

# Labor-management relations

## Labor-management negotiations

The preamble to FineToday Group’s labor-management agreement concluded with its labor union states, “In recognition of the social mission of our business, we will strive toward sound corporate growth while maintaining and improving the economic and social standing of employees, based on solid labor-management relations grounded in integrity and trust.” Following this principle, we have established a forum for labor and management to engage in mutually respectful dialogue to address and resolve issues related to working conditions and other topics.

In addition, the Group recognizes the importance of international standards such as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and also strives to build and maintain healthy labor-management relations at the international facilities with respect for the labor laws and regulations of each country and region.

The labor union has adopted a union-shop system, and as of the end of March 2024 all general employees (permanent, full-time employees other than those in managerial posts) were union members.

- **Main topics of labor-management negotiations (FY2023) <FineToday>**
  - Relationship between the employer and the labor union at FineToday
  - Future measures based on the findings of employee engagement surveys

## Dialogue between employees and top management

FineToday actively provides opportunities for direct, two-way dialogue between the Representative Director and CEO and employees, regardless of their forms of employment.

About 60 sessions took place during FY2023, including One-on-One Meetings for direct dialogue between the CEO and employees, get-together events with individual sections, and site visits. The CEO asked employees about subjects such as their careers and current duties, while employees spoke directly to the CEO about their views and questions concerning management policies and other topics.

Such dialogue provides a valuable opportunity to deepen mutual communication, as management ascertains information on matters such as the thinking of our workforce of employees with diverse backgrounds. Employees have responded positively to this initiative. For example, one commented, “It makes me feel like I have a part to play in management and what’s going on today.”

We will continue to provide various opportunities for two-way dialogue with employees.