

MEC Style

The MEC group will contribute to the society by “Creating and Fostering Value at Various Interfaces”.

MEC’s Philosophy



The origin of the Company name MEC is “Machinery”+“Electronics”+“Chemistry”. The idea was to create new goods, services and experiences and challenge the electronic substrate industry with the integrated technology that fuses these elements. The development concept is “Creating and Fostering Value at Various Interfaces”. Based on the principles of “Visionary Technology”, “Reliable Quality”, and “Meticulous Service”, we have done what we could for the development of industries and for the future by freely conceiving and creating new value at interfaces that exist between various goods. In addition to chemicals for electronic substrates and electronic components, which have supported the development of the electronics industry since its foundation, we will continue to provide various types of value to the world. In 2022, based on the Vision for 2030, we at the MEC Group have identified six material issues (Materiality) to be addressed by management in order to contribute to the creation of a prosperous and affluent society and environment by creating and fostering value at various interfaces through our business activities. In the future, we will link SDGs and these material issues in detail, aiming to contribute to the achievement of SDGs and the realization of a sustainable society.

Editorial policy

Since publishing the Environmental Report in 2006, we have changed the format to a CSR Report (2021) and a Sustainability Report (2022), and have expanded the content of the report to include not only CSR information, but also reports on the realization of a sustainable society and integration with MEC’s growth strategy. In this year’s edition, we have enhanced information on climate change and human capital, and have strengthened our social and sustainability initiatives.

Referenced guidelines

- The RBA Code of Conduct version 7.0
- ISO26000: 2012
- Environmental Reporting Guidelines 2018
- SASB (Chemicals_Standard_2023)

Reporting period

Period reported: Our activities from January to December 2022. Some reports include activities since January 2023.

Scope of this report

MEC Co., Ltd. Amagasaki HQ. (Concerning the Head Office / R&D Center / the Amagasaki Factory), Higashi-hatsushima R&D Center, Nagaoka Factory and Tokyo Sales Office. Contains some information about overseas subsidiaries.

Sustainability Report 2023

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About MEC COMPANY



Basic Information

Company Motto

“Enjoy your work”

Capital

594 million yen

Equity ratio

84.8%

Stock Exchange Listings

Tokyo Stock Exchange Prime Market
(Securities code: 4971)

MEC's strength

Our strength is **“Creating and Fostering Value at Various Interfaces”**. We have done this while placing **at the core the copper surface treatment technology** cultivated over many years in the chemicals business for electronic substrate parts. With **“Creating and Fostering Value at Various Interfaces”** as our development concept, we contribute to the evolution and advancement of electronics products, **providing the world with the chemicals necessary for the manufacture** of communication infrastructure such as 5G, personal computers, smartphones, driverless cars, and other products.

R&D expenses
1,330 million yen

we invest about 10% of our consolidated sales

Percentage of Human Resources Involved in Research

About 30%



Company Rules

- Let's always aim to achieve new targets without fear of failure. Repeatedly try new ideas and improvements with unyielding curiosity.
- Let's make improvements with an insatiable curiosity.
- Let's carry out work with our combined power and a feeling of gratitude and cooperation.
- Let's make a fun workplace where people pay attention to health and safety.
- Let's contribute to society.

Kind of Business

R&D, production and sales of chemicals, equipment and related materials used in the production of PCB.

<https://www.mec-co.com/en/product/>

ISO Certification

All MEC Group bases have acquired **ISO9001 and ISO14001.**



Non-financial data

Employee

253

(non-consolidated)
438 (consolidated)

Years of Service

Male	Female
12.5	13.2

Percentage of Female in Managerial Positions

25.5%

Number of Outside Directors

4 out of 7 Directors

Percentage of Female among Directors and Operating Officers

40%

Amount of CO₂ emissions (Volume of GHG emission)

	FY 2021	FY 2022
Scope1	59.9t-CO₂	66.8t-CO₂
Scope2	1,285.2t-CO₂	1,355.3t-CO₂

Average age

Male	Female
42.3 years old	43.2 years old

Number of employees turn over (within 3 years after joining the company)

Male	Female
2.0%	3.9%

Percentage of Employees Returning to Work after Taking a Child-rearing Leave

100%

Employees who have taken baby-care leave_Male

66.7%

Industrial accidents involving lost time injuries

0 case

Number of occupational accidents not involving lost time

4 cases

Number of Patents Held

Japan	Overseas
54	191

Announcement of Support for TCFD Recommendations

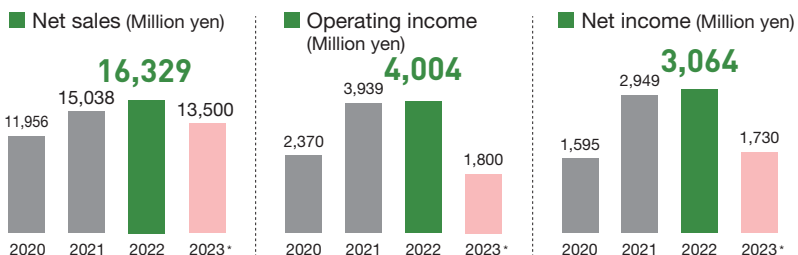
February 2023

https://www.mec-co.com/en/ir/library/pdf/tekijikajji/20230214_5404_tekijikajji_1.pdf

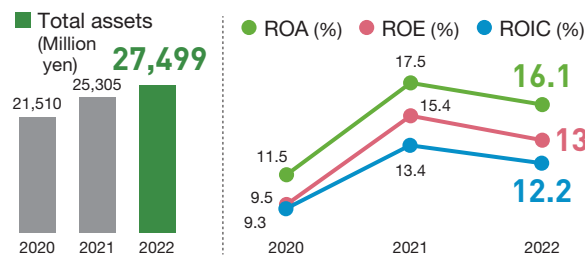


Consolidated financial data

Net sales/ Operating income/ Net income



Total assets/ ROA/ ROE/ ROIC



Sales by region/ Amount of sales

