

ESG data

FineToday Group's ESG data are reviewed below.

Period covered by this Report: FY2022 (January 1 – December 31, 2022) * Data for different periods are identified under "Notes."

– Group basic data

	FY2022	Notes
Consolidated Net Revenue	More than JPY 100 billion	
Percentage of revenue from overseas	More than 50%	
Facilities	19 locations	As of April 2023
Domestic	9 locations	
Overseas	10 locations	
Group employees	Approx. 1,900	As of April 2023; not including executives and temporary employees
Group percentage of women employees by region		As of April 2023; not including executives and temporary employees
Japan	50%	
China	60%	
	APAC	80%

– Environment

	FY2021	Notes
CO ₂ emissions	368,825 t-CO ₂ e	Scope 2: market based Scope 3: not including Category 11
Scope 1	6,764 t-CO ₂ e	
Scope 2	2,150 t-CO ₂ e	
Scope 1+2	8,913 t-CO ₂ e	
Scope 3	359,912 t-CO ₂ e	

	FY2022	Notes
Fine Today Industries environmental data		
NO _x emissions	24.15 t	
SO _x emissions	N/A	
Emissions of substances subject to the PRTR Act	23.24 t	
Waste emissions	1,762.5 t	
Volume recycled	1,762.5 t	
Volume not recycled	0.002 t	Asbestos used as thermal-insulation materials in thermostat-oven processing
Landfill wastes	0 t	
Waste recycling rate	99% or above	
Total water intake	235,090 m ³	
Total drain water	203,882 m ³	

ESG data

– Society

	FY2022	Notes	
Information provided to consumers			
Total violations of regulations or voluntary codes concerning marketing communication	0		
Human rights			
Employees who underwent e-Learning (participation rate)	376 (99%)	FineToday All employees other than executives, temporary employees, and contractors	
Employees who underwent seminars by outside instructors (two sessions)	62	FineToday	
Employees who underwent e-Learning on business and human rights (participation rate)	431 (98%)	Conducted March 2023 FineToday	
Incidents concerning forced labor, child labor, or human trafficking	None		
Hiring, promotion, diversity, equity, and inclusion			
New hires	161	FineToday (Figures in parentheses indicate percentages of all new hires.)	
Under 30 years	37 (23%)		
30-50 years	105 (65%)		
Over 50 years	19 (12%)		
Percentage of people with disabilities	FineToday	1.17%	As of May 2023
	Fine Today Industries	3.97%	As of April 2023
Users of the retiree reemployment program	11	FineToday	
Women as a percentage of senior managers (not including executives)	15.20%	FineToday	
Employee skills development			
Average education and training hours/costs per employee	21.15 hours / 44,621 yen	FineToday	

	FY2022	Notes
Work-life balance		
Percentage of employees taking annual paid leave	65.6%	FineToday
Percentage of eligible employees taking childcare leave (female)	100%	FineToday
Occupational health and safety		
Number of on-the-job accidents	0	FineToday
Frequency rate	0	FineToday
Incidence rate	0	FineToday
Lost-time injury frequency rate (LTIFR)	0	FineToday
Occupational-illness frequency rate (OIFR)	0	FineToday
Employees who underwent e-Learning (participation rate)	376 (99%)	FineToday All employees other than executives, temporary employees, and contractors
Labor-management relations		
Employees subject to the labor agreement	224	FineToday
Engagement with suppliers to promote sustainable and responsible procurement Packaging-materials, raw-materials, OEM, and ODM suppliers		
Percentage of suppliers that signed the Supplier Code of Conduct	100%	
Percentage of suppliers whose contracts contain provisions on the environment, labor, or human rights	100%	
Percentage of suppliers that underwent CSR assessments	100%	
Percentage of suppliers that underwent CSR audits	0%	
Percentage of suppliers undergoing auditing or assessment that were subject to remedy	0%	

ESG data

		FY2022	Notes
Donations			
Main donations	Kanagawa Prefecture	Donated 9 products (52,002 units in total)	
	Abiko city, Chiba Prefecture	Donated 12 products (7,122 units in total)	
	NPO Florence	Donated 1 million yen in cash to children's meal delivery program	
	Living in Peace	<ul style="list-style-type: none"> • Donated 1 product (408 units) • Donated 1 million yen in cash to children's projects 	

— Governance

		FY2022	Notes
Corporate governance			
Directors		9	FineToday Holdings
	Independent outside directors	2	
Board of Directors	Executive directors	2	FineToday Holdings
	Outside non-executive directors	3	
	Outside directors/Audit and Supervisory Committee members	4	
Directors/Audit and Supervisory Committee members		4	FineToday Holdings
	Independent outside directors/Audit and Supervisory Committee members	2	
Risk management			
Employees who underwent e-Learning (participation rate)		376 (99%)	FineToday All employees other than executives, temporary employees, and contractors

	FY2022	Notes
Compliance		
Employees who underwent e-Learning (participation rate)	376 (99%)	FineToday All employees other than executives, temporary employees, and contractors
Consultations to the Compliance Hotline	0	FineToday Group
Confirmed acts of corruption	0	FineToday Group
Confirmed serious compliance concerns	0	FineToday Group
Information security		
Total number of cybersecurity incidents, including intrusions	0	FineToday Group
Total number of violations of information security related to leaks of customer personal information	0	FineToday Group
Total number of customers affected by intrusions on company data	0	FineToday Group
Total amounts of fines/penalties paid in connection with information security violations or other cybersecurity incidents	0 yen	FineToday Group
Employees who underwent e-Learning (participation rate)	376 (99%)	FineToday All employees other than executives, temporary employees, and contractors

GRI content index

This index describes the relationship between the content of the Report and Global Reporting Initiative (GRI) Standards.

– Group basic data

Indicator	Where to find it in the Report
1. The organization and its reporting practices	
2-1 Organizational details	Company profile (p. 73)
2-2 Entities included in the organization's sustainability reporting	Editorial Policy (p. 02) Organization (p. 03)
2-3 Reporting period, frequency and contact point	Editorial Policy (p. 02) FineToday website consumer support page
2-4 Restatements of information	N/A
2-5 External assurance	—
2. Activities and workers	
2-6 Activities, value chain and other business relationships	Organization (p. 03) At a glance (p. 04) Stakeholder engagement (p. 11) Assessing compliance to the Supplier Code of Conduct (p. 53)
2-7 Employees	At a glance (p. 04) Hiring (p. 38) Empowering diverse employees (p. 40) ESG data (p. 64)
2-8 Workers who are not employees	—
3. Governance	
2-9 Governance structure and composition	Sustainability management (p. 16) Corporate governance (p. 56) Risk management (p. 58) Compliance (p. 60)
2-10 Nomination and selection of the highest governance body	—

Indicator	Where to find it in the Report
2-11 Chair of the highest governance body	Sustainability management (p. 16) Corporate governance (p. 56) Risk management (p. 58) Compliance (p. 60)
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability management (p. 16) Risk management (p. 58) Compliance (p. 60)
2-13 Delegation of responsibility for managing impacts	Sustainability management (p. 16) Risk management (p. 58) Compliance (p. 60)
2-14 Role of the highest governance body in sustainability reporting	Sustainability management (p. 16) Corporate governance (p. 56) Risk management (p. 58) Compliance (p. 60)
2-15 Conflicts of interest	—
2-16 Communication of critical concerns	Sustainability management (p. 16) Corporate governance (p. 56) Risk management (p. 58) Compliance (p. 60)
2-17 Collective knowledge of the highest governance body	—
2-18 Evaluation of the performance of the highest governance body	—
2-19 Remuneration policies	—
2-20 Process to determine remuneration	—
2-21 Annual total compensation ratio	—

GRI content index

Indicator	Where to find it in the Report
4. Strategy, policies and practices	
2-22 Statement on sustainable development strategy	CEO's message (p. 05)
2-23 Policy commitments	Purpose/Values (p. 01) Fine Today & Tomorrow 2030, the mid-to-long term vision (p. 09) FineToday Group Basic Environmental Policy (p. 24) Human Rights Policy (p. 35) Occupational Health and Safety Policy (p. 48) Procurement Policy (p. 52) Corporate Citizenship Policy (p. 54) Code of Conduct and Ethics (p. 60) Participation in external initiatives / external evaluation (p. 73)
2-24 Embedding policy commitments	Targets for achieving the mid-to-long-term vision and their progress (p. 12) Sustainability management (p. 16) Our responses to climate change (p. 25) Action towards a sound material-cycle society (circularity) (p. 28) Quality assurance (p. 31) Giving consumers information they need (p. 32) Respect for human rights (p. 35) Hiring, promotion, diversity, equity, and inclusion (p. 38) Employee skills development (p. 41) Promoting work-life balance (p. 45) Occupational health and safety (p. 48) Labor-management relations (p. 51) Engagement with suppliers to promote sustainable and responsible procurement (p. 52) Community collaboration (p. 54) Corporate governance (p. 56) Risk management (p. 58) Compliance (p. 60) Information security (p. 62)

Indicator	Where to find it in the Report
2-25 Processes to remediate negative impacts	Fine Today & Tomorrow 2030, the mid-to-long term vision (p. 09) FineToday Group Basic Environmental Policy (p. 24) Responding to quality issues and product incidents (p. 31) To reflect the voice of consumers in our products and services (p. 33) Preventing harassment (p. 37) Labor-management relations (p. 51) Assessing compliance to the Supplier Code of Conduct (p. 53) Corporate governance (p. 56) Employee helplines (p. 61) Participation in external initiatives / external evaluation (p. 73)
2-26 Mechanisms for seeking advice and raising concerns	Responding to quality issues and product incidents (p. 31) To reflect the voice of consumers in our products and services (p. 33) Preventing harassment (p. 37) Labor-management relations (p. 51) Assessing compliance to the Supplier Code of Conduct (p. 53) Corporate governance (p. 56) Employee helplines (p. 61)
2-27 Compliance with laws and regulations	N/A
2-28 Membership associations	—
5. Stakeholder engagement	
2-29 Approach to stakeholder engagement	Stakeholder engagement (p. 11)
2-30 Collective bargaining agreements	Labor-management relations (p. 51)

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– Material Topics 2021

Indicator	Where to find it in the Report
3-1 Process to determine material topics	Materiality (p. 10)
3-2 List of material topics	Materiality (p. 10)
3-3 Management of material topics	Fine Today & Tomorrow 2030, the mid-to-long term vision (p. 09) Targets for achieving the mid-to-long-term vision and their progress (p. 12) Sustainability management (p. 16)

– Economic

Indicator	Where to find it in the Report
201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	At a glance (p. 04) ESG data (p. 64)
201-2 Financial implications and other risks and opportunities due to climate change	Climate-related risks and opportunities (p. 25)
201-3 Defined benefit plan obligations and other retirement plans	—
201-4 Financial assistance received from government	—
202: Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	—
202-2 Proportion of senior management hired from the local community	—
203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	Community collaboration (p. 54)
203-2 Significant indirect economic impacts	—
204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	—

Indicator	Where to find it in the Report
205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Main compliance indicators (p. 61) ESG data (p. 64)
205-2 Communication and training about anti-corruption policies and procedures	Assessing compliance to the Supplier Code of Conduct (p. 53) Compliance (p. 60) ESG data (p. 64)
205-3 Confirmed incidents of corruption and actions taken	N/A
206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
207: Tax 2019	
207-1 Approach to tax	—
207-2 Tax governance, control, and risk management	—
207-3 Stakeholder engagement and management of concerns related to tax	—
207-4 Country-by-country reporting	—

– Environmental

Indicator	Where to find it in the Report
301: Materials 2016	
303-1 Materials used by weight or volume	—
303-2 Recycled input materials used	—
303-3 Reclaimed products and their packaging materials	FTI's environmental data (p. 21) Container and packaging wastes sent out for recycling (p. 28) ESG data (p. 64)

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Indicator	Where to find it in the Report
302: Energy 2016	
302-1 Energy consumption within the organization	—
302-2 Energy consumption outside of the organization	—
302-3 Energy intensity	—
302-4 Reduction of energy consumption	—
302-5 Reductions in energy requirements of products and services	—
303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	—
303-2 Management of water discharge-related impacts	Prevention of air and water pollution (p. 21)
303-3 Water withdrawal	FTI's environmental data (p. 21) ESG data (p. 64)
303-4 Water discharge	FTI's environmental data (p. 21) ESG data (p. 64)
303-5 Water consumption	—
304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—
304-2 Significant impacts of activities, products and services on biodiversity	—
304-3 Habitats protected or restored	—
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	—

Indicator	Where to find it in the Report
305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	ESG data (p. 64)
305-2 Energy indirect (Scope 2) GHG emissions	ESG data (p. 64)
305-3 Other indirect (Scope 3) GHG emissions	ESG data (p. 64)
305-4 GHG emissions intensity	—
305-5 Reduction of GHG emissions	—
305-6 Emissions of ozone-depleting substances (ODS)	—
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	FTI's environmental data (p. 21) ESG data (p. 64)
306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Container and packaging initiatives (p. 28) Initiatives for promotional materials (p. 28)
306-2 Management of significant waste-related impacts	Waste reduction (p. 21) Container and packaging initiatives (p. 28) Initiatives for promotional materials (p. 28)
306-3 Waste generated	FTI's environmental data (p. 21) ESG data (p. 64)
306-4 Waste diverted from disposal	FTI's environmental data (p. 21) ESG data (p. 64)
306-5 Waste directed to disposal	FTI's environmental data (p. 21) ESG data (p. 64)
308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	—
308-2 Negative environmental impacts in the supply chain and actions taken	Overview of FY2022 supplier assessment (p. 53) ESG data (p. 64)

GRI content index

– Social

Indicator	Where to find it in the Report
401: Employment 2016	
401-1 New employee hires and employee turnover	New hires (p. 38) ESG data (p. 64)
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
401-3 Parental leave	Percentage of eligible employees taking childcare leave (p. 46) ESG data (p. 64)
402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	—
403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Occupational Health and Safety Policy (p. 48) Promoting occupational health and safety (p. 48)
403-2 Hazard identification, risk assessment, and incident investigation	Promoting occupational health and safety (p. 48)
403-3 Occupational health services	Promoting occupational health and safety (p. 48)
403-4 Worker participation, consultation, and communication on occupational health and safety	Promoting occupational health and safety (p. 48)
403-5 Worker training on occupational health and safety	Education and training on occupational health and safety (p. 49)
403-6 Promotion of worker health	Education and training on occupational health and safety (p. 49) Ensuring occupational health and safety (p. 49)
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Assessing compliance to the Supplier Code of Conduct (p. 53)
403-8 Workers covered by an occupational health and safety management system	Promoting occupational health and safety (p. 48)
403-9 Work-related injuries	N/A
403-10 Work-related ill health	—
404: Training and Education 2016	
404-1 Average hours of training per year per employee	Average education and training hours/costs per employee (p. 43) ESG data (p. 64)

Indicator	Where to find it in the Report
404-2 Programs for upgrading employee skills and transition assistance programs	Programs to support skills development (p. 42)
404-3 Percentage of employees receiving regular performance and career development reviews	—
405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	At a glance (p. 04) FTI employee data (p. 22) New hires (p. 38) Percentage of women employees by region (p. 40) Women as a percentage of senior managers (p. 40) ESG data (p. 64)
405-2 Ratio of basic salary and remuneration of women to men	Annual wage differential by gender (p. 40) ESG data (p. 64)
406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	—
407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—
408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	N/A
409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures	—
411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	—

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Indicator	Where to find it in the Report
412: Human Rights Assessment 2016	
412-1 Operations that have been subject to human rights reviews or impact assessments	Status of education and training on human rights (p. 36) Overview of FY2022 supplier assessment (p. 53) ESG data (p. 64)
412-2 Employee training on human rights policies or procedures	Status of education and training on human rights (p. 36) Overview of FY2022 supplier assessment (p. 53) ESG data (p. 64)
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—
413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	—
413-2 Operations with significant actual and potential negative impacts on local communities	—
414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	—
414-2 Negative social impacts in the supply chain and actions taken	Overview of FY2022 supplier assessment (p. 53) ESG data (p. 64)
415: Public Policy 2016	
415-1 Political contributions	—
416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	—
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	—

Indicator	Where to find it in the Report
417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	Container and packaging initiatives (p. 28) Information on websites (p. 32) Package initiatives (p. 32)
417-2 Incidents of non-compliance concerning product and service information and labeling	—
417-3 Incidents of non-compliance concerning marketing communications	N/A
418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A

Participation in external initiatives / external evaluation

In line with our purpose “to enrich the lives of everyone today and for generations to come, one fine day at a time,” we at FineToday Group work to identify our key issues (materiality items) in order to promote sustainability management and strive to resolve social issues through our business activities. As one aspect of these efforts, we participate actively in international initiatives. Our sustainability activities also are evaluated by an external organization.

Participation in External Initiatives

Task Force on Climate-Related Financial Disclosures (TCFD)

Endorsed in June 2022
<FineToday>



UN Global Compact

Signed in April 2022
Also joined Global Compact Network Japan at the same time
<FineToday>



Roundtable on Sustainable Palm Oil (RSPO)

Joined in April 2022
<FineToday>



Women's Empowerment Principles (WEPs)

Signed in March 2022
<FineToday>



External Evaluation

EcoVadis

In June 2022, FineToday Group earned a silver medal from EcoVadis. The silver medal is awarded to only the top 25% among companies evaluated. EcoVadis is the world's largest sustainability assessment agency, with more than 100,000 registered companies in 175 countries.
<FineToday Group>



Company profile

Company Name

FineToday Holdings Co., Ltd.

Location of Head Office

18F, Shinagawa Grand Central Tower, 2-16-3
Konan, Minato-ku, Tokyo, Japan

Representative

Tetsuo Komori
Representative Director, CEO

Our Business

Manufacturing, Sales and Marketing of
Personal Care Products, etc.

Date of Business Launch

January 1, 2023

Shiseido Company, Limited maintains a 20.1% share in the parent company of FineToday Holdings Co., Ltd., and indirectly engages in the personal care business as a joint enterprise.