

Toward MEC's sustainable growth and contribution to society



With the rapid evolution of technology and the increasing digitization and sophistication in the industry, new business opportunities are spreading for MEC, a company handling chemicals for the manufacture of electronic substrates. On the other hand, as environmental and social issues such as climate change become more serious, it has become essential for companies to build co-creation relationships with various stakeholders by placing not only a financial perspective but also ESG (Environmental, Social and Governance) perspectives at the core of their management strategies, in order to achieve sustainable growth.

We will proactively work to solve social issues through our business activities based on transparency and integrity. By contributing to the sustainable development of industry through global business expansion and continuing to create value for future generations, we will strive to achieve both economic value and social value with the aim of continuously increasing corporate value.



Basic Policy on Sustainability

At the MEC Group, we will contribute to the realization of a sustainable society, by developing and operating management foundations that recognize our corporate responsibility from an ESG perspective, working to resolve social issues through fair and honest business activities, and continuously creating social value while growing ourselves as a company, based on the principles of "Unique Technology", "Reliable Quality", and "Meticulous Service".

We will strive to create new business opportunities while addressing and resolving sustainability issues through our business activities

We will foster a mutually energizing working environment and culture where everyone respects each other and can make the most of their diverse range of abilities and expertise

We will strive to reduce our environmental impact in consideration of climate change and limited resources

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.

In this year's edition, we have further enhanced information on our various sustainability initiatives related to the sustainable development of society and the Company (sustainability), including the disclosure of all Scope 3 categories and the process of establishing our Basic Policy on Information Security.

Referenced guidelines

- The RBA Code of Conduct version 8.0
- ISO26000: 2012
- Environmental Reporting Guidelines 2018
- SASB (Chemicals_Standard_2023-12)
- Sustainability Disclosure Standards (SSBJ)

Reporting period

Period reported: Our activities from January to December 2024. Some reports include activities since January 2025.

Scope of this report

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

About MEC COMPANY

MEC Group's corporate vision: "Creating and Fostering Value at Various Interfaces" **Machinery + Electronics + Chemistry**

MEC was established in 1969 with a view to creating new goods, services and experiences with the integrated technology that fuses "Machinery", "Electronics", and "Chemistry" and taking on the electronic substrates industry. Since then, we have continued to manufacture high-quality, advanced products.

02



Basic Information

Company Motto

"Enjoy your work"

Capital

594 million yen

Equity Ratio

81.4%

Stock Exchange Listings

Tokyo Stock Exchange
Prime Market
(Securities code: 4971)

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.**

PBR 2.44x

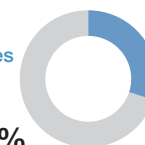
MEC's Strength

Our global organization is designed to solve our customers' issues with our "unique technology of creating and fostering value at various interfaces" centered on our core metal surface treatment technology, which we have cultivated over many years in the chemicals business for electronic substrates and components, as well as with our "reliable quality" and "meticulous services". By providing these comprehensive capabilities and promoting the evolution and advancement of digital technology, we support industrial development, such as the progress in communications infrastructure represented by 5G, PCs, smartphones, and self-driving cars, as well as the development of DX and GX, and contribute to the creation of a sustainable society.

R&D expenses
1,333 million yen
we invest **about 10%** of our consolidated sales



Percentage of Human Resources Involved
in 1 Research
About 30%



Non-Financial Data

Employee

277
(non-consolidated)
480
(consolidated)

Years of Service

Male 12.5 **Female 12.8**

Percentage of Female in Managerial Positions
26.3%

Number of Outside Directors
4 out of 7 Directors

Percentage of Female among Directors and Operating Officers
30.8%

Number of Patents Held

Japan 57 **Overseas 169**

Amount of CO₂ Emissions

Scope1+2
2,746t-CO₂ ^{*1}
Scope3
44,903t-CO₂ ^{*2}

^{*1} MEC Group as a whole, including overseas operations
^{*2} Domestic information only

Average Age

Male 42.7 **Female 42.5**
years old

Number of Employees Turn Over

(Within 3 years after joining the company)

Male 4.8% **Female 3.5%**

Percentage of Employees Returning to Work after Taking a Child-rearing Leave
100%

Employees who have taken baby-care leave Male 90.0%

Industrial Accidents Involving Lost time injuries
0case

Number of occupational accidents not involving lost time 0case

Expression of Support for the TCFD Recommendations
February 2023

In February 2025, we increased the scope of information disclosed concerning the assumed impact, timing of occurrence, and other factors, and posted this information on our website

→ https://www.mec-co.com/en/ir/library/pdf/tekijikajiji/20250214_5604_tekijikajiji_1.pdf

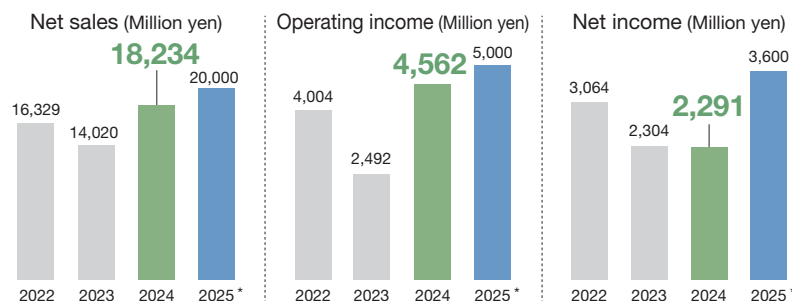
Obtained B Score
in CDP "Climate Change"



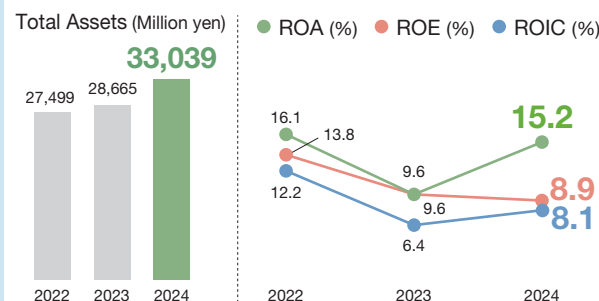
Consolidated Financial Data

Net Sales/ Operating Income/ Net Income

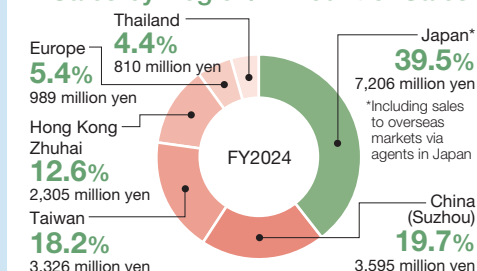
^{*}Performance forecasts
(Published on May 12, 2025)



Total Assets/ ROA/ ROE/ ROIC



Sales by Region/ Amount of Sales



^{*}Percentages are rounded to the first decimal place, so the total does not necessarily equal 100.