About MEC COMPANY **MEC Style**

Our **Business** Summary and outlook of business

Top Message

Value-Creation Model

and dynamic future society using IoT

Materiality

Environment

Resolving social issues through interface-related technologies and realizing a sustainable

Social

G Governance

SASB INDEX



MEC's Value Creation Model

At the heart of MEC's value creation lies three tenets: "creative technology", "quality of trust", and "total service". We are creating a strong driving force for the business as a whole by firmly combining our original technological capabilities as an R&D-oriented company, our procurement and production capabilities to provide a stable supply of high-quality products, and our ability to respond to customers who have built up trust in our sales and services. Our strength is to develop, manufacture and sell chemicals used in the

manufacture of electronic substrates. We have contributed to the development of a digital society by creating interfacial value between metals and resins. We will continue to work diligently to resolve various social issues, focusing on human resources, technology, and responsiveness, and to reinforce our management foundations. At the same time, we will use governance to promote sustainable growth and contribute to the realization of a prosperous and fulfilling environmental society".

Achieving the management philosophy



INPUT

Business activities

Our societal vision

OUTPUT

OUTCOME

Contributing to the development

Human capital

Employee consolidated non-consolidated non-consolidated 237 413

R&D staff 80

Intellectual property

R&D investment R&D investment (growth investment) **1.3** billion yen Metal surface treatment technologies

Production capital

7 production sites in 5 countries

Global supply system

Manufacturing capabilities

*At the end of December 2021, the Nishinomiya Plant ceased operation, resulting in us having seven sites

Social capital

Developed at 11 sites worldwide

Support customers in 39 countries

Trusting relationships with customers

Natural capital

Solar power generation 187,857kWh Equivalent to 8.2% of the Amagasaki site

Financial capital

Equity ratio over 80%



2022-2024

MEC's Vision for 2030

Company Motto: "Enjoy your work"

Promoting Sustainability Management

Governance and Management Foundation

Finance

Operating ROF margin

0 billion

Sales

15.4% 26.2%

Profit 3.9 billion yen (FY ended Dec, 2021)

R&D expenses

Invest **8.8**%

of our

consolidated sales

of industry Autonomous driving

Utilization of Al

High-speed communication s development (5G/6G)

Advancement **Decarbonized** of DX

society

Provision of products & services

Provision of metal surface treatment agents to approximately

600 companies worldwide

Non-financial

About 1/3

are researchers (non-consolidated)

100% return after childcare leave Female ratio (officers)

28.6%

Consultation rate of regular health examinations almost 100%

With customers

Contributing to the improvement of reliability and reduction of weight and thickness of electronic equipment through the manufacture of semiconductor package substrates

Improve yields

Maximize productivity

Improvement of functionality