

## 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 <sub>2</sub> emissions	368,825 t-CO <sub>2</sub> e	Scope 2: market based Scope 3: not including Category 11
Scope 1	6,764 t-CO <sub>2</sub> e	
Scope 2	2,150 t-CO <sub>2</sub> e	
Scope 1+2	8,913 t-CO <sub>2</sub> e	
Scope 3	359,912 t-CO <sub>2</sub> e	

	FY2022	Notes
<b>Fine Today Industries environmental data</b>		
NO <sub>x</sub> emissions	24.15 t	
SO <sub>x</sub> 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 <sup>3</sup>	
Total drain water	203,882 m <sup>3</sup>	

## ESG data

## – Society

	FY2022	Notes	
<b>Information provided to consumers</b>			
Total violations of regulations or voluntary codes concerning marketing communication	0		
<b>Human rights</b>			
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		
<b>Hiring, promotion, diversity, equity, and inclusion</b>			
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	
<b>Employee skills development</b>			
Average education and training hours/costs per employee	21.15 hours / 44,621 yen	FineToday	

	FY2022	Notes
<b>Work-life balance</b>		
Percentage of employees taking annual paid leave	65.6%	FineToday
Percentage of eligible employees taking childcare leave (female)	100%	FineToday
<b>Occupational health and safety</b>		
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
<b>Labor-management relations</b>		
Employees subject to the labor agreement	224	FineToday
<b>Engagement with suppliers to promote sustainable and responsible procurement</b> 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
<b>Donations</b>			
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"> <li>• Donated 1 product (408 units)</li> <li>• Donated 1 million yen in cash to children's projects</li> </ul>	

## — Governance

		FY2022	Notes
<b>Corporate governance</b>			
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	
<b>Risk management</b>			
Employees who underwent e-Learning (participation rate)		376 (99%)	FineToday All employees other than executives, temporary employees, and contractors

	FY2022	Notes
<b>Compliance</b>		
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
<b>Information security</b>		
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