Waste discharge

Organizations covered: LINTEC Corporation (Head Office, 10 production sites, and the Research Center) and Tokyo Lintec Kako, Inc.

■ Waste paper ■ Waste plastic ■ Waste oil
■ Sludge ■ Other



3R Efforts

Efforts to Reduce (reduce amount of waste)

The Lintec Group promote a paperless office by introducing an electronic approval system via the in-house intranet and by other means. Moreover, each plant strives to reduce input resources in accordance with production plans designed to downsize the furnace for preparing application liquids, reduce the width of raw material rolls used in the paper passing process, and ensure continuous production for products that use similar raw materials.

Efforts to Reuse (use repeatedly)

We clean pallets used within the Group's production sites and the cores we use for the rolls of adhesive products in process on an as-needed basis. These pallets and core rolls are reused at the sites that transfer or receive them.

Lintec also promotes reuse practices involving customers and raw material manufacturers. We manage the pallets of customers and raw material manufacturers after sorting them by owner, and return them to their original owners to ensure that they can be reused.

Efforts to Recycle

We held waste workshops at all of the Group's domestic sites (28 sites, with 246 participants) to encourage waste management in compliance with laws and regulations and the subdivision of waste into categories. At each plant, waste is now classified into between 30 and 60 categories. Mixed refuse that was previously disposed of as waste can be sold to recycling companies as valuable materials. In this way, each plant is promoting recycling activities.

We have focused on the development of environmentally friendly products, and have launched adhesive films using recycled PET resin and adhesive products using biomass adhesives, among other things.

Measures to Reduce Water Usage and Effluent

In order to help realize a recycling-oriented society, the Lintec Group is working to reduce waste. It is also striving to save water, reuse waste water, while complying with the effluent control regulations and improving the quality of effluent generated.

Reducing Water Usage and Effluent

In fiscal 2020, Lintec used 7,951 thousand m³ of water. Of this amount, about 88% was used by the Kumagaya and Mishima plants, which are Lintec's Fine & Paper Products Operations. Water usage per unit of paper production was 51.04 m³/t. Lintec was unable to achieve the target of a 1.0% reduction on a year-on-year basis. Water usage per unit of production increased due to the necessity of using water in washing for paper change, although a decrease in quantity for each product reduced the production volume. The target in fiscal 2021 is a 1.0% reduction per unit of production from the previous year. To that end, the plants will make continued efforts to reduce water usage and effluent discharge in each process and prevent water leaks.

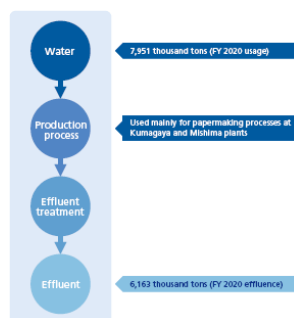
— Process from Water Intake to Effluent

Water usage data is calculated by source.

Category	FY2020 (thousand m ³)
Total water usage	7,951
· Tap water	531
· Industrial water	3,660
· Groundwater	3,760
Effluent	6,163

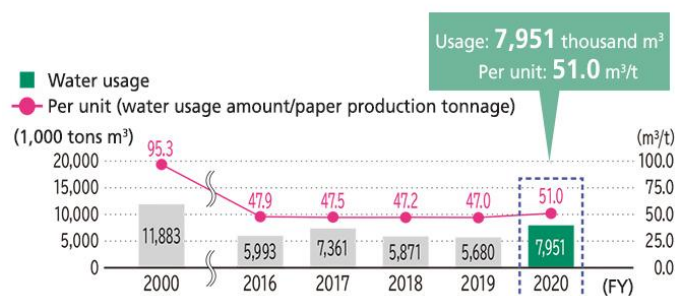
Notes: Water usage data is the sum of the figures for tap water, industrial water, and groundwater.

— Standards, methods and preconditions used

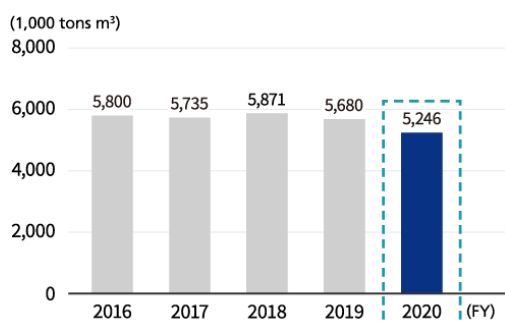


Tap water, groundwater, and industrial water are measured value

Water usage (Kumagaya and Mishima Plants)



Effluent treated (Kumagaya and Mishima plants)*



* Total of flowmeter data for effluent treatment equipment installed at the Kumagaya and Mishima plants.

Reducing Effluent

The total amount of water used by Lintec in fiscal 2020 was 7,951 thousand m³. About 88% of this was used at the Kumagaya and Mishima plants. These plants are working to reduce their water usage and effluent discharge by taking measures such as reusing used water in each papermaking process. They will continue to renovate the water treatment facilities.



Effluent processing equipment at the Kumagaya Plant

Effluent Water Quality (Fiscal 2020) (Kumagaya and Mishima plants)

Kumagaya Plant

Item	Effluent Water standards		Results	
			Maximum value	Average value
pH			7.6	7.10
Regulations on emission concentration	SS	60(50) or less	33.90	22.26
	BOD	20 or less	23.00	10.45
	COD	-	55.00	24.21
Regulations on total emissions	COD (t/day)	0.858 or less	0.276	0.140
	Nitrogen (t/day)	0.4068 or less	0.1430	0.3950
	Phosphorous (t/day)	0.0418 or less	0.0100	0.0094

Mishima Plant

Item	Effluent Water standards		Results	
			Maximum value	Average value
pH			6.0~7.6	6.75
Regulations on emission concentration	SS	80(60) or less	29	4
	COD	90(65) or less	84.5	24.6
Regulations on total emissions	COD (t/day)	0.9431 or less	0.4886	0.2385
	Nitrogen (t/day)	0.3961 or less	0.1749	0.0351
	Phosphorous (t/day)	0.0405 or less	0.0014	0.0002

VOICE My Next Stage

The Kumagaya Plant produces specialty papers as well as release papers and films. Papermaking in particular uses large volumes of water over the course of a range of processes, starting with the distribution of pulp^{*1}, a main raw material, in a water-filled container, then draining the liquid suspension so that a mat of pulp fibers is laid down, and further removing water from this product to achieve a dry, flat sheet of paper. In order to reuse water used in these processes, the plant has introduced systems to collect water from the dehydration process and recover drain water^{*2}, which is condensed steam generated as a by-product during the drying process. Also, we have begun to work together with other departments to collect and reuse cooling water used for running machinery as well as ensuring appropriate control of the use of cleaning water for each process. In fiscal 2020, thanks to these efforts, we improved per-unit water usage by 11.5% compared with the fiscal 2013 level. We will step up our water-saving efforts in cooperation with related departments.



Hidetomo Inoue
Fine & Specialty Paper
Production Department
Kumagaya Plant

- *1 Pulp: A major raw material for papermaking. Mainly made of cellulose fibers separated from wood.
- *2 Drain water: Hot water resulting from compressed steam being cooled and condensed

Environmental Report

Reduction of Environmentally Hazardous Substances

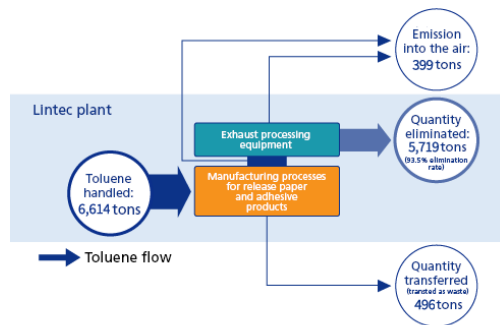
The Lintec Group complies with relevant laws and regulations in and outside Japan and strives to reduce its use of chemical substances that have an impact on the environment.

Compliance with PRTR*

In fiscal 2020, Lintec reported the use of toluene, xylene, and other substances designated under the PRTR, and the total quantity of these PRTR chemicals was 6,692 tons. Toluene accounted for approximately 99%, the largest portion of the total amount, standing at 6,614 tons, down 1,038 tons from the previous year due to a decrease in the production volume. Emissions of toluene into the atmosphere were 399 tons, down 65 tons from the previous year, and the transferred amount was 496 tons, down 133 tons from the year before. While the overall amounts of use and emissions fell due to the decrease in production volume, the transferred amount (amount of effluent) increased, presumably because the number of washes increased due to the smaller quantity for each product. Lintec has installed treatment facilities to remove atmospheric emissions of organic solvents. Its plants are not permitted to manufacture products without operating these treatment facilities. In fiscal 2020, there was no case where a plant did not operate these treatment facilities during production.

* 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.

— Emission and transfer of toluene FY2020



Note: Elimination rate=eliminated amount/(handling amount-transferred amount)×100

— Change in emission and transfer of toluene

	2016	2017	2018	2019	2020
Toluene handled(t)	7,730	7,752	7,919	7,652	6,614
Toluene emitted(t)	471	482	489	464	399
Quantity eliminated(t)	6,792	6,787	6,901	6,825	5,719
Elimination rate(%)	93.5	93.4	93.4	93.8	93.5
Quantity transferred (t) (Disposed of)	467	483	529	363	496

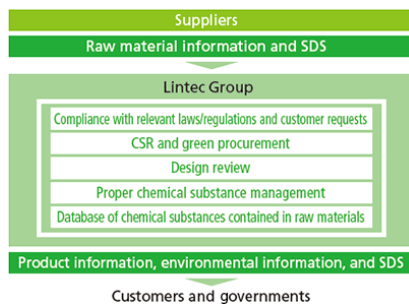
Note: Elimination rate = eliminated amount / (handling amount – transferred amount) × 100

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. Under the REACH Regulation^{*1}, additional substances have been included in the Candidate List of substances of very high concern (SVHCs), on which information must be communicated. As a result of the 24th update, there are now a total of 211 SVHCs on the REACH Candidate List. Meanwhile, the RoHS Directive^{*2} was revised to expand the scope of its application. In the revised RoHS Directive, four phthalate esters were specified as restricted substances, in addition to the six substances whose use had already been regulated. The four new substance restrictions were brought into effect in July 2019. Lintec is working on switching over to raw materials containing no phthalate esters to ensure that its products are friendly to the environment.

- *1 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.
- *2 RoHS Directive: EU's Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment.

— Product Information Flow



Chemical Leak Drills

The Lintec Group conducts chemical spill drills at plants and research centers that handle chemical substances. The drills aim to familiarize employees with actions required to be taken in the event of a chemical spill, including immediate initial actions, steps to prevent possible secondary disasters, such as a spill extending to outside the premises, soil contamination, and fire, and safe methods of clearing the contaminated area.

In fiscal 2020, drills were carried out at nine business sites, excluding the Head Office, which does not handle organic solvents defined by the Industrial Safety and Health Act. The total number of participants was 1,357.

Reduction of Environmentally Hazardous Substances

Proper Storage and Management of PCB*

Previously, Lintec securely managed and stored PCB waste at its Tatsuno Plant. However, we properly completed the disposal of PCBs at the end of June 2019.

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

— Status of proper storage and management of PCBs

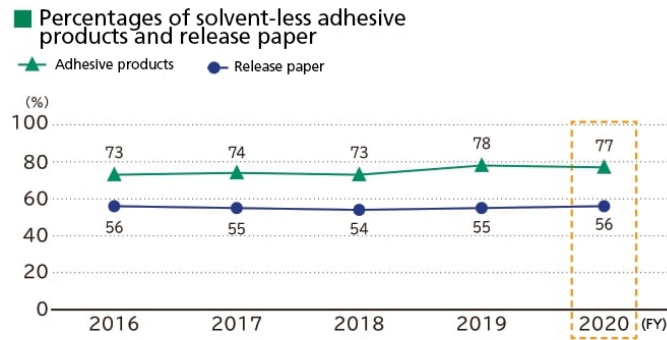
Business site	Number of stored units of PCB waste	Treatment facility	Year of registration for consignment treatment	Expected processing completion
Kumagaya Plant	19 high-concentration units	JESCO Tokyo Office	2005	March 22, 2019 (Completed)
	4 fluorescent light ballasts	JESCO Hokkaido Office	2017	June 2018 (Completed)
	1 low-concentration unit	Gunto Sangyo Co., Ltd.	2018	December 2018 (Completed)
Tatsuno Plant	14 high-concentration units	JESCO Kitakyushu Office	2015	June 2019 (Completed)
	3 fluorescent light ballasts		2019	June 2019 (Completed)
Total	41 units disposed of			

Transitioning to Solvent-less Release Agent

Lintec is reducing VOC. In product design, Lintec is working on switching to a solvent-less release agent for its release paper and solvent-less adhesive for adhesive products to reduce the amount of organic solvents it uses. In fiscal 2020, the percentage of solvent-less release paper (production basis) was 56%. The percentage of solvent-less adhesive products (sales basis) was 77%. The percentage of solvent-less paper and products remained at the same level as in the past.

Recognizing the importance of further reducing VOC for preventing air pollution by businesses, Lintec is planning and implementing VOC reduction measures. Lintec has completed the installation of exhaust gas treatment facilities, and will continue to ensure reliable management of treatment facilities, manage the percentage of solvent-less products, and develop and promote sales of solvent-less products to further reduce its environmental impact.

— Percentages of solvent-less adhesive products and release paper



Notes: 1. Percentage of solvent-less adhesive products = quantity of solvent-less adhesive products sold / quantity of all adhesive products sold x 100
 2. Percentage of solvent-less release paper = quantity of solvent-less release paper produced / quantity of all release paper produced x 100

VOICE My Next Stage

The Shingu Plant is striving to reduce VOC emissions, which is one of the plant's priority issues. In order to maintain the performance of the exhaust gas treatment equipment, we perform VOC emissions measurement twice a year. Also, a continuous monitoring system has been introduced to enable stronger management for maintaining performance. Our targets include diluting solvents used in the manufacturing process, with an eye to lowering gas concentration by reducing the usage of such products. We are aiming at every appropriate target to apply VOC emissions reduction techniques and executing the PDCA cycle, seeking to innovate the approach to achieving goals.



Kanji Omoto
 Assistant to the Plant Manager
 Shingu Plant



Regenerative thermal oxidizer (RTO)

Environmental Report

Environmental Accounting

Lintec uses environmental accounting to ascertain the costs and benefits of environmental protection, and continues to carry out environmental protection activities as effectively as possible. Environmental investments^{*1} made in fiscal 2020 totaled 679 million yen, while environmental costs^{*2} incurred for the same year totaled 3,779 million yen. Total environmental investments, mainly used to introduce exhaust gas processing equipment for production facilities, among others, increased by 118 million yen from the previous year. Total environmental costs increased by 49 million yen year on year due to an increase in the number of projects to develop environmentally friendly products.

- *1 Environmental investments: The amount of investments made during a year for the purpose of environmental conservation. Since the effect of the investments lasts for several years or longer, the invested amounts are recognized as costs over those years.
- *2 Environmental costs: Costs or losses arising from consuming goods and services for the purpose of environmental conservation

Calculation Basis

1. The scope of data collection covers Lintec Corporation and Tokyo Lintec Kako. Other affiliates are not included.
2. The data is for the period from April 1, 2020, to March 31, 2021.
3. The Environmental Accounting Guidelines (2005) from the Japanese Ministry of the Environment were used as a reference.

Fiscal 2020 environmental conservation costs

Lintec uses environmental accounting to ascertain the costs and benefits of environmental protection, and continues to carry out environmental protection activities as effectively as possible. Environmental investments^{*1} made in fiscal 2020 totaled 679 million yen, while environmental costs^{*2} incurred for the same year totaled 3,779 million yen. Total environmental investments, mainly used to introduce equipment related to papermaking, among others, increased by 211 million yen from the previous year. Total environmental costs increased by 49 million yen year on year. Environmental conservation costs related to R&D activities increased by 122 million yen, reflecting an increase in the number of projects to develop environmentally friendly products and an increase in the number of personnel engaged in these projects.

- *1 Environmental investments: The amount of investments made during a year for the purpose of environmental conservation. Since the effect of the investments lasts for several years or longer, the invested amounts are recognized as costs over those years.
- *2 Environmental costs: Costs or losses arising from consuming goods and services for the purpose of environmental conservation

Category	Target equipment	Investments	Details of main initiatives	Expenses	
1.Business area cost	Pollution prevention cost				
	a.Preventing air pollution	Exhaust treatment system	11	Management and maintenance of equipment to prevent air pollution	278
	b.Preventing water pollution	Effluent Water treatment system	44	Management and maintenance of equipment to prevent water pollution	132
	c.Preventing overall pollution	-	2	PCB and sludge disposal costs	28
	Global environmental conservation cost				
	a.Preventing global warming	Exhaust treatment system	418	Management and maintenance of fuel conversion systems	68
	b.Energy conservation	Effluent Water treatment system	184	Management and maintenance of in-house power generation equipment	433
	Resource circulation cost				
	a.Efficient utilization of resources	Waste paper treatment system	0	Management and maintenance of wastepaper processing equipment; use of wastepaper as raw material	337
	b.Treating, reducing, and recycling waste	Waste-derived fuels system	19	Management and maintenance of incinerator and boiler equipment; industrial waste processing	431
2.Upstream / downstream cost	Collecting, recycling, and reusing byproducts	-	-	By-product pickup	72
	Green procurement and purchasing	-	-	Purchase of environmentally friendly office supplies	7
3.Administration cost	Constructing and operating environmental management systems	-	-	Environmental conservation organizations	359

Category		Target equipment	Investments	Details of main initiatives	Expenses
	Environmental information disclosure	-	-	Preparation of the CSR Report and webpages; participation in the Eco-Products fair	29
	Monitoring and measuring environmental impact	-	-	Analysis and measurement of regulated substances	46
	Environmental education	-	-	Participation in seminars and workshops	0
	Environmental improvement measures	-	-	On-site beautification; garden tree pruning	25
4.R&D cost	-	-	R&D relating to environmental protection	1,516	
5.Social activity cost	-	-	Biodiversity project activity reporting presentation	0	
6.Environmental remediation cost	-	-	Payment of pollution load levy; compensation for fisheries	16	
Total		-	678	-	3,777

Note: Investment in exhaust treatment system installation includes spare parts and miscellaneous work.

Fiscal 2020 environmental conservation effects

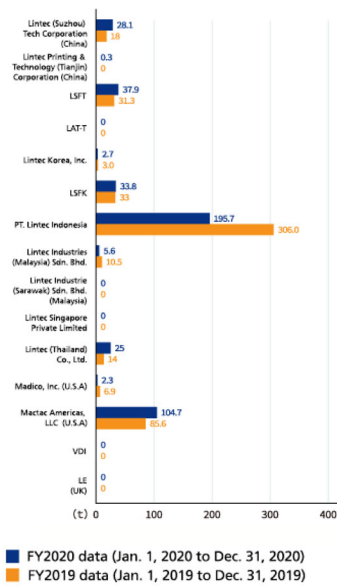
Environmental conservation effect categories	Environmental performance indicators		Base period (FY2019)	FY2020	Environmental conservation effect (difference against base period)
1. Environmental conservation effects related to resources put into business activities	Purchased electricity usage (crude oil equivalent)	1,000 kl	36	34	-2
	Fuel usage (crude oil equivalent)	1,000 kl	55	43	-12
	Organic solvent usage	1,000 t	9.4	9.3	-0.1
	Water usage	1,000 t	8,789	7,951	-838
2. Environmental conservation effects related to environmental impact and waste output from business activities	CO ₂ emissions from manufacturing	1,000 t -CO ₂	163	148	-15
	Toluene emissions to air	1,000 t	0.464	0.399	-0.065
	Waste discharge	1,000 t	28.1	29.0	0.9
	Waste incinerated	1,000 t	4.6	3.1	-1.5
	Waste buried in final landfills	1,000 t	0.09	0.16	0.07
	Total effluent	1,000 t	6,589	5,246	-1,343
	SO _x emissions	t	8.7	9.4	0.7
	NO _x emissions	t	38.8	28.4	-10.4
3. Other environmental conservation effects	Fuel usage associated with transportation (crude oil equivalent)	kl	3,912	3,704	-208
	CO ₂ emissions associated with transportation	1,000 t -CO ₂	10.4	9.8	-0.6
	Amount of product transportation	10 Million ton-km	9.4	8.9	-0.5

Environmental Data of Group Companies Outside of Japan

Environment Performance Data in Fiscal 2020

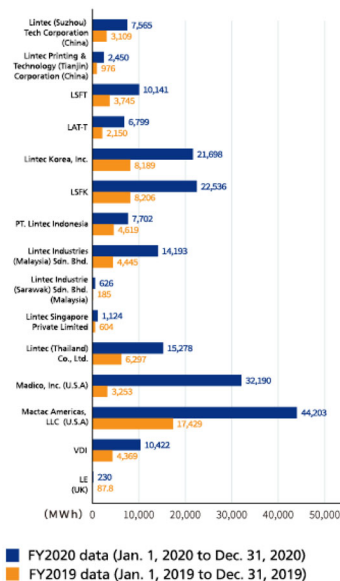
Below is the environmental FY2020 data for the 15 Lintec Group companies outside of Japan.

VOC emissions*

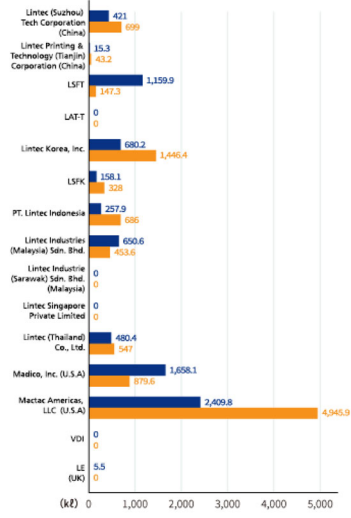


* VOC: VOC stands for volatile organic compounds. VOC collectively refers to organic compounds that become gas in the atmosphere.

Electricity usage



Fuel (light oil and natural gas) usage (crude oil conversion)



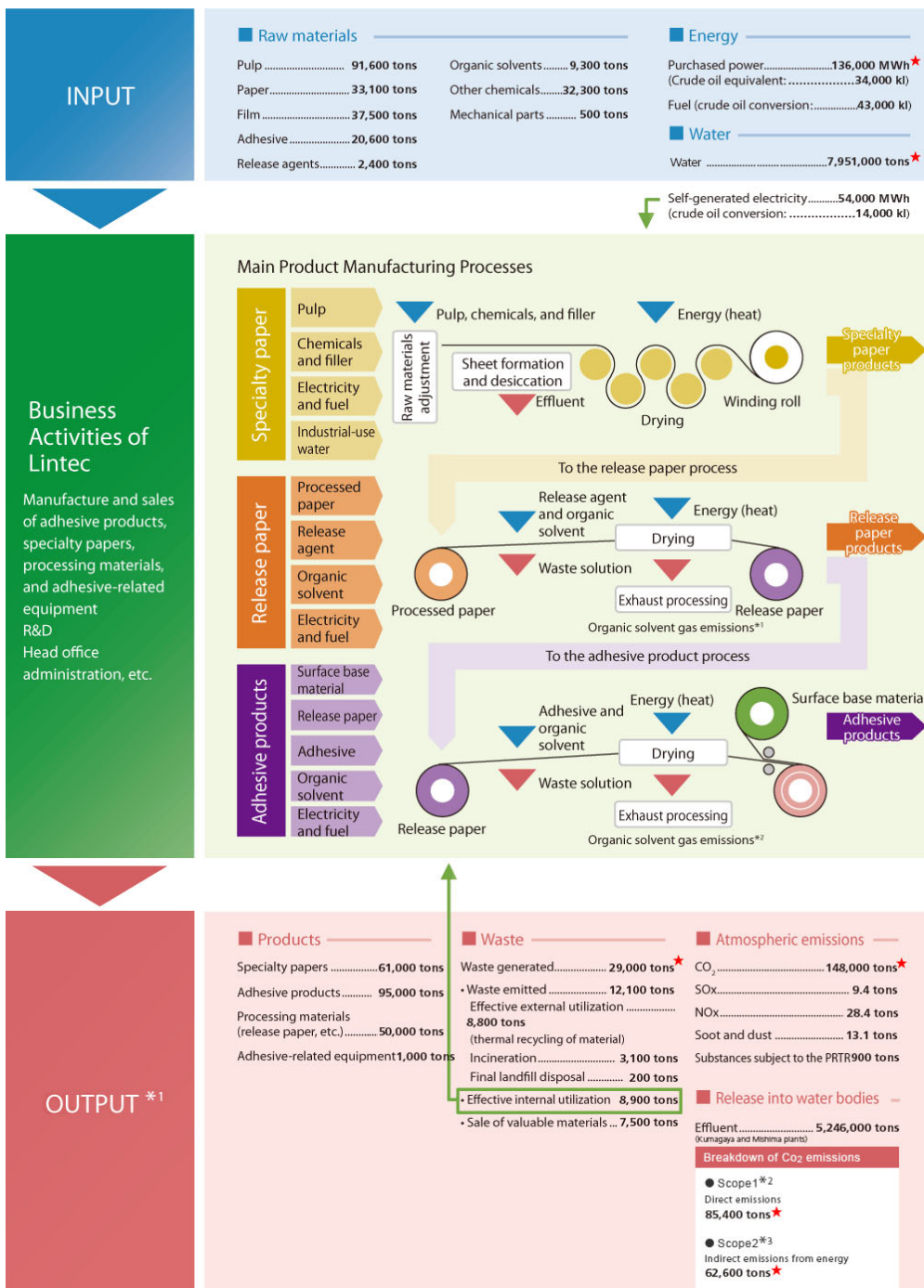
■ FY2020 data (Jan. 1, 2020 to Dec. 31, 2020)
■ FY2019 data (Jan. 1, 2019 to Dec. 31, 2019)

Relationship between Lintec and the Environment

Calculation Basis

1. The scope of data collection covers Lintec Corporation and Tokyo Lintec Kako. Other affiliates are not included.
2. The data is for the period from April 1, 2020, to March 31, 2021.

Fiscal 2020 Material Flow



As figures with ★ have undergone third-party verification by SGS Japan, Inc.

★For detailed data, > [click here](#)

- *1 Inside sales are not included in "Output" figures.
- *2 Scope 1: Direct CO₂ or other greenhouse gas emissions from the consumption of *4 Pandemic: An occurrence of an infectious disease that affects many people on a global scale purchased gas and liquid fuels, such as liquid natural gas (LNG), liquid petroleum gas (LPG), utility gas, kerosene, light oil, and gasoline.
- *3 Scope 2: CO₂ or other greenhouse gas emissions generated by other companies in the production of energy, such as electricity and steam, purchased by the reporting company.

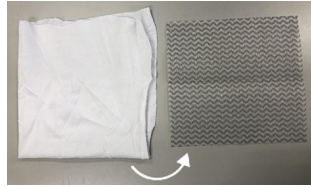
CSR

CSR Activities at Group Companies Outside Japan

Each of our group companies outside Japan is promoting community-based CSR activities to fulfill our responsibility as a global company. Due to the COVID-19 pandemic, restrictions were imposed on various activities in fiscal 2020, resulting in cancellations of some events. This section features activities that were able to take place.



> **LINEC (SUZHOU) TECH CORPORATION**



> **LINEC PRINTING & TECHNOLOGY (TIANJIN) CORPORATION**



> **LINEC SPECIALITY FILMS (TAIWAN), INC.**



> **LINEC ADVANCED TECHNOLOGIES(TAIWAN), INC.**



> **LINEC KOREA, INC.**



> **LINEC SPECIALITY FILMS (KOREA), INC.**



> **PT. LINEC INDONESIA**



> **PT. LINEC JAKARTA**



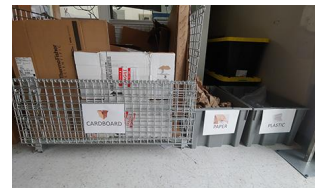
> **LINEC INDUSTRIES (MALAYSIA) SDN. BHD.**



> **LINEC INDUSTRIES (SARAWAK) SDN. BHD.**



> **LINEC (THAILAND) CO., LTD.**



> **LINEC OF AMERICA, INC. Nano-Science & Technology Center**



> **MADICO, INC.**



> **VDI, LLC**



> **MACTAC AMERICAS, LLC**

CSR Activities at Group Companies Outside Japan

LINTEC (SUZHOU) TECH CORPORATION



Fang Ying
Materials
Department

In September 2020, the Chinese government publicly pledged that the country would reach peak CO₂ emissions before 2030 and it would achieve carbon neutrality by 2060. Following this announcement, various actions began to be developed throughout the country. On March 15, 2021, as part of such efforts, our company organized a volunteer group comprising around 50 employees and their family members to participate in tree-planting activities hosted by the Fengqiao Neighborhood Association in Suzhou's Gaoxin District. They planted 20 cherry trees (a late-flowering variety with pale pink petals and a trunk diameter of 40 mm) near Zhongfeng Temple on Tianping Mountain in the district. For this event, a total of around 500 participants from more than 20 companies worked together to plant 600 trees of various species.



Participants in tree-planting activities

Company Overview

Location: Suzhou, Jiangsu, China

Number of employees: 170

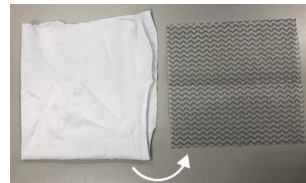
Main business activities: Manufacturing and sales of adhesive products for seals and labels and casting papers for synthetic leather

LINTEC PRINTING & TECHNOLOGY (TIANJIN) CORPORATION



Zhengwu Wang
Printing Department

As part of our initiatives to achieve waste (hazardous waste) reduction, which is the environmental target set based on the ISO 14001 standard, we started to use new waste rags from the second half of 2020 for three printing machines. The change reduced the amount of hazardous waste treated after ink cleaning, as well as the amount of actual waste rags used.



Old and new waste rags

Company Overview

Location: Tianjin, China

Number of employees: 97

Main business activities: manufacture and sale of printing- and industry-related products

LINTEC SPECIALITY FILMS (TAIWAN), INC.



Wen-Chieh Cheng
Environment &
Safety Office

To ensure that we can follow the BCP, we conducted tabletop exercises in June 2020 and March 2021, assuming that COVID-19 was reported at our company. Solutions to the issues found in the first exercise were reviewed in the second exercise. We will continue to increase our response capabilities through exercises.

As there is no sign of the pandemic coming to an end anytime soon, we will continue to provide similar exercise programs to further increase our readiness for BCP implementation.



The second tabletop exercise

Company Overview

Location: Tainan, Taiwan

Number of employees: 89

Main business activities: manufacture and sale of electronic- and optical-related products

LINTEC ADVANCED TECHNOLOGIES(TAIWAN), INC.



Chen-Jung Liao
Quality Assurance
Department

In July 2020, we visited Naturn Farm in Kaohsiung City's Qishan District to participate in its farm experience program. The environmentally friendly establishment is promoting recycling-based farming by effectively combining fish farming with vegetable cultivation.

In the program, we engaged in two kinds of tasks: harvesting vegetables and feeding chickens/collecting eggs. We picked vegetables in greenhouses, the farm's primary setting for growing vegetables in a chemical-free pest control environment. Owing to the farmer's inventive endeavors, the harvested produce was well grown and in fine shape. Chicken and egg tasks were performed in the lemon orchard. We picked up fallen lemons on the ground and fed them to chickens, following the farm's practice of a self-sufficiency policy, a key approach to zero-emissions operations. Through this program, we learned about the important functions of a genuine natural environment.



Picking vegetables in the greenhouse

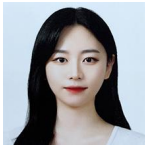
Company Overview

Location: Kaohsiung, Taiwan

Number of employees: 87

Main business activities: manufacture and sale of electronic- and optical-related products

LINTEC KOREA, INC.



Shin Ji Eun
Manufacturing
Department

Our company has a volunteer organization called the Onmaum Association. We engage in volunteer activities every year and in fiscal 2020 we made donations with no face-to-face contact in light of the spread of COVID-19. Donations collected from our employees were delivered to a residential care facility for the severely disabled and a childcare facility.

The group ran a monthly donation drive within the company and made donations to two welfare facilities—St. Bonaventure's Home, a facility for people with severe disabilities, and Chungbuk Huineng Nursery—on November 19, 2020.

Many people have begun to struggle emotionally due to the recent prolonged emergency situation, with some suffering from a fear of becoming infected and COVID-19 induced depression. To fight this challenging situation, we will continue with our efforts, hoping that we will be able to return to normal life as soon as possible, and looking to help create a harmonious society.

Company Overview

Location: Cheongju-si, Chungcheongbuk-do, Korea

Number of employees: 111

Main business activities: manufacture and sale of electronic- and optical-related products



Letter of appreciation from the childcare facility

LINTEC SPECIALITY FILMS (KOREA), INC.



Ji-Hun Lim
Planning
Management
Department

Our employee benefits include coffee machines that can be used for a small fee. We add company funding to the revenue earned from the machines and spend the money on CSR activities. In fiscal 2020, we donated the revenue to Doctors Without Borders, which engages in medical relief work, to tackle COVID-19.

In fiscal 2019, proceeds from the above program were donated to local facilities for people with disabilities. In fiscal 2020, we donated the proceeds to Doctors Without Borders in April 2021, wishing to support efforts toward building a world that will never suffer from infectious diseases caused by any type of virus, including novel coronaviruses.

Company Overview

Location: Pyeongtaek-si, Gyeonggi-do, South Korea

Number of employees: 127

Main business activities: manufacture and sale of electronic- and optical-related products



Letter of appreciation from Doctors Without Borders

PT. LINTEC INDONESIA



Ernawan Setyanto
Purchasing
Department

In May 2020, we made a donation to 32 orphans who live near our plant. We would normally invite the orphans to the plant, but in fiscal 2020 employees who live in the neighborhood visited each orphan individually to deliver the donation in order to avoid the three Cs during the COVID-19 pandemic. The children were delighted by our visits, and prayed for the future peaceful development of PT. Lintec Indonesia and its employees in return for the gifts they received.



Delivering the donation to an orphan at her house

Company Overview

Location: Bogor, Indonesia
Number of employees: 127
Main business activities: manufacture and sale of printing- and industry-related products

PT. LINTEC JAKARTA



Sitha Damayanti
General Affairs and
Human Resources

Since the COVID-19 outbreak started, we have been making sure that employees understand and observe three principles: wearing masks, washing hands, and social distancing. We also put up posters showing measures to prevent infection and created a group chat that provides updates on the latest COVID-19 information. We also carried out various measures, such as: installing hand sanitizers and putting up reminder posters in the office and the warehouse; providing surgical and non-surgical masks to employees; introducing alternate day shift and stay-home work options in response to the local government's large-scale social restrictions; creating novel coronavirus infection prevention and control protocols; and launching an internal chat site to share the latest updates as necessary. I hope that these measures will help employees remain aware that in order to eradicate the pandemic it is essential for each person to act as a responsible member of society.



Group chat (distributed flyers about vaccination and other information regarding COVID-19)

Company Overview

Location: Jakarta, Indonesia
Number of employees: 14
Main business activities: sale of printing- and industry-related products

LINTEC INDUSTRIES (MALAYSIA) SDN. BHD.



Ainunisa Binti Su
Human Resources

In August 2020, we held a seminar on the revised Lintec Group Compliance Guidelines for all employees. Thorough measures to prevent the spread of infection were taken, such as wearing masks and leaving space between seats. All participants passed the test after the seminar.



Attending the seminar

Company Overview

Location: Penang, Malaysia
Number of employees: 102
Main business activities: manufacture and sale of electronic- and optical-related products

LINTEC INDUSTRIES (SARAWAK) SDN. BHD.



James Rigas
Maintenance
Technician

Our company principally organizes outdoor activities every year, but in fiscal 2020, all outdoor programs were cancelled as a result of the spread of COVID-19. Instead, on November 25, 2020, we made a donation to the Bau Government Secondary School, where a total of 1,325 students aged from 13 to 18, including children of our employees, are enrolled, as a measure for controlling the spread of infection. Items donated were, specifically, 6,000 masks, 44 bottles of disinfectant, and three thermometers (non-contact type).



Donated goods

Company Overview

Location: Sarawak, Malaysia

Number of employees: 24

Main business activities: manufacture and sale of electronic- and optical-related products

LINTEC (THAILAND) CO., LTD.



Kanokwan Lomchan
HR & Admin

On February 24 and 25, we went on a company trip to Khao Yai in Nakhon Si Thammarat, one of Thailand's most popular tourist destinations. This was at a time when the national number of COVID-19 cases was at its lowest level, and we had a good time while taking appropriate measures to prevent infection.

On the second day, we visited the Thailand Children's Home Korat in the Pak Chong district, and cooked lunch for disadvantaged children living in the facility.



Children enjoying the meal prepared by our employees

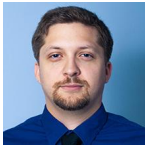
Company Overview

Location: Chachoengsao, Thailand

Number of employees: 189

Main business activities: manufacture and sale of printing- and industry-related products and paper- and processing-related products

LINTEC OF AMERICA, INC. Nano-Science & Technology Center



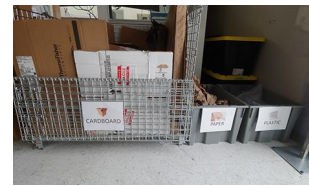
Luis Plata
Mechanical Engineer

We take various measures to be friendly to local communities and the global environment. Specifically, we cut energy consumption by installing LED light bulbs with timers, promote recycling by separating cardboard and plastic materials, and properly dispose of waste in cooperation with the local government.

We will continue with our efforts in compliance with the Lintec Group Compliance Guidelines, aiming to continue to be a respected member of both the local community and the global community.

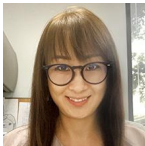
Company Overview

Location: Texas, U.S.A.
Number of employees: 28
Main business activities: research and development



Separating cardboard and plastic materials

MADICO, INC.



Aya Killgo
CSR Committee

Ahead of the Thanksgiving holiday at the end of November 2020, we made a food donation to the Florida Dream Center. We also donated toys and sanitary goods to low-income families through the Lealman Police Athletic League.

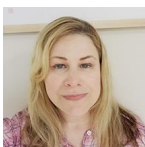
Company Overview

Location: Florida, U.S.A.
Number of employees: 196
Main business activities: manufacture and sale of printing- and industry-related products



Donated goods

VDI, LLC



Toni Doughty
CSR Committee

Our company supports the activity of Dare to Care Food Bank, which offers food to households suffering from food insecurity. In fiscal 2020, we helped by inspecting food donated from local grocery stores and putting together packages, although due to the COVID-19 pandemic only three of our employees were able to participate.

Company Overview

Location: Kentucky, U.S.A.
Number of employees: 39
Main business activities: manufacture and sale of printing- and industry-related products



CSR team that took part in the support activity

MACTAC AMERICAS, LLC



Brittany Eppley
Corporate Marketing
Communications
Manager

As part of a children's hospital's "Adopt A Family" program, we participated in gift giving to help children in palliative care and their families enjoy Christmas. We donated clothes, toys, and household goods to families in eight areas.

Company Overview

Location: Ohio, U.S.A.

Number of employees: 441

Main business activities: manufacture and sale of printing- and industry-related products



Donated goods

Governance Report



True to the ideals of its company motto, "Sincerity and Creativity", the Lintec Group strives to ensure that all of its corporate endeavors are thoroughly respectable. Below is a report about the group's efforts and systems for putting those ideals into practice and contributing to society.

> Corporate Governance

- Corporate Governance Framework
- Compliance with the Corporate Governance Code
- Corporate Officers
- Remuneration of Corporate Officers
- Pursuing Strategic CSR Practice
- Sustainability Promotion System
- Legal Education for Top Management and Employees

> Compliance

- Global Surveys on Human Rights and Labor Standards
- Compliance with the Antitrust Law & Prevention of Corruption
- Issuing Legal Newsletter
- Awareness Raising with the Compliance Guidelines
- Fostering Sense of Ethics

> Risk Management

- Establishing Group-wide BCMS
- Information Security
- Establishing the Counseling Desk (for Internal Reporting and Harassment Consultation)

Related SDGs



Governance Report

Corporate Governance

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

Corporate Governance Framework (As of December 16, 2021)

For organizational design^{*1}, Lintec has chosen to be a company with an audit and supervisory committee,^{*2} and appoints directors as Audit and Supervisory Committee members to enhance the function of supervising the Board of Directors, with the aims of stepping up corporate governance and improving management further. The company has 12 directors, three of whom are members of the Audit and Supervisory Committee.

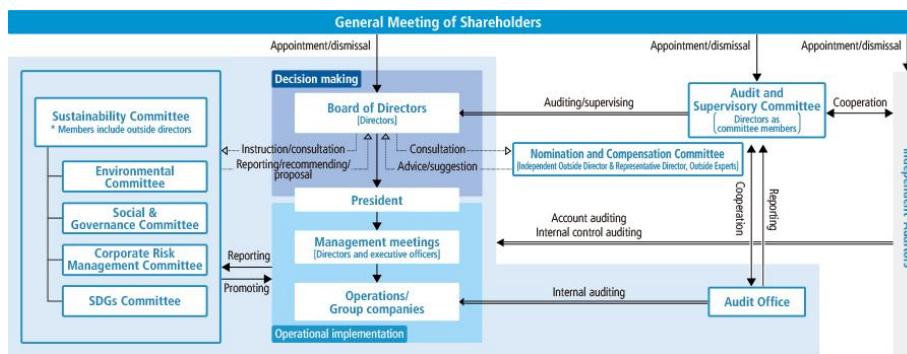
Also, Lintec has five outside directors (three men and two women), including four independent outside directors (two men and two women). Of these four, two directors (one man and one woman) serve as Audit and Supervisory Committee members. With the adoption of the executive officer system, Lintec separates the function of directors in charge of making decisions on important management issues from that of executive officers in charge of business operations.

In addition, the Nomination and Compensation Committee, comprising independent outside directors, a representative director, and outside experts and chaired by an independent outside director, has been established as an advisory body for the Board of Directors. The committee checks the validity of remuneration and personnel affairs of corporate officers, as well as makes general recommendations on corporate governance. Of the 12 directors, two are in their 70s, five are in their 60s, and the other five are in their 50s.

Furthermore, the company has established a sustainability promotion system and the new Sustainability Committee. Committees related to ESG and the SDGs have been reorganized, and subcommittees have been established.

- *1 Organizational design: Determining the structure of organizations (e.g., shareholder meeting, board of directors) in charge of decision-making or operation of a joint-stock company
- *2 A company with an audit and supervisory committee: A stock company where its audit and supervisory committee, comprising more than three directors (with outside directors as a majority) as committee members, audits and supervises how directors administer business operations

Corporate Governance System



— Actions taken to enhance corporate governance

FY	Major actions
2004	<ul style="list-style-type: none"> Appointed an outside director, first in the company
2006	<ul style="list-style-type: none"> Established the Audit Office Reformed the executive compensation system (abolished retirement benefits and introduced stock options) Established the Remuneration Assessment Advisory Meeting (to check the validity of remuneration of corporate officers)
2008	<ul style="list-style-type: none"> Established CSR Management Office Increased the number of outside directors from one to two
2011	<ul style="list-style-type: none"> Adopted the executive officer system; decreased the number of directors significantly from 18 to 10
2015	<ul style="list-style-type: none"> Shifted to a company with an audit and supervisory committee (from a company with a board of auditors) Set the number of board members at 16 (including four directors serving as Audit and Supervisory Committee members and four outside directors) Complied with principles of the Corporate Governance Code
2018	<ul style="list-style-type: none"> Reformed the executive compensation system (for the long-term incentive plan, replaced stock options with restricted stocks in order to encourage directors' holding of treasury stocks) Abolished the buyout countermeasure (anti-takeover measure) Established the Corporate Governance Committee, comprising two independent outside directors and a representative director and chaired by an independent outside director, as an advisory body for the Board of Directors to check the validity of remuneration and personnel affairs of corporate officers (Remuneration Assessment Advisory Meeting was dissolved as a result)
2021	<ul style="list-style-type: none"> Enhanced the structure and function of the Corporate Governance Committee, which was to be: comprised of all independent outside directors, all representative directors, and outside experts, with independent outside directors accounting for the majority and the chair also being named from among this group; and responsible for nominating corporate officers, confirming the appropriateness of their compensation, and forming opinions as well as offering advice and recommendations regarding corporate governance issues in general. Corporate Governance Committee renamed Nomination and Compensation Committee

Compliance with the Corporate Governance Code*

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

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

Corporate Officers

> Corporate Officers

※ Click above to go to the corresponding page.

Remuneration of Corporate Officers

1. Total remuneration by corporate officer type, remuneration type, and number of officers included

Executive category	Total compensation	Total compensation by category (million yen)			Number of officers covered
	(million yen)	Basic compensation	Stock options	Bonus	(persons)
Director (excl. Audit & Supervisory Committee member) (excl. outside director)	295	215	53	25	10
Director (Audit & Supervisory Committee member) (excl. outside director)	21	21	-	-	1
Outside director	30	30	-	-	6

2. Policy regarding decisions on amounts of director remuneration

(1) Director remuneration (excluding Audit & Supervisory Committee members)

Remuneration of directors (excluding outside directors and Audit & Supervisory Committee members) consists of three types: basic remuneration, bonuses, and restricted stock.

Bonuses are offered as short-term incentives and paid in amounts adjusted based on consolidated business results.

Restricted stock is offered as long-term incentives, looking to increase directors' motivation for raised share prices and corporate value.

The amounts of remuneration are decided by the Board of Directors in accordance with the Company's internal rules on director remuneration, within totals approved at the General Meeting of Shareholders. With the aim of improving objectivity and transparency, the Nomination and Compensation Committee has been formed as an advisory body for the Board of Directors to provide advice and recommendations.

(2) Director remuneration (excluding Audit & Supervisory Committee members)

The amounts of remuneration are decided by the Board of Directors in accordance with the Company's internal rules on director remuneration, within totals approved at the General Meeting of Shareholders.

(3) Director remuneration (Audit & Supervisory Committee members)

The amounts of remuneration are discussed and decided by the Audit & Supervisory Committee in accordance with the Company's internal rules on director remuneration, within totals approved at the General Meeting of Shareholders.

Governance Report

Corporate Governance

Pursuing Strategic CSR Practice

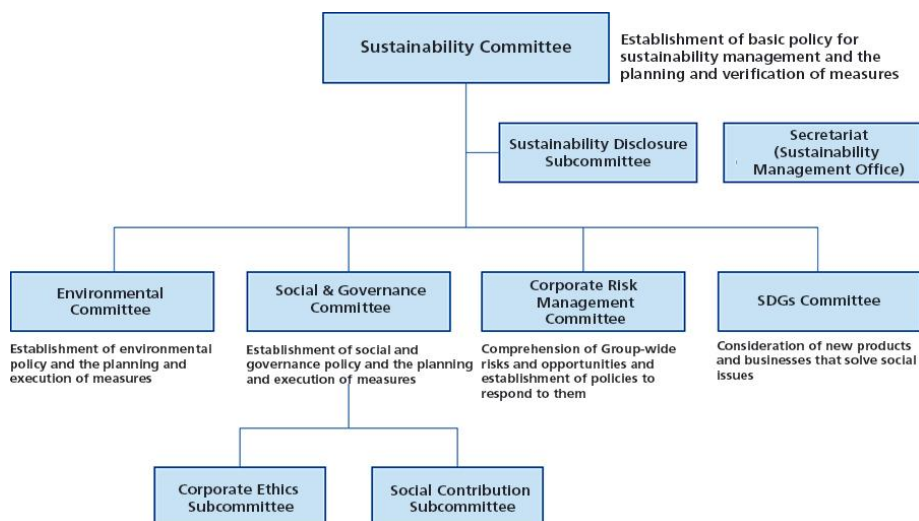
Many stakeholders support the business of the Lintec Group. To meet these stakeholders' expectations and be trusted by them, all Lintec Group employees actively conduct CSR activities centered on the company motto, "Sincerity and Creativity", and in accordance with the "LINTEC WAY", which is an important value supporting the company motto, the Basic CSR Approaches, and the Lintec Group Compliance Guidelines.

To materialize the key initiatives of the LINTEC SUSTAINABILITY VISION 2030 (Abbreviation: LSV 2030), the long-term vision covering the period from April 2021, we established a system to promote initiatives related to ESG and the SDGs and reviewed the Group's issues of materiality. Going forward, we will set KPIs* for the material issues and engage in strategic sustainability promotion activities by implementing the PDCA cycle.

In addition, the Group promotes business operations and CSR activities based on international standards by participating in the United Nations Global Compact and referring to ISO 26000 (Guidance on social responsibility).

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

Sustainability Promotion System



Legal Education for Top Management and Employees

To promote understanding of corporate legal affairs, Lintec provides directors and executive officers with a top-management training program. In fiscal 2020, we held two sessions, one on the theme of "Business Turnaround and Roles of Lawyers" in July 2020, and the other on "Trends on Key Audit Matters (KAM)" in January 2021. As for training for employees, we implement legal training for salespersons (four online sessions took place in fiscal 2020) geared to mid-level employees in charge of sales. We are also incorporating legal seminars into annual group training programs for newly appointed managers and newly appointed section chiefs. In addition, Legal News is published six times a year to provide timely information related to legal affairs to employees of the Lintec Group. These training programs and information disseminated include anti-corruption regulations in other countries, as well as cases of violation. We thus help employees to enhance their cognizance of potential legal risks lurking in daily business activities, which is expected to lead to early risk detection and response.

Legal News published in fiscal 2020

Publication month	No.	Title
May 2020	34	Legal issues in business transactions amid the COVID-19 pandemic
July 2020	35	Beware of efforts to compromise business e-mail accounts!
September 2020	36	Legal risks of committing slander or disseminating fake news (disinformation) on social media
November 2020	37	Remote working, a new normal work style
January 2021	38	Not someone else's problem!—Export control and other regulatory frameworks on international business transactions
March 2021	39	Summary of news between April 2020 and March 2021

Related Data

— Outside Directors

<p>Director Akira Sebe (Executive Officer, General Manager of Raw Materials & Purchasing Division, Nippon Paper Industries Co., Ltd.)</p>	<p>Akira Sebe enhances the supervisory function of Lintec's Board of Directors by drawing on the knowledge and experience he has acquired while serving as executive officer and engaging in materials-related operations over many years at Nippon Paper Industries.</p>
<p>Director (Representative Director and President, JBtoB CO., LTD.) Akiko Okushima</p>	<p>Akiko Okushima enhances the supervisory function of Lintec's Board of Directors by drawing on her broad expertise in marketing, as well as the knowledge and experience she has acquired through serving as president for many years at a company in a different industry.</p>
<p>Director Shigeru Sugimoto (Representative, Crowe Sakura & Co.)</p>	<p>Shigeru Sugimoto enhances the supervisory function of Lintec's Board of Directors by drawing on the advanced and extensive specialist knowledge he has developed as a certified accountant, real estate appraiser, and tax accountant, as well as the wealth of experience he has accumulated over the course of a long business career, including managing his own company while also serving as outside director and auditor at a number of companies in other industries.</p>
<p>Director / Audit & Supervisory Committee Member (Lecturer, Chuo University Graduate School of Commerce; Outside Director, Ryobi Limited) Satoshi Ohoka</p>	<p>Satoshi Ohoka enhances the auditing and supervisory functions of Lintec's Board of Directors by drawing on his experience in policy-based financial institutions, his rich international experience, his specialized academic experience, and the knowledge and experience he acquired as an outside director in other industries.</p>
<p>Director / Audit & Supervisory Committee Member (Lawyer at Kajitani Law Offices) Kanao Osawa</p>	<p>Kanao Osawa enhances the auditing and supervisory functions of Lintec's Board of Directors by drawing on her advanced legal knowledge, broad insights, and knowledge and experience acquired in corporate legal affairs in and outside Japan.</p>

(As of July 1, 2021)

— Number of Board of Directors meetings

- Number of meetings : 14
- Attendance of directors : 100%
Attendance of outside directors : 100%

— Number of Audit & Supervisory Committee meetings

- Number of meetings : 13
- Attendance of committee members : 100%
Attendance of outside committee members : 100%

Governance Report

Compliance

All employees at the Lintec Group are committed to disciplining themselves based on the corporate motto of "Sincerity and Creativity". "Compliance self-check sheet" and "compliance training materials" are published in the Lintec intranet. All employees use these materials for checking their conduct and conducting compliance learning activities in their departments.

Global Surveys on Human Rights and Labor Standards

The Lintec Group conducts a survey once a year to monitor working conditions and human rights. The survey covers a wide range of items, including legal compliance, elimination of discrimination, respect for human rights, prohibition of child labor, prohibition of forced labor, wages, working hours, dialogue and negotiation with employees, safe/healthy working environments, and human resource development.

As a result of the survey in February 2021★, it was confirmed that all sites comply with local and regional laws and regulations, that the Lintec Group Compliance Guidelines are well understood by employees, and that Lintec employees work in a healthy and safe working environment where their fundamental human rights are respected.

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

★For detailed data, > [click here](#)

Compliance with the Antitrust Law & Prevention of Corruption

In 2013, the Lintec Group created an Antitrust Law Compliance Manual, copies of which were handed out to employees at sales divisions. The Group also provided relevant guidance to salespersons during legal training sessions, specifically referring to reported cases of violations at other companies involving cartel formation and resale price maintenance agreements.

In December 2019, we published a Manual for Compliance with the Antitrust Law and the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors, which is a completely revised version of the aforementioned manual. The new manual was distributed to managers, including those of Group companies.

Moreover, in March 2020, we compiled a List of Do's and Don'ts, which illustrates potential legal risks existing in everyday duties. The Group also works to prevent bribery and corruption, incorporating the topic into the Compliance Guidelines, a booklet distributed to employees to raise their compliance awareness.

Issuing Legal Newsletter

The Lintec Group issued Legal News (Vol.34-39) from April 2020 to March 2021 to provide legal information to employees.

- Vol. 34
Legal issues in business transactions amid the COVID-19 pandemic
- Vol. 35
Beware of efforts to compromise business e-mail accounts!
- Vol. 36
Legal risks of committing slander or disseminating fake news (disinformation) on social media
- Vol. 37
Remote working, a new normal work style
- Vol. 38
Not someone else's problem!—Export control and other regulatory frameworks on international business transactions
- Vol. 39
Summary of news between April 2020 and March 2021

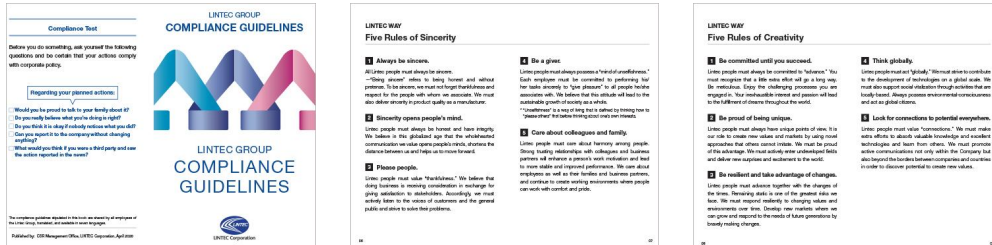
Following the issuance of Legal News, e-learning programs were provided via the intranet.

From October 2020 to September 2021, salespersons in their 10th or so year at the company attended legal training sessions, provided as part of theme-based programs. Also, newly appointed managers and newly appointed section chiefs received training (about one hour for each) on "legal risks particular to Lintec".

Awareness Raising with the Compliance Guidelines

At the Lintec Group, we issue a code of conduct booklet, "Compliance Guidelines", to enhance each employee's compliance awareness. The Guidelines booklet has been translated into seven other languages to be distributed to employees of Group companies outside of Japan. Following the revision of the Lintec Group Code of Conduct in January 2020, the Compliance Guidelines were also revised and issued in April 2020. We distributed the revised guidelines to all employees of the Lintec Group.

> Lintec Group Compliance Guidelines



Compliance Guidelines distributed to employees (excerpt)

Fostering Sense of Ethics

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

Volume 12 was issued under the theme of "Make corporate ethics easier to understand and practice" and introduced a new patrol dog mascot.



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.

To practice the proper performance of accounting procedures, which form the basis of appropriate tax payments, we have distributed the Compliance Guidelines (published in seven languages) to all Group employees, in order to raise their awareness and ensure that our daily transactions are carried out in a proper and lawful manner.

We do not conduct transactions that are not related to our core business but intended solely for tax reduction.

In cases of uncertainty over the interpretation of tax laws, we seek the advice of external professionals. If doubts remain, we seek prior consultation with the tax authorities concerned to ensure that we can pay taxes appropriately.

With regard to transactions between Group companies in two or more countries, we strive to appropriately distribute profits between the countries or regions where these companies operate, so as to mitigate transfer pricing tax risks.

Governance Report

Risk Management

The Lintec Group established the Corporate Risk Management Committee in April 2018 to further enhance its risk management system.

We revamped and strengthened our sustainability promotion system in April 2021, and redefined the purpose of the committee as "to comprehend business risks and opportunities, establish policies to respond to them, and implement and verify the policies within the corporate structure". Agenda items brought up by each member and information based on annual risk clarification by managers, etc. constitute the main components of the input to the committee. The activities of the committee have conventionally been reported to the Board of Directors every quarter to share information and receive instructions. In collaboration with other committees, we will continue to intensify our efforts to improve our risk management ability, and grasp the risks and opportunities in a timely manner, to facilitate the sustainable growth of the Lintec Group.

Establishing Group-wide BCMS*1

LINTEC Corporation, Tokyo Lintec Kako, Inc., and Lintec Speciality Films (Taiwan), Inc. have developed a BCP² to allow them to minimize human casualties and resume business as early as possible after an earthquake or other disaster.

Becoming certified under ISO 22301³: 2012 in March 2014, we are operating the BCMS to maintain and improve the BCP.

We will make continued efforts to share the BCMS among employees to initiate and enhance activities.

- *1 BCMS stands for a Business Continuity Management System. It is a management technique to develop a business continuity plan, based on the understanding of the current conditions of the organization, to ensure that the businesses are continued in the event of a serious incident that will or may have grave impact on major products/services of the organization. Drills are also performed to validate the effectiveness of the BCP.
- *2 BCP stands for a Business Continuity Plan. It is a plan developed in advance to enable the minimization of damage and the continuation or early resumption of business in the event that a company encounters an emergency situation such as an accident or disaster.
- *3 ISO 22301: An international standard for BCMS that a corporation or organization should follow in establishing and effectively operating a system to prepare for earthquake, fire, trouble in the IT system, financial crisis, bankruptcy of supplier, pandemic, or other natural disaster or accident.

BCMS Drill

Employees at each site plan and conduct drills according to the business and characteristics of the site. Details of drills at all sites are shared group-wide via the intranet.

Drills
conducted in
fiscal 2020 **26** sites **441** drills



Demonstrated disinfection procedures for COVID-19



Demonstrated disinfection procedures for COVID-19



Fire pumper water-discharge exercise (Kumagaya Plant, April 2020)



Exercise for emergency broadcast procedures in the event of power outage (Chiba Plant, March 2021)

Group-Wide BCMS Study Sessions

Lintec hosts company-wide BCMS study sessions (collective training) targeting the entire workforce. We hold a face-to-face study session to learn about the basics of BCMS once a year, and offer an e-learning program twice a year.

Improvement efforts

BCMS operation at each site is checked by internal audits. About half of these internal audits are conducted as mutual site audits, which provide employees with opportunities to get to know initiatives at other sites and help improve each other. Suggestions and improvement proposals from employees are discussed at the BCMS Council and reflected in group-wide initiatives. Council meetings are held openly, broadcast at each site using the TV conference system so that employees can watch them.

Information Security

Lintec has developed the Information Security Management Rules, and conducts a self-check every year at each department based on the Information Security Operational Rules and Internal Audit Checklist.

In addition, we have an e-learning program for performing a self-audit of information security to promote understanding and raise awareness among employees concerning information management. We also provide comprehensive education that includes things to note when using social media in a personal capacity.

Establishing the Counseling Desk (for Internal Reporting and Harassment Consultation)

The Lintec Group has a helpline (internal reporting system) to enable employees to report, without any disadvantage, any serious legal or ethical violations that they identify. Lintec added a third-party lawyer to the helpline system to facilitate prompt investigations while protecting reporters and reported details. Instructions on how to use the helpline are provided in the Compliance Guideline to raise awareness of the helpline across the Group.

Lintec established its harassment counseling desk in May 2019, and operates it appropriately to improve workplace environments. This is a system under which employees can directly consult specialists, including clinical psychologists. Its objective is to help resolve harassment and other workplace issues through cooperation between specialists and the Human Resources Department.

CSR Report 2021

Japanese



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English: Full translation of the Japanese report



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Other language version

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- > Japanese [PDF : 6,337KB]
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- > Thai [PDF : 2,538KB]

※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2019



- > Japanese [PDF : 5,739KB]
 - > Detailed version (Japanese) [PDF : 6,899KB]
 - > English: Full translation of the Japanese report [PDF:5,156KB]
 - > Korean [PDF : 4,273KB]
 - > Chinese (traditional characters) [PDF : 4,519KB]
 - > Chinese (simplified characters) [PDF : 4,409KB]
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 - > Indonesian [PDF : 4,377KB]
 - > Thai [PDF : 4,573KB]
- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2018



- > Japanese [PDF : 8,507KB]
 - > Detailed version (Japanese) [PDF : 7,308KB]
 - > English: Full translation of the Japanese report [PDF : 4,060KB]
 - > Korean [PDF : 3,671KB]
 - > Chinese (traditional characters) [PDF : 3,570KB]
 - > Chinese (simplified characters) [PDF : 3,361KB]
 - > Malaysian [PDF : 4,273KB]
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 - > Thai [PDF : 4,208KB]
- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2017



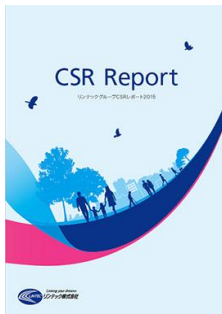
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 - > Chinese (traditional characters) [PDF : 2,155KB]
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 - > Thai [PDF : 2,157KB]
- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2016



- > Japanese [PDF : 13,669KB]
 - > Detailed version (Japanese) [PDF : 6,842KB]
 - > English: Full translation of the Japanese report [PDF : 3,280KB]
 - > Korean [PDF : 4,114KB]
 - > Chinese (traditional characters) [PDF : 1,676KB]
 - > Chinese (simplified characters) [PDF : 1,685KB]
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 - > Thai [PDF : 5,952KB]
- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2015



- > Japanese [PDF : 13,274KB]
 - > Detailed version (Japanese) [PDF : 6,057KB]
 - > English: Full translation of the Japanese report [PDF : 5,566KB]
 - > Korean [PDF : 6,863KB]
 - > Chinese (traditional characters) [PDF : 4,908KB]
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 - > Thai [PDF : 7,855KB]
- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2014



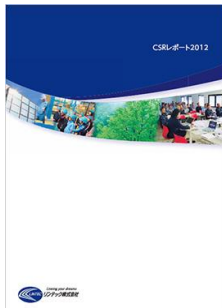
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 - > Chinese (simplified characters) [PDF : 1,905KB]
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 - > Thai [PDF : 1,434KB]
- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2013



- > Japanese [PDF : 13,284KB]
 - > English: Full translation of the Japanese report [PDF : 2,075KB]
 - > Korean [PDF : 855KB]
 - > Chinese (traditional characters) [PDF : 1,183KB]
 - > Chinese (simplified characters) [PDF : 1,095KB]
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 - > Indonesian [PDF : 776KB]
 - > Thai [PDF : 819KB]
- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2012



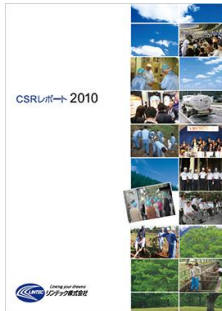
- > Japanese [PDF : 13,864KB]
 - > English: Full translation of the Japanese report [PDF : 3,087KB]
 - > Korean [PDF : 2,358KB]
 - > Chinese (traditional characters) [PDF : 2,675KB]
 - > Chinese (simplified characters) [PDF : 2,731KB]
 - > Malaysian [PDF : 2,437KB]
 - > Indonesian [PDF : 2,408KB]
- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2011



- > Japanese [PDF : 3,795KB]
 - > English: Full translation of the Japanese report [PDF : 2,602KB]
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 - > Malaysian [PDF : 1,848KB]
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- ※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

CSR Report 2010



- > Japanese [PDF : 3,156KB]
- > English [PDF : 1,559KB]
- > Korean [PDF : 2,319KB]
- > Chinese (traditional characters) [PDF : 2,528KB]
- > Chinese (simplified characters) [PDF : 2,395KB]
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※ The versions in Korean, Chinese, Malay, Indonesian, and Thai were produced from excerpts from the Japanese report.

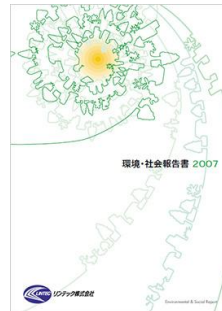
2009～2004



- > CSR Report 2009 Japanese [PDF : 3,071KB]



- > CSR Report 2008 Japanese [PDF : 3,215KB]



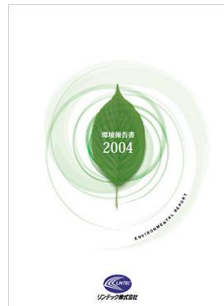
- > Environmental and Social Report 2007 Japanese [PDF : 2,665KB]



- > Environmental and Social Report 2006 Japanese [PDF : 1,681KB]



- > Environmental and Social Report 2005 Japanese [PDF : 14,313KB]



- > Environmental and Social Report 2004 Japanese [PDF : 713KB]

Corporate Policies

> Internal Control

- LINTEC Group Internal Control Policy

> Compliance

- Lintec Group Code of Conduct

> Quality, Environment and Business Continuity

- Lintec Group Quality, Environmental and Business Continuity Policies

> Procurement

- Lintec Procurement Policy
- Lintec Green Procurement Policy
- Lintec Lumber Pulp Procurement Policy
- Green-Pulp-Way

> Safety and Health

- Lintec Occupational Safety and Health Policy
- Overview of the Lintec Occupational Safety and Health Manual

LINTEC Group Internal Control Policy

All departments in Lintec and Lintec Group subsidiaries should develop and enhance an internal control system that prevents fraudulent or illegal practices and errors and ensures adequate and efficient business activities.

- All employees and officers have their respective roles and responsibilities in the development and operation of the internal control system.
- Each department in Lintec and its subsidiaries should conduct a self-assessment from time to time as necessary to check that its operational or administrative processes are being implemented properly and efficiently in compliance with the relevant laws/regulations and internal rules.
- The internal audit department should be formed as an independent unit from all other departments and conduct audits of individual departments in Lintec and subsidiaries periodically to check that their internal controls are working effectively and efficiently.

Established October 1, 2013
LINTEC Corporation

Lintec Group Code of Conduct

Code of conduct

Guided by the Code of Conduct based on the company motto, "Sincerity and Creativity," officers and employees of the Lintec Group shall act in compliance with high ethical standards and social norms.

— [Sincerity at the Lintec Group]

1. Respect for human rights
We respect the human rights and dignity of all stakeholders.
2. Management and utilization of company assets
We strictly manage company assets and utilize them according to specific business purposes.
3. Prohibition of acts involving conflicts of interest
We will act in the best interest of the Company and its stakeholders.
4. Anti-corruption
We shall not offer or accept any entertainment or gifts that may have the appearance of serving as bribes.
5. Compliance with domestic and international law
We abide by all applicable laws and regulations as a corporate group trusted by the global community.
6. Fair and transparent transactions
In conformity with the competitive order, we conduct appropriate transactions with customers and business partners.
7. Prohibition of Bribery of Regulatory Bodies and Governments
We maintain sound relations with regulatory bodies and governments.
8. Policy on anti-social forces
We prevent any involvement with anti-social organizations.

— [Creativity at the Lintec Group]

9. Sustainable manufacturing and service operations
We contribute to the resolution of social issues through our products and services.
10. Enhancement of customer satisfaction
To enhance customer satisfaction, we are committed to offering high quality and high added value.
11. Symbiosis with the global environment
We strive to reduce the burden of our operations on the environment to achieve harmonious existence with the global environment.
12. Sound workplace environment
We create a workplace environment where employees can perform at their full potential.
13. Challenge for Creativity
We will take on the challenge of creating new value.
14. Social contribution activities
As a corporate citizen, we contribute to the development of more affluent regional and local communities.
15. Building a relationship of trust with society
We establish relationships of trust with our stakeholders through appropriate information disclosure and dialogue.

Established January 2003

Revised April 2011

Revised January 2020

Quality, Environment and Business Continuity

Lintec Group Quality, Environmental and Business Continuity Policies

Basic Policy

Dedicated to the company motto, "Sincerity and Creativity", and the Lintec management philosophy, all employees in the Lintec Group practice fair and innovative corporate activities to fulfill our responsibilities to society, including compliance with laws/regulations of Japan and beyond.

Lintec subscribes to the following "Quality Policy", "Environmental Policy", "Business Continuity Policy", and "Action Guidelines" to ensure the practical execution of these activities.

Quality Policy

We adhere to the fundamentals of "manufacturing". We shall develop, manufacture and sell "quality", "environmentfriendly" and "safe" products, and pursue the conduction of business activities that are trusted by all stakeholders.

— Action Guidelines

1. Develop "people" and a "corporate culture" that work in harmony with different cultures and localities, and contribute to global development by providing the highest possible quality.
2. Identify customers' needs quickly and accurately with a spirit of craftsmanship and share the information within the Group.
3. Analyze current conditions constantly with a spirit of craftsmanship, and conduct continuous improvement activities.
4. Improve and innovate daily services and operations in order to provide better products stably and at reasonable prices.
5. Conduct thorough design reviews to build quality into product design at the initial development stage.
6. Apply statistical approaches for all aspects of operations, including production and quality control, to improve data evaluation and management systems.
7. Construct systematic in-house education programs that develop employees that are capable of demonstrating originality in "craftsmanship".

Environmental Policy

We work to pass down a healthy planet to the next generation. We prioritize the creation of environmentally friendly products, and actively make efforts to protect the global environment.

— Action Guidelines

1. Develop environmentally friendly products.
2. Promote the effective use of resources and implement the 3Rs (reduce, reuse, and recycle).
3. Work for global environmental preservation by managing the chemicals contained in our products.
4. Strive to protect biodiversity.
5. Take the initiative in environmental efforts and continuously improve our environmental activities using the PDCA (plan, do, check and act) cycle.

Business Continuity Policy

We work to create and continually improve the business continuity management system (BCMS) to minimize the impact of any risks that may lead to the interruption of business. Risks include, for instance, natural disasters such as earthquakes, storms and floods, and fires and pandemics.

— Action Guidelines

1. Place top priority on the safety of group employees and their families.
2. Always remember disaster risk-reduction measures to minimize the impact of any disaster.
3. In the event of a disaster, endeavor to quickly resume supplies of our main products to fulfill our responsibilities to our customers.
4. Address social challenges from the perspective of the SDGs, as well as contribute to local communities.
5. Provide continuous improvements in the BCMS through the PDCA plan-do-check-act) cycle.

Environmental Charter established April 10, 1992

Quality Policy established August 10, 1998

Quality and Environmental Policy established April 1, 2012

Quality, Environmental and Business Continuity Policy established September 1, 2013

Quality, Environmental and Business Continuity Policy revised January 1, 2014

Quality, Environmental and Business Continuity Policy revised April 1, 2014

Quality, Environmental and Business Continuity Policy revised April 1, 2020

Business Continuity Policy (Action Guidelines) revised August 7, 2020

Lintec Procurement Policy

1. Fair and transparent business practices

We shall maintain fair and transparent business transactions with all partners based on the principle of free competition in the market. In selecting business partners, we shall keep our door open wide and make fair evaluations of candidates in the areas of quality, cost, delivery, supply stability, technology, services, and environmental effort.

2. Building partnerships

We shall recognize every partner as a "partner for mutual development" and build relationships of trust.

3. Adherence to laws and regulations and social norms

In our procurement activities, we not only shall abide by the laws and regulations of Japan and beyond but also require our partners to do the same.

4. Consideration for the environment

We shall pursue procurement activities with less environmental impact based on the Lintec Green Procurement Policy, and require our partners to actively conduct environmental conservation activities and strictly manage chemical substances.

5. Thorough pursuit of CSR

We shall pursue high level and thorough CSR in our procurement activities together with partners in areas such as respect for human rights, labor health and safety, quality assurance and safety, information security, corporate ethics, and conflict minerals.

Established August 10, 2009

Revised August 30, 2013

Request for Cooperation regarding partnership with Lintec

Lintec will pursue appropriate business development together with its partners. To this end, we ask you to understand the above-stated Lintec Procurement Policy and take specific actions to practice the following. We also ask that your partners understand the same policy and take actions appropriately.

1. Adherence to laws/regulations and social norms; fair business practices

Comply with laws and regulations as well as social norms of countries and regions where you operate business, and respond to your stakeholders in a fair, impartial, and sincere manner in all situations.

- Ensure compliance with applicable laws and regulations
- Maintain sound and honest relationships with your partners
- Ensure information security
- Respect intellectual property

2. Consideration for the environment

Recognize environmental issues, represented by climate change, and those posing grave risks to ongoing business operations, and promote appropriate initiatives to combat such issues in various areas, aiming to contribute to creating a sustainable society.

- Promote environmental conservation activities
- Manage chemical substances
- Reduce environmental impact
- Reduce waste generation
- Promote biodiversity conservation

3. Respect for human rights; promotion of occupational health and safety

Create a workplace environment where all workers involved in your business operations show mutual respect for one another, form relationships without fear of discrimination and human rights abuse, and enjoy working under safe and hygienic conditions.

- Respect fundamental human rights and prohibit discrimination
Prohibit discrimination based on race, nationality, gender, religion, belief, age, familial origin, disabilities, indigeneity, immigration, sexual orientation, gender identity, or for any other reason.
- Prohibit child labor
- Prohibit forced labor
- Take measures against conflict minerals

4. Offer fair prices; build stable supply networks

Offer raw materials at consistently competitive prices, exert cost improvement efforts on an ongoing basis, and build networks to ensure stable supply and be able to flexibly respond to unexpected changes in supply or demand.

5. Improve quality and techniques; ensure safety

For the purpose of quality maintenance and continuous technical improvement for providing products and services, acquire quality management system (ISO 9001) certifications, observe work and operation manuals, and establish and maintain appropriate and rigorous inspection and production systems.

- Observe safety standards applicable to each country and region

以上

Lintec Green Procurement Policy

1. Along with partners, we will promote the management of chemical substances in raw materials, parts, and auxiliary materials that go into our products.
2. We will work to prioritize procurement of less-harmful raw materials, parts and indirect materials from partners actively engaging in environmental conservation and management of chemical substances.
3. As for supply chain management, we will demand that partners actively participate in environmental conservation and chemical products management with their respective suppliers.
4. We will proactively promote the use of Green Pulp based on the Lintec Lumber Pulp Procurement Policy.

Established June 1, 2006

Revised August 10, 2009

Lintec Lumber Pulp Procurement Policy

1. Procurement Policy and approach

- (1) As a measure to counteract illegal logging, we will not procure the following kinds of wood pulp:
 - (a) Pulp from illegally logged wood
 - (b) Pulp from trees of regions violating traditional or civic rights
 - (c) Pulp from protected forests
 - (d) Pulp from reforested areas or forests earmarked for certain purposes
 - (e) Pulp from forests with transgenic trees
- (2) We will proactively promote the use of Green Pulp.

2. Confirmation of Legitimacy

- (1) We will obtain written proof from partners showing that they have abided by each point of the Procurement Policy.
- (2) In our procurement of wood pulp, we will obtain traceability reports from our partners that indicate wood material logging location, species and quantity.
- (3) We will keep relevant materials for five years, and we will disclose them as necessary for audits, etc.
- (4) We will regularly perform internal audits to gauge initiative progress, along with monitoring (surveys and audits) by the Japan Paper Association. We will disclose summaries of the results online.

Established August 10, 2009

Revised June 1, 2010

Revised August 23, 2010

Green-Pulp-Way

Green-Pulp-Way

Green Pulp Way is Lintec's own concept for eco-friendly products. The company carries out product design and manufacturing for special papers and label sheets based on this concept. The aim is to reduce impact on the global environment and to leave a healthy green planet for future generations.

Green Pulp

Green Pulp is a registered trademark of Lintec in Japan, and is produced through a bleaching process that is elemental chlorine free (ECF). The raw materials for this pulp include trees from lawfully and properly managed forests (including CoC-certified pulp and pulp made from afforestation trees), pulp from reused material, and non-wood pulp.

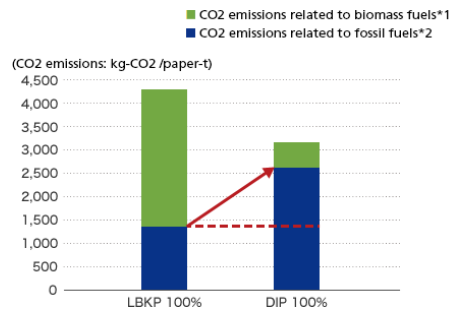
Background

Lintec promotes the recycling of used paper as an initiative for the effective use of resources. In general, the quality (e.g., strength) of recycled paper tends to be compromised in order to raise the content of used material. Given this tendency, we use selected quality material so as to be able to satisfy wide-ranging quality requirements. Recently, however, it has become difficult to procure used paper, irrespective of quality, due to a growing demand for the material in China and other markets. In order to address this situation, we have reviewed our standards for the content percentage of used paper.

Meanwhile, the global warming process is accelerating and intensifying, affecting natural ecosystems and human lives in different ways and giving rise to stronger calls globally for urgent actions to take against the problem. One major approach is pursued by controlling the increasing amount of CO₂ emitted from burning fossil fuels, known as a leading cause of global warming, and forests can play a key role in this approach by fixing CO₂ taken from the atmosphere. In light of this, for the purpose of controlling the global warming process, it is vitally important to protect forest resources, limiting wood sourcing to that from properly managed forests. In addition, recent studies report that pulp made from wood sourced from such forests (Kraft pulp) emits small amounts of fossil fuel-related CO₂ in the paper production process compared to pulp from used paper (deinked pulp). Although recycling used paper is important for the purpose of promoting the effective use of resources, it should be noted that paper recycling may carry a risk of effecting an excessively high content of used paper, resulting in increased emissions of CO₂, a leading GHG.

Considering the above situation, we have established a new policy on materials for paper production: primarily use Green Pulp, with deinked pulp also permitted to be used as necessary while ensuring optimum content to meet quality requirements. We will also give adequate environmental consideration to the selection and design of raw materials other than pulp and auxiliary materials.

— Comparison of CO₂ emissions related to production of 1 ton of high-quality paper from Kraft pulp (LBKP) and deinked pulp (DIP)



※ Based on Survey Report on Recycling of Used Paper and Relevant Environmental Impact (March 2001, Paper Recycling Promotion Center)

*1 CO₂ emitted from the burning of fuels of biological origin, such as those derived from plants. In paper production using Kraft pulp, wood lignin and other ingredients can supply biomass fuels to meet a large percentage of energy demand. Upon burning, biomass fuels emit CO₂ that has been fixed into the relevant plant from the atmosphere during its growth process, which means that CO₂ emissions from biomass fuels do not increase atmospheric CO₂ content.

*2 CO₂ emitted from the burning of fossil fuels, such as petroleum and coal. CO₂ emissions related to fossil fuels burned for paper production using deinked pulp are double those produced when using Kraft pulp, as indicated in the above chart.

Lintec Occupational Safety and Health Policy

Under the company motto, "Sincerity and Creativity", and the management philosophy of Lintec, all Lintec Group employees shall prevent occupational accidents, create a safe and comfortable workplace environment and actively improve safety and health standards.

1. In conducting business activities, we shall appropriately secure and improve the occupational safety and health of everyone in the Lintec Group.
2. The Company shall always work with all Lintec employees to prevent occupational accidents and diseases, and maintain and enhance the health of employees.
3. We shall conduct risk assessment at production sites, establish occupational safety goals, create and implement action plans for achieving those goals and periodically review the plans for improvement.
4. We shall comply with laws and ordinance agreements, and governmental instructions relating to occupational safety and health.
5. We shall provide education and awareness-building programs on occupational safety and health to people in the Lintec Group to communicate the importance of safety and health in the work place and to enhance employee awareness.
6. We shall disclose the Occupational Safety and Health Policy to external parties appropriately on request.

Established June 1, 2018

Overview of the Lintec Occupational Safety and Health Manual

- **Plan (planning)**
Laws and ordinances / safety and health plan, safety and health goals, etc.
- **Do (implementation and operation)**
Organization, roles, responsibilities, and authority / capacity, education and training, and self-awareness / communication, etc.
- **Check (inspections, patrols, improvements)**
Monitoring and measurement / internal audits, etc.
- **Action (reviews by management)**

Editorial Policy

The Lintec Group follows the company motto of "Sincerity and Creativity" when conducting its CSR activities. This report explains our CSR activities during fiscal 2020. It also features the long-term vision and the medium-term business plan implemented from fiscal 2021. The Highlight section presents the outcomes of the activities of the SDGs Committee and the expansion of the scope of the committee's activities. This report publishes certain information that is important for both stakeholders* and the Lintec Group.

- * Stakeholders: Stakeholders include consumers, employees, shareholders, creditors, suppliers, local communities, and government agencies.

Main Channels for CSR Information

— CSR Report (Booklet/PDF version)

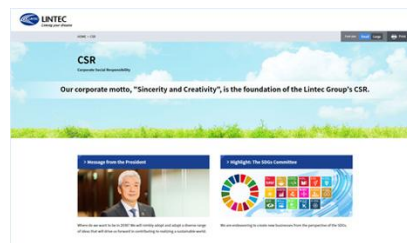
- **[Booklet]**
Information on the CSR activities of the Lintec Group is described in a simple manner.
- **[PDF version]**
Full version is created in English. Abridged version is created in Korean, Chinese (traditional), Chinese (simplified), Malay, Indonesian and Thai.



— CSR Website

More detailed information on the CSR activities of the Lintec Group is available.

- **[Japanese]**
> <https://www.lintec.co.jp/csr/>
- **[English]**
> <https://www.lintec-global.com/csr/>



Guidelines Referenced

Sustainability Reporting Standards of the Global Reporting Initiative (GRI)
 Environmental Reporting Guidelines (2012/2018) of the Ministry of the Environment of Japan
 Environmental Accounting Guidelines (2005) of the Ministry of the Environment of Japan
 ISO 26000 (Guidance on social responsibility)

Reporting Period

This report covers the period from April 1, 2020, to March 31, 2021 (fiscal 2020). It also includes some information up through July 31, 2021 concerning specific initiatives.
 Environmental data for 15 group companies outside Japan covers the period from January 1 to December 31, 2020.
 Reporting is made over a one-year cycle.

Organizations Covered

The scope of this report is arranged as indicated below and follows the same wording. If any information provided diverges from this scope, this is made clear within the text.

- **Social Report/Governance Report**

Lintec: Lintec Corporation

Lintec Group: Lintec Corporation plus group companies in and outside Japan

- **Environmental Report**

Lintec: Lintec Corporation (Head Office, 10 production sites^{*1}, and Research Center) and Tokyo Lintec Kako, Inc.

Lintec and 15 group companies outside Japan: Sites listed above and 15 overseas group companies^{*2}

Lintec Group: Lintec Corporation plus group companies in and outside Japan

*1 10 production sites: Agatsuma, Kumagaya, Ina, Chiba, Tatsuno, Shingu, Komatsushima, Mishima, Doi, and Niihama

*2 15 overseas group companies: Lintec (Suzhou) Tech Corporation; Lintec Printing & Technology (Tianjin) Corporation; Lintec Speciality Films (Taiwan), Inc.; Lintec Advanced Technologies (Taiwan) Inc.; Lintec Korea, Inc.; Lintec Speciality Films (Korea), Inc.; PT. Lintec Indonesia; Lintec Industries (Malaysia) Sdn. Bhd.; Lintec Industries (Sarawak) Sdn. Bhd.; Lintec Singapore Private Limited; Lintec (Thailand) Co., Ltd.; Madico, Inc.; Mactac Americas, LLC; VDI, LLC; and Lintec Europe (UK) Limited

Note on the fiscal year of consolidated subsidiaries

The fiscal year of Mactac Americas, LLC, Lintec (Thailand) Co., Ltd., and another 36 consolidated subsidiaries ends on December 31. As the difference between the fiscal year end of these 38 consolidated subsidiaries and the consolidated closing date is within three months, consolidated financial statements use each company's financial statements based on the fiscal year, and make necessary adjustments with regard to important transactions that occurred between the two accounting dates.

Verification of the reliability of this Report

★Performance indicators marked by an asterisk have been verified by a third party, SGS Japan Inc. As a result of third-party verification, no important issues that require correction were found.

★For detailed data, > [click here](#)

Third-Party Opinion

There have been rapid changes in international trends in the disclosure of corporate non-financial information, as represented by mandatory disclosure based on the TCFD recommendations and standardization of disclosure rules, and we can say with certainty that addressing the changes has become more difficult. The Lintec CSR Report 2021 features new initiatives, such as the long-term vision and revised materiality, to address such changes in the business environment. Owing to the information added this year, the report covers key elements of disclosure of non-financial information that are attracting attention at the moment. In particular, putting the long-term vision at the center of the report enhanced its overall consistency, which is a significant step forward. The long-term vision has three key initiatives: (1) Solve social issues, (2) Foster innovation to build a robust corporate structure, and (3) Create new products and businesses to deliver sustainable growth. By simultaneously presenting the strategy to grow as the company solves issues and thereby offers value to society and the elements that support the strategy, such as the capability to create innovation and new products and businesses, the vision effectively suggests the sustainability of the long-term business model.

The message from the president elaborates on the long-term vision, including the discussions that took place in the formulation process, and lays out a scenario for value creation in a way that is easy to understand. In addition, the message emphasizes the importance of changing the way each employee thinks and acts. It indicates that the new framework maintains the management style where employees are taken seriously as stakeholders. In particular, the proposal of new business ideas by the SDGs Committee constitutes a system where employees take ownership of sustainability and the entire company is committed to promote SDGs management. The remarkable activities embody the stance of the President, which is to let all employees take part in future manufacturing, instead of leaving it to specialized departments.

The report should be highly regarded for its efforts to address the latest trends in the disclosure of non-financial information, while taking advantage of the features it keeps from the past. Nevertheless, I would like to mention a few points in expectation of further advancement.

First, the elements added this year can be linked with each other more systematically. One way to achieve this is to create a more coordinated link between the long-term vision and the revised materiality, using KPIs. Different people have different ideas about materiality, as can be seen from the fact that many companies have difficulty choosing between concentrating on the factors that affect the business model to satisfy institutional investors and focusing on multi-stakeholder initiatives. The new materiality themes associated with the LSV 2030 are more abstract and give some leeway as to how the KPIs will be set. They attach importance to the dynamism that can flexibly incorporate various changes in the future, which is an advantage consistent with the direction of the newly identified issues of materiality. To make the most of this aspect, I expect the company to be keenly aware of creating a link between the KPIs for materiality assessment and the determination to "solve social issues" stated in the long-term vision. Comprehending and measuring the value (impact) brought about by solving social issues through business activities and committing to it as KPIs will build a more coordinated link between the vision, materiality, and value creation scenario.

Next, more information on "people" can be disclosed. Specifically, Lintec is expected to formulate a human resources strategy to achieve the long-term vision and to set KPIs related to human capital. Amid the intensifying competition in disclosing information on social matters, this will be an effective weapon in continuing to communicate the company's characteristics and strengths, both internally and externally.

Fiscal 2021 has been positioned as the first stage of instilling the mindset of the long-term vision throughout the company and can be considered a good time to start a full-fledged discussion. Taking advantage of the company's strength that allows a wide range of employees to participate in the discussion, as well as the enhanced governance system including the new Sustainability Committee, Lintec is expected to make the new direction clear to a greater extent.



Keisuke Takegahara
Executive Fellow
Research Institute of Capital
Formation
Development Bank of Japan Inc.

Response to Third-Party Opinion

We are pleased that Mr. Takegahara has given our long-term vision and revised materiality a high rating.

For the achievement of the long-term vision, it is important that each and every employee proactively changes the way they think and act and takes measures. To this end, we will familiarize our employees with the mindset of the long-term vision and create an environment as typified by the SDGs Committee, where diverse members engage in active discussions beyond the framework of conventional organizations.



I believe that we can ensure the achievement of the long-term vision by setting KPIs for progress on issues of materiality; creating coordinated links between the long-term vision, materiality, and the human resources strategy; and working to solve social issues through business activities. In addition, we will be sure to meet requests for information disclosure through the effective implementation of policies by the new Sustainability Committee and subcommittees.

Based on the company motto of "Sincerity and Creativity", we will continue to aim to be a corporate group that can contribute to realizing a sustainable world.

Makoto Hattori
Representative Director, President
LINTEC Corporation

Third-Party Verification

In the Lintec Group CSR Report 2021, performance indicators for environmental and social areas marked with a star (★) have been verified by a third party, SGS Japan Inc.

- > Verification Statement (Environment) [PDF : 1,034KB] 
- > Verification Statement (Sociality) [PDF : 633KB] 



Financial and Non-Financial Highlights

Financial (consolidated)

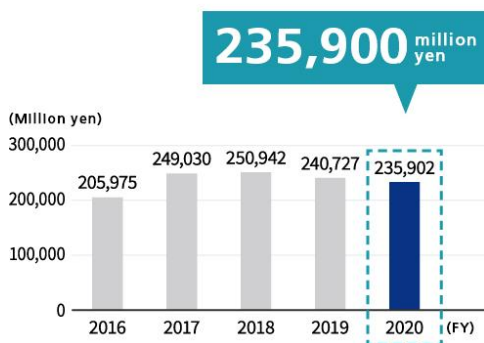
Human Resources

Social (non-consolidated)

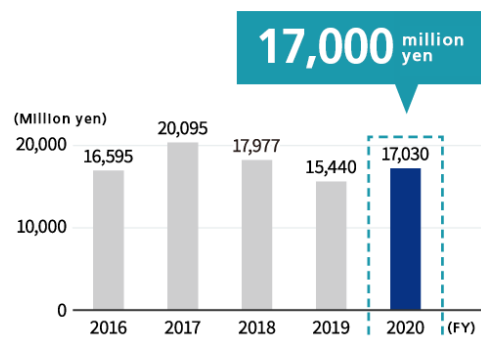
Environmental

Financial (consolidated)

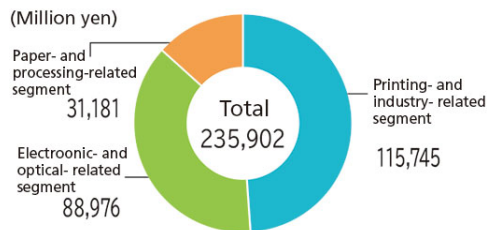
Sales



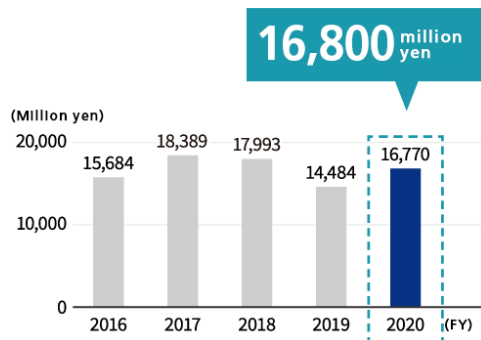
Operating income



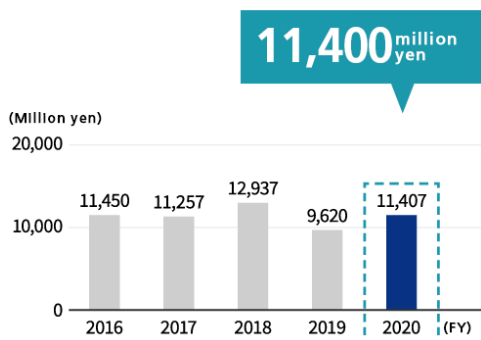
Sales by segment (Fiscal 2020)



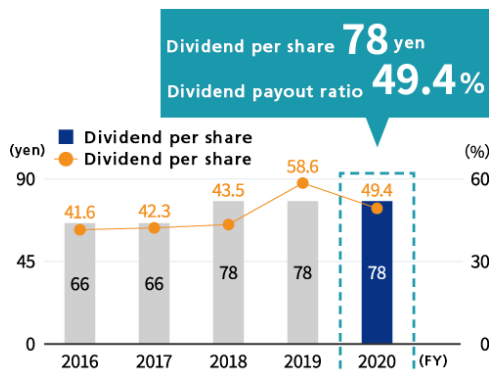
Ordinary income



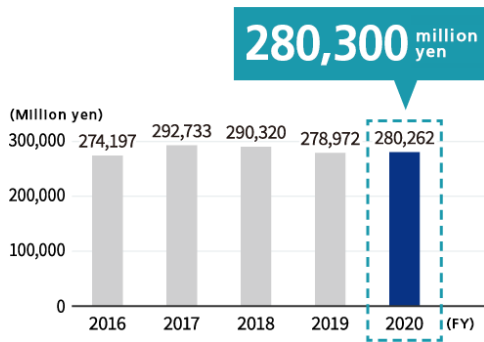
Profit attributable to owners of parent



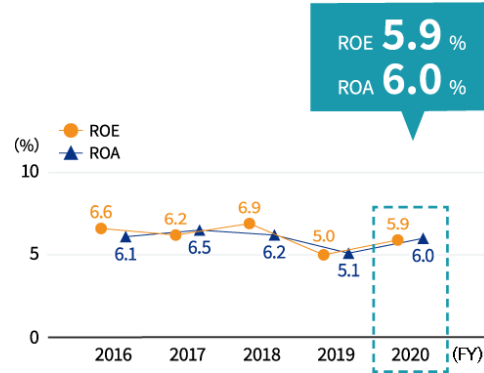
Dividend per share



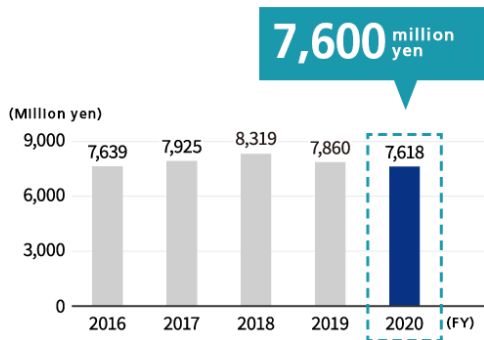
— Total assets



— ROE^{*1}/ROA^{*2}



— R&D expenses



*1 ROE: ROE stands for Return on Equity. It is an index for financial analysis that shows how much profit was generated from shareholders' equity (net asset).

*2 ROA: ROA stands for Return on Assets. It is an index for financial analysis that shows how much profit was generated from total assets.

Human Resources

— Number of employees (consolidated)

4,913 persons



— Percentage of paid leave taken (non-consolidated)

61.7%



— Number of participants in rank-based training programs (non-consolidated/total)

1,341 persons (total)

Total training 6,269.5 hours



Social (non-consolidated)

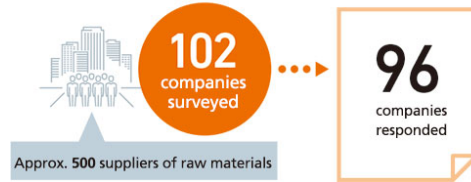
Community Support Expenses

13.38 million yen



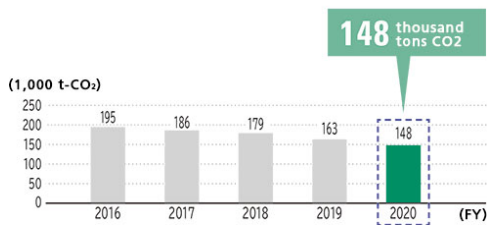
Response rate of CSR procurement supplier survey

94.1%



Environmental

CO₂ Emissions

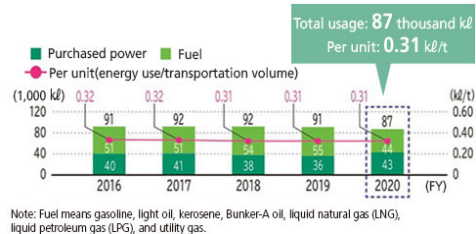


Organizations covered: LINTEC Corporation (Head Office, 10 production sites^{*1}, and the Research Center) and Tokyo Lintec Kako, Inc.

*1 Production sites: Agatsuma (Gunma Prefecture), Kumagaya, Ina (Saitama Prefecture), Chiba (Chiba Prefecture), Tatsuno, Shingu (Hyogo Prefecture), Mishima, Doi, Niihama (Ehime Prefecture), and Komatsushima (Tokushima Prefecture)

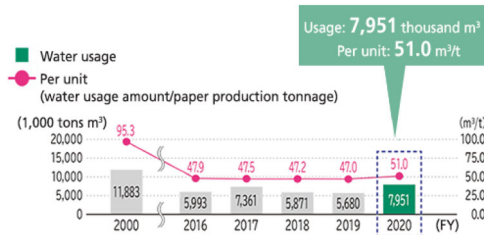
*2 Lintec Group in Japan: Lintec Corporation and its sales offices; Tokyo Lintec Kako, Inc.; Printec, Inc.; Lintec Services, Inc.; and Lintec Commerce, Inc.

Total energy use (crude oil equivalent)



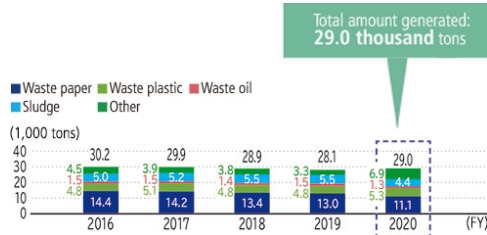
Organizations covered: Lintec Group in Japan^{*2}

Water usage



Organizations covered: Kumagaya and Mishima Plants

Waste discharge



Organizations covered: LINTEC Corporation (Head Office, 10 production sites, and the Research Center) and Tokyo Lintec Kako, Inc.

Performance Data

Many stakeholders support the business of the Lintec Group. To meet these stakeholders' expectations, the Lintec Group places its corporate motto "Sincerity and Creativity" at the center of its CSR structure, and actively conducts its CSR activities. The following is our performance data for key stakeholders.

Customer Relations

- > Number of patent applications
- > Acquisition of ISO 9001 certification
- > Ratio of quality accidents

Supplier Relations

- > Questionnaire survey response rate
- > Questionnaire items (overview)

Employees Relations

- > Number of employees by gender
- > Employment rate for Persons with Disabilities
- > Number of registered Job Return Program Users
- > Number of re-employed retirees
- > Status of the Lintec Forest
- > Employees by region and by gender
- > Local employees at sites outside Japan
- > Three-year turnover of employees hired as new graduates
- > Number of new hires and retirees
- > Program users
- > Company-wide rank-based training programs
- > Participants in environmental education
- > Self-development Correspondence Training Course Participants
- > Occurrence of accidents resulting in absence from work
- > Disaster drills at plants
- > Construction Safety Conferences

Community Relations

- > Breakdown of Community Support Expenses
- > Community cleanups
- > Blood Donation
- > A plant and facility tour

Environment

- > Medium-term targets and results
- > Total energy use (crude oil equivalent)
- > CO₂ emissions and transportation volume in distribution
- > Waste flow
- > Process from Water Intake to Effluent
- > Effluent treated (Kumagaya and Mishima plants)
- > Emission and transfer of toluene
- > Percentages of solvent-less printing-related adhesive products and release paper
- > Environmental conservation effects
- > Electricity usage (Outside of Japan)
- > Material Flow (Japan only)
- > Number of environment-friendly products developed
- > CO₂ Emissions
- > Energy usage
- > Waste discharge
- > Water usage (Kumagaya and Mishima Plants)
- > Effluent Water Quality
- > Status of proper storage and management of PCBs
- > Environmental conservation costs
- > VOC emissions (Outside of Japan)
- > Fuel (light oil and natural gas) usage (crude oil conversion) (Outside of Japan)

GRI Index

Lintec has created its CSR report in accordance with the Core Criteria of Sustainability Reporting Standards of the Global Reporting Initiative.

The following table indicates our reporting items along with the corresponding parts of ISO 26000 standards and the Lintec Group 2021 CSR website. Links are provided to the applicable report pages.

Colored items are related to the Core Criteria or the Lintec Group's CSR themes (important issues).



General Disclosures	Management Approach	Economic Standard Series	Environment	Social Standards Series
▼	▼	▼	▼	▼


General Disclosures





General Disclosures 2016



Criteria	Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
1	Organizational profile			
102-1	Name of the organization	> Corporate Profile	—	—
102-2	Primary brands, products and / or services	> What Is the Lintec Group? > Lintec in Everyday Life > Markets served	—	—
102-3	Location of headquarters	> Corporate Profile	—	—
102-4	Location of operations	> Global Network Supports Our Activities > CSR Activities at Group Companies Outside Japan > Securities Report Part 1, Section 14 [Status of Affiliated Companies] (Japanese Version only) 	> Editorial Policy	—
102-5	Ownership and legal form	> Corporate Profile	—	—
102-6	Markets served	> Corporate Profile > Markets served > Securities Report Part 1, Section 1, 3 [Descriptions of Business] (Japanese Version only) 	—	—
102-7	Scale of the organization	> What Is the Lintec Group?	—	—

		<ul style="list-style-type: none"> > Global Network Supports Our Activities > Financial and Non-Financial Highlights > Securities Report Part 1, Section 1, 1 [Changes in major management indicators, etc.] (Japanese Version only) 📄 > Securities Report Part 1, Section 15 [Status of Employees] (Japanese Version only) 📄 > Related Data 			
102-8	Information on employees and other workers	<ul style="list-style-type: none"> > Corporate Profile > Securities Report Part 1, Section 5 [Status of Employees] (Japanese Version only) 📄 > Related Data 		6.4 6.4.3	—
102-9	Supply chain	<ul style="list-style-type: none"> > Value Chain and Stakeholders > CSR Procurement 			
102-10	Significant changes to the organization and its supply chain	N/A	> Securities Report Part 1, Section 1, 3 [Descriptions of Business] (Japanese Version only) 📄	—	—
102-11	Precautionary Principle or approach	<ul style="list-style-type: none"> > Compliance > Risk Management > Improving Customer Satisfaction > Providing Quality Assurance System > CSR Procurement > Safety and Disaster Prevention > Environmental Management System 		6.2	—
102-12	External initiatives	<ul style="list-style-type: none"> > United Nations Global Compact > ISO26000 	Answering to CDP Awareness Raising with the Compliance Guidelines	6.2	—
102-13	Membership of associations	Japan Paper Association ASSOCIATION OF JAPAN WINDOW FILM MANUFACTURES FINAT		6.2	—
2	Strategy				
102-14	Statement from senior decision-maker	> Message from the President		6.2	—
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> > Materiality (Important Issues) > What Is the Lintec Group? 		6.2	—

		<ul style="list-style-type: none"> > Securities Report Part 1, Section 22 [Business risks] (Japanese Version only)  			
3	Ethics and integrity				
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> > CSR in the Lintec Group > Corporate Policies 		—	—
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> > Establishing the Counseling Desk 		—	—
4	Governance				
102-18	Governance structure	<ul style="list-style-type: none"> > Corporate Governance Framework > Sustainability Promotion System > Corporate Governance Report, II Business Management Organization and Other Corporate Governance Systems concerned with Decision-making, Execution of Business, and Oversight in Management, 1. Matters concerning Organizational Composition and Operation (Japanese Version only)  		6.2	—
102-19	Delegating authority	<ul style="list-style-type: none"> > Sustainability Promotion System 		—	—
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> > Corporate Governance Framework > Sustainability Promotion System <p>The name of corporate officer</p> <ul style="list-style-type: none"> ● Sustainability Committee Makoto Hattori, Representative Director, President, CEO and COO ● Sustainability Disclosure Subcommittee Shigeru Uematsu, Senior Executive Officer ● Environmental Committee Gohei Kawamura, Director, Senior Managing Executive Officer ● Social & Governance Committee Tsunetoshi Mochizuki, Director, Senior 	<ul style="list-style-type: none"> > FY2020 Highlight: Dialogue on SDGs 	—	—

		<p>Managing Executive Officer</p> <ul style="list-style-type: none"> • Corporate Ethics Subcommittee Tsunetoshi Mochizuki, Director, Senior Managing Executive Officer • Social Contribution Subcommittee Toshimi Sugaya, Senior Executive Officer • Corporate Risk Management Committee Tsunetoshi Mochizuki, Director, Senior Managing Executive Officer • Officer in charge of SDGs Committee Takeshi Kaiya, Director and Managing Executive Officer 			
102-21	Consulting stakeholders on economic, environmental, and social topics	> Corporate Governance Framework	> Value Chain and Stakeholders	6.2	—
102-22	Composition of the highest governance body and its committees	<p>> Securities Report Part 1 Section 4, 4(2) Status of Corporate Officers (Japanese Version only) </p> <p>> Corporate Governance Report, II Business Management Organization and Other Corporate Governance Systems concerned with Decision-making, Execution of Business, and Oversight in Management, 1. Matters concerning Organizational Composition and Operation (Japanese Version only) </p>	> Corporate Governance	6.2	—
102-23	Chair of the highest governance body	<p>> Corporate Governance Report II Business Management Organization and Other Corporate Governance Systems concerned with Decision-making, Execution of Business, and Oversight in Management (Japanese Version only) </p> <p>Chairperson of the Board: President</p>	<p>> Corporate Governance</p> <p>> Securities Report Part 1 Section 4, 4(2) Status of Corporate Officers (Japanese Version only) </p>	6.2	—
102-24	Nominating and selecting the	> Corporate Governance	> Corporate Officers	6.2	—

	highest governance body	<ul style="list-style-type: none"> > Securities Report Part 1, Section 4, 4(1) Overview of Corporate Governance (Japanese Version only)  			
102-25	Conflicts of interest	<ul style="list-style-type: none"> > Corporate Governance > Securities Report Part 1, Section 4, 4(5) Status of Shareholding (Japanese Version only)  > Securities Report Part 1, Section 5, 1(1)④ Information on related parties (Japanese Version only)  > Corporate Governance Report I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information 1. Basic Views (Japanese Version only)  > Corporate Governance Report II Business Management Organization and Other Corporate Governance Systems concerned with Decision-making, Execution of Business, and Oversight in Management 1. Matters concerning Organizational Composition and Operation (Japanese Version only)  	<ul style="list-style-type: none"> > Corporate Governance Report [Principle1-7] (Japanese Version only)  	6.2	—
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> > Corporate Governance Framework > Sustainability Promotion System 	<ul style="list-style-type: none"> > Corporate Governance Report V Others, Other Matters concerning Corporate Governance Systems (Japanese Version only)  > Pursuing Strategic CSR Practice 	—	—
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> > Sustainability Promotion System > Pursuing Strategic CSR Practice 		—	—
102-28	Evaluating the highest governance body's performance	—	<ul style="list-style-type: none"> > Corporate Governance Report I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information 1. Basic Views (Japanese Version only)  > Pursuing Strategic CSR Practice 	6.2	—

			> Sustainability Promotion System		
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> > Corporate Governance Framework > Sustainability Promotion System 		6.2	—
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> > Corporate Governance Framework > Sustainability Promotion System 		—	—
102-31	Review of economic, environmental, and social topics	Each report of the ESG themes is compiled by the CSR Management Office and reported once a quarter to the Board of Directors.		6.2	—
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> > Sustainability Promotion System 		—	—
102-33	Communicating critical concerns	<ul style="list-style-type: none"> > Corporate Governance Framework 		6.2	—
102-34	Nature and total number of critical concerns	N/A		—	—
102-35	Remuneration policies	<ul style="list-style-type: none"> > Remuneration of Corporate Officers > Securities Report Part 1, Section 4, 4(4) Remuneration of Corporate Officers (Japanese Version only)  		6.2	—
102-36	Process for determining remuneration	<ul style="list-style-type: none"> > Securities Report Part 1, Section 4, 4(4) Remuneration of Corporate Officers (Japanese Version only)  	<ul style="list-style-type: none"> > Remuneration of Corporate Officers 	—	—
102-37	Stakeholders' involvement in remuneration	—	<ul style="list-style-type: none"> > Remuneration of Corporate Officers 	6.2	
102-38	Annual total compensation ratio	—	<ul style="list-style-type: none"> > Remuneration of Corporate Officers 	—	—
102-39	Percentage increase in annual total compensation ratio	—	<ul style="list-style-type: none"> > Remuneration of Corporate Officers 	—	—
5	Stakeholder engagement				
102-40	List of stakeholder groups	<ul style="list-style-type: none"> > Value Chain and Stakeholders > Lintec Group's Value Chain and Stakeholder Communication 		6.2	—
102-41	Collective bargaining	Entire workforce (in Japan) covered by	<ul style="list-style-type: none"> > Management Labor Relations 	6.3.10 6.4	1,3

	agreements	collective bargaining agreement		6.4.3 6.4.4 6.4.5	
102-42	Identifying and selecting stakeholders	Lintec fundamentally engages with all Stakeholder Communicating > Lintec Group's Value Chain and Stakeholder Communication	> Lintec Group's Value Chain	6.2	—
102-43	Approach to stakeholder engagement	> Lintec Group's Value Chain	> Lintec Group's Value Chain and Stakeholder Communication	6.2 6.7 6.7.4 6.7.5 6.7.6 6.7.8 6.7.9	1~10
102-44	Key topics and concerns raised	> Third-Party Opinion > Response to Third-Party Opinion		6.2	—
6	Reporting practice				
102-45	Entities included in the consolidated financial statements	> Securities Report Part 1, Section 1, 3 [Descriptions of Business] (Japanese Version only)  > Global Network Supports Our Activities		6.2	—
102-46	Defining report content and topic Boundaries	Disclosure of information in compliance with Sustainability Reporting Standards of the Global Reporting Initiative(2016) to report on initiatives to address globally recognized social issues. > Editorial Policy		—	—
102-47	List of material topics	> Materiality (Important Issues)		—	—
102-48	Restatements of information	N/A		—	—
102-49	Changes in reporting	N/A		—	—
102-50	Reporting Period	> Reporting Period		—	—
102-51	Date of most recent report	Aug-2020		—	—
102-52	Reporting cycle	Once a year		—	—
102-53	Contact point for questions regarding the report	> Contact Us (Japanese Version only)		—	—
102-54	Claims of reporting in accordance with the GRI Standards	IAW the GRI Standard Core Option		—	—
102-55	GRI content index	> GRI Index			

102-56	External assurance	> Verification of the reliability of this Report	7.5.3	—
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Management Approach

Management Approach 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
103-1	Explanation of the material topic and its Boundary	> Process of reviewing materiality		—	—
103-2	The management approach and its components	<ul style="list-style-type: none"> > Materiality (Important Issues) <ul style="list-style-type: none"> ● Corporate Governance Framework/Compliance <ul style="list-style-type: none"> > Corporate Governance ● Warming/Reducing Waste and Water Usage <ul style="list-style-type: none"> Lintec Group Quality, Environmental and Business Continuity Policy, Environmental Management System <ul style="list-style-type: none"> > Environmental Management System ● Ensuring occupational health and safety <ul style="list-style-type: none"> > Together with Employees (Safety and Disaster Prevention) ● Achieving workplace diversity/Improving employee satisfaction <ul style="list-style-type: none"> > Together with Employees (Human Rights / Employment) ● Conducting human rights due diligence <ul style="list-style-type: none"> > Cooperating with Suppliers ● Disclosing Product Information <ul style="list-style-type: none"> > Providing Value to Customers ● Making contributions to sustainable consumption <ul style="list-style-type: none"> > Lintec Group's Value Chain and Stakeholder Communication ● Achieving harmonious co-existence with local communities <ul style="list-style-type: none"> > Together with Local communities ● Developing business models for local 		—	—


		<ul style="list-style-type: none"> production & consumption in emerging countries > Cooperating with Suppliers ● Entering new areas > Providing Value to Customers 			
103-3	Evaluation of the management approach	> Materiality (Important Issues)			

Economic Standard Series

Economic Performance 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> > Securities Report Part 1, Section 1 [Changes in major management indicators, etc.] (Japanese Version only)  > Securities Report Part 4, Section 3 [Dividend payout ratio] (Japanese Version only)  > Community Support Expenses 		6.8 6.8.3 6.8.7 6.8.9	—
201-2	Financial implications and other risks and opportunities due to climate change	—		6.5.5	7,8,9
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> > Securities Report Part 1, Section 5,1(1)④ [Precautions] (Japanese Version only)  		—	—
201-4	Financial assistance received from government	N/A		—	—

Market Presence 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Starting pay in Japan: monthly (yen) High school graduate: 188,000 Professional school/junior college graduate: 188,000 University graduate: 222,100	<ul style="list-style-type: none"> > Securities Report Part 1, Section 5 [Status of Employees] (Japanese Version only)  	6.4.4 6.8	—

		Graduate school (master's course) graduate: 238,900 Graduate school (doctoral course) graduate: 255,700			
202-2	Proportion of senior management hired from the local community	<ul style="list-style-type: none"> > Human Rights and Diversity > Local employees at sites outside Japan <p>Percentage of foreigners in overseas corporate managerial positions 17.2%</p> <p>Senior management: Conform to the standards of each country and each base</p> <p>The definition used for 'local': The same domestic base</p> <p>Significant locations of operation: Production base</p>		6.8 6.8.5 6.8.7	—

Indirect Economic Impacts 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
203-1	Infrastructure investments and services supported		> Together with Local communities	6.3.9 6.8 6.8.3 6.8.4 6.8.5 6.8.6 6.8.7 6.8.9	8,9
203-2	Significant indirect economic impacts	> Together with Local communities	> Community support expenses	6.3.9 6.6.6 6.6.7 6.7.8 6.8 6.8.5 6.8.6 6.8.7 6.8.9	—

Procurement Practices 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
204-1	Proportion of spending on local suppliers	—	> Cooperating with Suppliers Information unavailable.	6.6.6 6.8 6.8.5 6.8.7	—

Anti-corruption 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> > Global Surveys on Human Rights and Labor Standards 	<ul style="list-style-type: none"> > Compliance > Compliance with the Antitrust Law & Prevention of Corruption 	6.6 6.6.3	10
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> > CSR Procurement > Legal Education for Top Management and Employees 	<ul style="list-style-type: none"> > Issuing Legal Newsletter > Compliance with the Antitrust Law & Prevention of Corruption 	6.6 6.6.3	10
205-3	Confirmed incidents of corruption and actions taken	N/A		6.6 6.6.3	—

Anti-competitive Behavior 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A		6.6 6.6.5 6.6.7	—

Tax 2019

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
207-1	Approach to tax	> Tax Compliance			
207-2	Tax governance, control, and risk management	> Tax Compliance			
207-3	Stakeholder engagement and management of concerns related to tax	> Tax Compliance			
207-4	Country-by-country reporting	—			

Environment

Materials 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
301-1	Materials used by weight or volume	> Relationship between Lintec and the Environment	> 3R Efforts	6.5.4	8
301-2	Recycled input materials used	—	> 3R Efforts	6.5.4	
301-3	Reclaimed products and their packaging materials	—	Efforts to Reuse > 3R Efforts	6.5.3 6.5.4 6.7.5	—

Energy 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
302-1	Energy consumption within the organization	> Total energy use (crude oil equivalent) > CO ₂ Emissions > Environmental Data of Group Companies Outside of Japan > Relationship between Lintec and the Environment		6.5.4	8
302-2	Energy consumption outside of the organization	> Energy usage		6.5.4	8
302-3	Energy intensity	> Environmental Data of Group Companies Outside of Japan > Relationship between Lintec and the Environment > Total energy use (crude oil equivalent) > CO ₂ Emissions > Energy usage		6.5.4	8,9
302-4	Reduction of energy consumption	> Total energy use (crude oil equivalent) > CO ₂ Emissions > Relationship between Lintec and the Environment		6.5.4 6.5.5	8,9
302-5	Reductions in energy requirements of products and services	—	> Developing Environmentally Friendly Products	6.5.4 6.5.5	8,9

Water and Effluents 2018

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
303-1	Interactions with water as a shared resource		<ul style="list-style-type: none"> > Reducing Effluent > My Next Stage 	6.5.4	7,8
303-2	Management of water discharge-related impacts	<ul style="list-style-type: none"> > Reducing Effluent > Measures to Reduce Water Usage and Effluent 		6.5.4	8
303-3	Water withdrawal	<ul style="list-style-type: none"> > Measures to Reduce Water Usage and Effluent > Relationship between Lintec and the Environment 		6.5.4	8
303-4	Water discharge	<ul style="list-style-type: none"> > Measures to Reduce Water Usage and Effluent > Relationship between Lintec and the Environment 		6.5.4	
303-5	Water consumption		<ul style="list-style-type: none"> > Measures to Reduce Water Usage and Effluent > Relationship between Lintec and the Environment 	6.5.4	

Biodiversity 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—		6.5.6	
304-2	Significant impacts of activities, products, and services on biodiversity	—		6.5.6	
304-3	Habitats protected or restored	<ul style="list-style-type: none"> > Together with Local communities > Biodiversity Conservation Initiatives > CSR Activities at Group Companies Outside Japan 	<ul style="list-style-type: none"> > Mangrove Planting: Protecting People and the Community by Nurturing a Healthy Forest (FY2019) 	6.5.6	8

304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—		6.5.6	8
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Emissions 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> > Relationship between Lintec and the Environment > CO₂ Emissions 	Biogenic CO ₂ emissions: N/A	6.5.5	8
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> > Relationship between Lintec and the Environment 		6.5.5	8
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> > CO₂ emissions and transportation volume in distribution 	<ul style="list-style-type: none"> > Efforts in Distribution Biogenic CO ₂ emissions: N/A	6.5.5	8
305-4	GHG emissions intensity		<ul style="list-style-type: none"> > Relationship between Lintec and the Environment > Efforts in Manufacturing 	6.5.5	8
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> > Relationship between Lintec and the Environment > Climate Change Mitigation and Adaptation 		6.5.5	8
305-6	Emissions of ozone-depleting substances (ODS)	N/A	<ul style="list-style-type: none"> > Efforts to Prevent the Leakage of Fluorocarbons 	6.5.3 6.5.5	8
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<ul style="list-style-type: none"> > Relationship between Lintec and the Environment 		6.5.3	8

Waste 2020

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
306-1	Waste generation and significant waste-related impacts	—			
306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> > Environmental Management System > Internal Environmental Auditing 			

		<ul style="list-style-type: none"> > Environmental Compliance > Reducing Waste 			
306-3	Waste generated	<ul style="list-style-type: none"> > Relationship between Lintec and the Environment > Efforts for Zero Emissions 			
306-4	Waste diverted from disposal	<ul style="list-style-type: none"> > Relationship between Lintec and the Environment > Efforts for Zero Emissions 			
306-5	Waste directed to disposal	<ul style="list-style-type: none"> > Relationship between Lintec and the Environment > Efforts for Zero Emissions 			

Environmental Compliance 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
307-1	Non-compliance with environmental laws and regulations	N/A		4.6	8

Supplier Environmental Assessment 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
308-1	New suppliers that were screened using environmental criteria	—	<ul style="list-style-type: none"> > Cooperating with Suppliers 	6.3.5 6.6.6 7.3.1	—
308-2	Negative environmental impacts in the supply chain and actions taken	—	<ul style="list-style-type: none"> > Cooperating with Suppliers 	6.3.5 6.6.6 7.3.1	—

Social Standards Series

Employment 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
401-1	New employee hires and employee turn over	<ul style="list-style-type: none"> > Number of new hires and retirees 		6.4 6.4.3	—

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> > Work-life Balance > Securities Report Part 5 Status of accounting 1 [Consolidated financial statements, etc.] Provision for retirement benefits (Japanese Version only)  		6.4 6.4.3 6.4.4	—
401-3	Parental leave	<ul style="list-style-type: none"> ● Number of reinstatement and retention after childcare leave by gender Number of reinstatement (persons): 14 (Men 3: Women 11) Retention rate: 93.33% ※Scope: Lintec Corporation > Work-life Balance 		6.4 6.4.3	6

Labor/Management Relations 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
402-1	Minimum notice periods regarding operational changes	—	> Minimum period of notice regarding changes in service	6.4 6.4.3 6.4.4 6.4.5	—

Occupational Health and Safety 2018


Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
403-1	Occupational health and safety management system	> Occupational Safety and Health Policy			
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> > Regular Safety Council Meeting (Kumagaya Plant) > Protection against high-incidence/high-risk diseases related to work duties 	<ul style="list-style-type: none"> > Mental Health Measures > Safety and Health Committee and Health Committee > Top Management Patrols at Production Bases > Disaster Control in BCMS > Establishing Group-wide BCMS 		
403-3	Occupational health services	> Together with Employees (Safety and Disaster Prevention)			
403-4	Worker participation, consultation, and	> Safety and Health Committee and Health Committee			

	communication on occupational health and safety	> Occupational Safety and Health Policy			
403-5	Worker training on occupational health and safety				
403-6	Promotion of worker health	<ul style="list-style-type: none"> > Mental Health Measures > Company Vaccination Program > Expansion of Eligibility for Breast Cancer Screening 			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	> Together with Employees (Safety and Disaster Prevention)			
403-8	Workers covered by an occupational health and safety management system	Workers covered by an occupational health and safety management system: All employees	> Safety and Disaster Prevention		
403-9	Work-related injuries	<ul style="list-style-type: none"> > Toward Zero Accidents Resulting in Absence from Work > Occurrence of accidents resulting in absence from work 			
403-10	Work-related ill health	—			

Training and Education 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
404-1	Average hours of training per year per employee	> Fiscal 2019 training details and number of participants	> Fiscal 2020 training details and number of participants	6.4 6.4.7	—
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> > Fiscal 2020 training details and number of participants > Individual Education Programs > Self-motivated Education System > Retirement planning seminar 		6.4 6.4.7 6.8.5	6
404-3	Percentage of employees receiving regular performance and career development reviews	> Rank-based Training and Career Planning	> Concept of Human Resource Development	6.4 6.4.7	—

Diversity and Equal Opportunity 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> > Corporate Governance Framework > Corporate Officers > Securities Report Part 1 Section 4, 4(2) Status of Corporate Officers (Japanese Version only)  • Breakdown by age (No. of persons) <ul style="list-style-type: none"> 50s: 5 60s: 5 70s: 2 	> Related Data	6.3.7 6.3.10 6.4 6.4.3	1,6
405-2	Ratio of basic salary and remuneration of women to men	There is no difference between men and women in basic salary		6.3.7 6.3.10 6.4 6.4.3 6.4.4	—

Non-discrimination 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
406-1	Incidents of discrimination and corrective actions taken	N/A	<ul style="list-style-type: none"> > Global Surveys on Human Rights and Labor Standards Appropriate action taken when necessary 	6.3 6.3.6 6.3.7 6.3.10 6.4.3	—

Freedom of Association and Collective Bargaining 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A	> Global Surveys on Human Rights and Labor Standards	6.3 6.3.3 6.3.4 6.3.5 6.3.8 6.3.10 6.4.3 6.4.5	—

Child Labor 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Offices and suppliers with identified risks related to child labor: N/A</p> <ul style="list-style-type: none"> > Global Surveys on Human Rights and Labor Standards > CSR Procurement > Child Labor/Forced Labor 		<p>6.3 6.3.3 6.3.4 6.3.5 6.3.7 6.3.10</p>	—

Forced or Compulsory Labor 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Offices and suppliers with identified risks related to child labor: N/A</p> <ul style="list-style-type: none"> > Global Surveys on Human Rights and Labor Standards > CSR Procurement > Child Labor/Forced Labor 		<p>6.3 6.3.3 6.3.4 6.3.5 6.3.7 6.3.10</p>	—

Security Practices 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
410-1	Security personnel trained in human rights policies or procedures	—	> Security personnel trained in human rights policies or procedures	<p>6.3 6.3.5 6.4.3 6.6.6</p>	—

Rights of Indigenous Peoples 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
411-1	Incidents of violations involving rights of indigenous peoples	N/A		<p>6.3 6.3.6 6.3.7 6.3.8 6.6.7</p>	—

Human Rights Assessment 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> > Global Surveys on Human Rights and Labor Standards > CSR Procurement 		6.3 6.3.3 6.3.4 6.3.5	—
412-2	Employee training on human rights policies or procedures	—	<ul style="list-style-type: none"> > Respect for Human Rights in Labor Management and Education > CSR Procurement 	6.3 6.3.5	1
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	<ul style="list-style-type: none"> > CSR Procurement > Global Surveys on Human Rights and Labor Standards 	6.3 6.3.3 6.3.5 6.6.6	—

Local Communities 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> > Safety and Health Committee and Health Committee 	<ul style="list-style-type: none"> > Together with Local communities > Stakeholder Communication 	6.3.9 6.6.7 6.8 6.8.5 6.8.7	8
413-2	Operations with significant actual and potential negative impacts on local communities	—		6.3.9 6.5.3 6.5.6 6.8.9	7,8

Supplier Social Assessment 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
414-1	New suppliers that were screened using social criteria	—	<ul style="list-style-type: none"> > CSR Procurement 	—	—
414-2	Negative social impacts in the supply chain and actions taken		<ul style="list-style-type: none"> > CSR Procurement 	—	—

Public Policy 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
415-1	Political contributions	N/A			—

Customer Health and Safety 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
416-1	Assessment of the health and safety impacts of product and service categories	—	> Providing Quality Assurance System	6.3.9 6.6.6 6.7 6.7.4 6.7.5	9
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Products and services subject to regulatory violations and warnings: N/A > Quality Incident Prevention and Education		6.3.9 6.6.6 6.7 6.7.4 6.7.5	—

Marketing and Labeling 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
417-1	Requirements for product and service information and labeling	> Compliance with PRTR Act > Management of chemical substances, compliance with EU regulations		6.7 6.7.3 6.7.4 6.7.5 6.7.6 6.7.9	—
417-2	Incidents of non-compliance concerning product and service information and labeling	No violation of voluntary labeling guidelines	> Compliance with PRTR Act > Management of chemical substances, compliance with EU regulations	6.7 6.7.3 6.7.4 6.7.5 6.7.6 6.7.9	—
417-3	Incidents of non-compliance concerning marketing communications	N/A		6.7 6.7.3 6.7.6 6.7.9	—

Customer Privacy 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A		6.7 6.7.7	—

Socioeconomic Compliance 2016

Criteria		Disclosure	Reference / Reason(s) for Omission(s)	ISO26000	UNGC principles
419-1	Non-compliance with laws and regulations in the social and economic area	N/A		6.6 6.6.3 6.6.7 6.8.7	—

CSR

External evaluations

Key external evaluations

CDP: Climate change

CDP: Water security

CDP: Forests



MSCI: Japan ESG Select Leaders Index

MSCI: Japan Empowering Women Index