

# ESG data

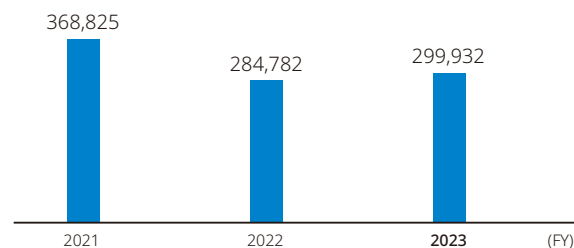
Reporting Coverage Abbreviations **FTHD** FineToday Holdings **FT** FineToday **FTI** Fine Today Industries **SVI** Shiseido Vietnam Inc. No mark indicates the FineToday Group

## Group basic data

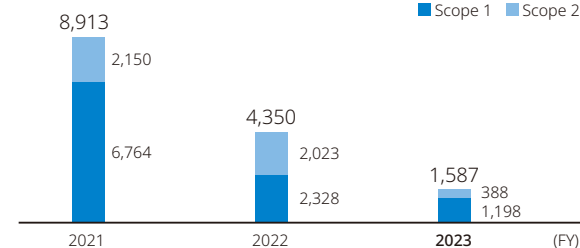
|                                     | Unit           | FY2022            | FY2023            |
|-------------------------------------|----------------|-------------------|-------------------|
| Consolidated Net Revenue            | Billion yen    | Over ¥100 billion | Over ¥100 billion |
| Percentage of revenue from overseas | %              | Over 50%          | Roughly 60%       |
| Facilities                          | Facility       | 19                | 20                |
|                                     | Japan          | 9                 | 9                 |
|                                     | China and APAC | 10                | 11                |

## Environment

CO<sub>2</sub> emissions\*1 (t-CO<sub>2</sub>e)



CO<sub>2</sub> emissions (Scope 1+2)\*1 (t-CO<sub>2</sub>e)



\*1 Scope 2: market based

## CO<sub>2</sub> emissions (Scope 3)

|   | Unit                | FY2021  | FY2022  | FY2023  | Main target examples   |
|---|---------------------|---------|---------|---------|--|
| Scope 3 emissions   | t-CO <sub>2</sub> e | 359,912 | 280,432 | 298,346 |  |
| 1. Purchased products and services                          | t-CO <sub>2</sub> e | 193,802 | 225,515 | 235,475 | Product purchasing, raw material purchasing, disposal inventory, SG&A expenses |
| 2. Capital goods  | t-CO <sub>2</sub> e | 3,379   | 1,085   | 4,944   | Buildings, machinery, equipment, software                                      |
| 3. Fuel and energy activities not included in Scope 1 and 2 | t-CO <sub>2</sub> e | 2,622   | 2,630   | 2,533   | Gasoline, diesel oil, municipal gas, LPG, electricity                          |
| 4. Transportation and distribution (upstream)               | t-CO <sub>2</sub> e | 26,901  | 27,465  | 19,162  | Products for sale, raw materials purchased                                     |
| 5. Waste from business operations                           | t-CO <sub>2</sub> e | 13,752  | 3,128   | 5,926   | Discarded product inventory, disposal POSM                                     |
| 6. Business trips   | t-CO <sub>2</sub> e | 314     | 315     | 350     | —  |
| 7. Employee commutes  | t-CO <sub>2</sub> e | 1,078   | 1,081   | 1,225   | —  |
| 8. Leased assets (upstream)                                 | —                   | —       | —       | —       | —  |
| 9. Transportation and distribution (downstream)             | t-CO <sub>2</sub> e | —       | —       | 9,378   | Products for sale, raw materials purchased                                     |
| 10. Processing of sold products                             | —                   | —       | —       | —       | —  |
| 11. Use of sold products                                    | —                   | —       | —       | —       | —  |
| 12. Disposal of sold products                               | t-CO <sub>2</sub> e | 118,064 | 19,196  | 19,354  | Plastic, paper, cardboard, metal, glass, etc.                                  |
| 13. Leased assets (downstream)                              | —                   | —       | —       | —       | —  |
| 14. Franchises  | —                   | —       | —       | —       | —  |
| 15. Investments   | —                   | —       | —       | —       | —  |
| Other (optional)  | —                   | —       | —       | —       | —  |

## ESG data

## Energy consumption

|                              | Unit | FY2021  | FY2022  | FY2023  |
|------------------------------|------|---------|---------|---------|
| Total energy consumption     | GJ   | 143,854 | 145,548 | 140,423 |
| Renewable energy consumption | GJ   | 12,672  | 28,509  | 26,260  |

## Private power generation amount

|   | Unit | FY2021 | FY2022 | FY2023 |
|---|------|--------|--------|--------|
| Total private power generation                          | kWh  | 20,059 | 20,043 | 22,288 |
| Percentage of electricity derived from renewable energy | %    | 100%   | 100%   | 100%   |

Water intake FTI SVI

|   | Unit           | FY2021  | FY2022  | FY2023  |
|---|----------------|---------|---------|---------|
| Total water intake  | m <sup>3</sup> | 309,630 | 305,022 | 282,905 |
| Surface water   | m <sup>3</sup> | 0       | 0       | 0       |
| Groundwater   | m <sup>3</sup> | 0       | 0       | 0       |
| Seawater  | m <sup>3</sup> | 0       | 0       | 0       |
| Water sources provided by third parties (tap water, industrial water) | m <sup>3</sup> | 309,630 | 305,022 | 282,905 |
| Reclaimed water shared from outside the party                         | m <sup>3</sup> | 0       | 0       | 0       |

Drain water FTI SVI

|                           | Unit           | FY2021  | FY2022  | FY2023  |
|---------------------------|----------------|---------|---------|---------|
| Total drain water         | m <sup>3</sup> | 260,849 | 246,629 | 227,260 |
| Rivers and lakes          | m <sup>3</sup> | 0       | 0       | 0       |
| Ocean                     | m <sup>3</sup> | 0       | 0       | 0       |
| Sewage                    | m <sup>3</sup> | 260,849 | 246,629 | 227,260 |
| Supplied to third parties | m <sup>3</sup> | 0       | 0       | 0       |

Container and packaging wastes sent out for recycling\*<sup>2</sup> FT

|                                  | Unit | FY2021    | FY2022    | FY2023    |
|----------------------------------|------|-----------|-----------|-----------|
| Glass                            | kg   | 4,532     | 4,260     | 3,974     |
| Paper containers                 | kg   | 110,390   | 102,189   | 140,323   |
| Plastic containers and packaging | kg   | 3,486,029 | 3,021,669 | 3,018,479 |

Volume of wastes from promotional materials\*<sup>3</sup> FT

|                          | FY2021 | FY2022 | FY2023 |
|--------------------------|--------|--------|--------|
| Volume of wastes (index) | 100    | 23     | 23     |

Waste, etc. FTI SVI

|   | Unit   | FY2022 | FY2023       |       |
|---|--|--------|--------------|-------|
| Amount of waste discharged and disposed of/recycling rate | Waste emissions  | ton    | 1,763        | 2,731 |
|   | Volume recycled  | ton    | 1,763        | 2,731 |
|   | Volume not recycled* <sup>4</sup>                        | ton    | 0.002        | 0     |
|   | Landfill wastes  | ton    | 0            | 0     |
|   | Waste recycling rate                                     | %      | 99% or above | 100%  |
| Volume of pollutants released and transferred             | NOx emissions  | ton    | 24.15        | 17.8  |
|   | SOx emissions  | ton    | 0            | 0     |
|   | Volume of transferred substances subject to the PRTR Act | ton    | 23.24        | 20.37 |

\*<sup>2</sup> Fiscal year of application based on the Act on the Promotion of Sorted Collection and Recycling of Containers and Packaging, not the fiscal year in which the containers were discharged.

\*<sup>3</sup> Index calculated assigning a value of 100 to actual wastes in FY2021.

\*<sup>4</sup> Asbestos used as thermal-insulation materials in thermostat-oven processing.

## ESG data

### Information provided to consumers

#### Total violations of regulations or voluntary codes concerning marketing communication

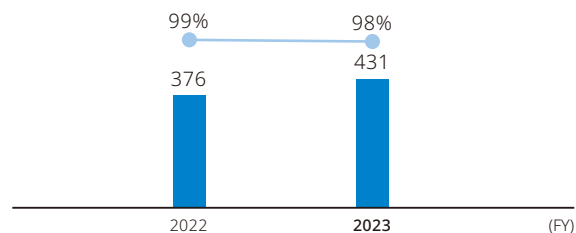
No violations in FY2022. In FY2023, Fine Today Taiwan Inc. received one notification of misleading advertising from the relevant authorities.

Appropriate countermeasures were completed in February 2024.

### Human rights

#### Employees who underwent e-Learning (participation rate)\*5

(No. of people/%) **FT**

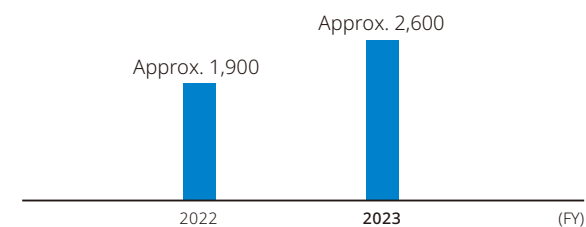


#### Incidents concerning forced labor, child labor, or human trafficking

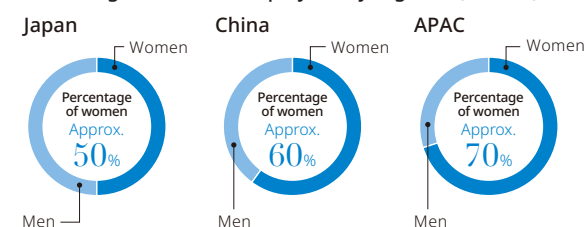
No incidents in FY2022 or FY2023.

### Hiring, promotion, diversity, equity, and inclusion

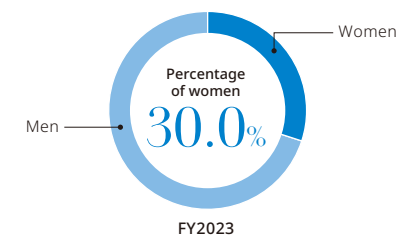
#### Number of employees\*6 (No. of people)



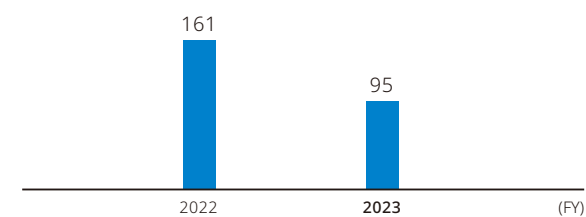
#### Percentage of women employees by region\*6 (FY2023)



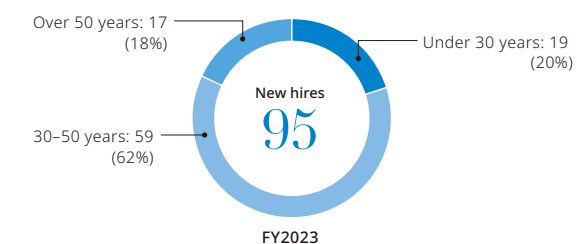
#### Women as a percentage of senior managers (not including executives)



#### New hires (No. of people) **FT**



#### Number of new hires by age **FT**

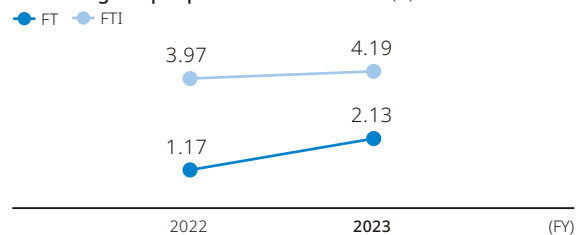


\*5 FTI will complete full distribution of its Human Rights Policy in December 2023.

\*6 As of April of each fiscal year; excludes executives and temporary employees.

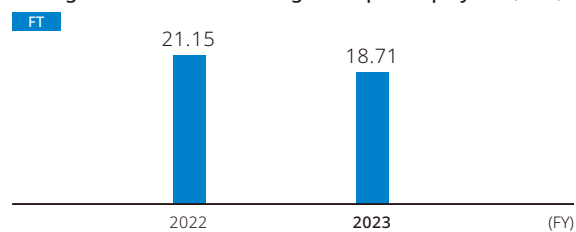
## ESG data

Percentage of people with disabilities\*7 (%)



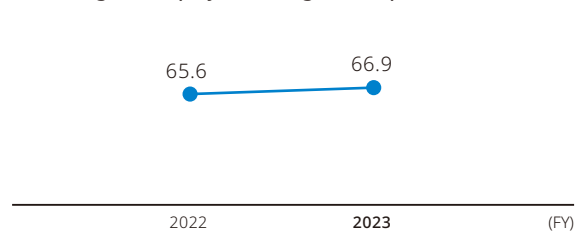
### Employee skills development

Average education and training hours per employee\*8 (hours)

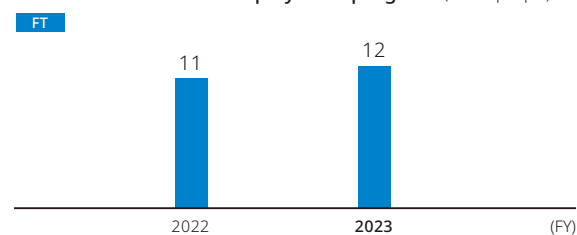


### Work-life balance

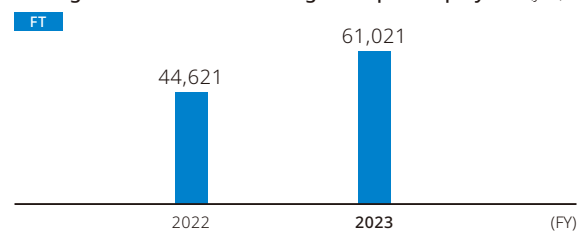
Percentage of employees taking annual paid leave (%)



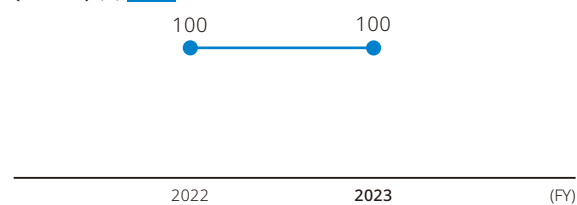
Users of the retiree reemployment program (No. of people)



Average education and training costs per employee\*8 (yen)



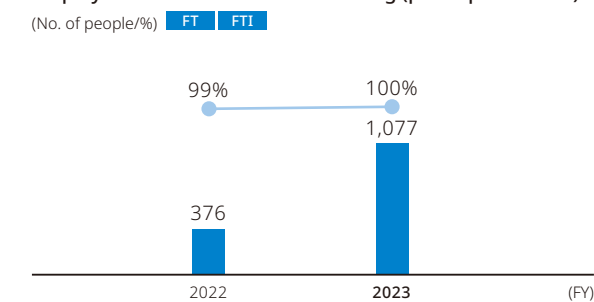
Percentage of eligible employees taking childcare leave (female) (%)



### Occupational health and safety

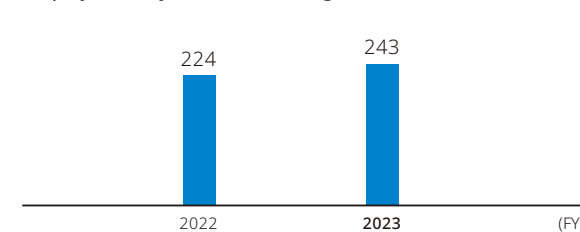
|  | Unit      | FY2022 | FY2023 |
|--|-----------|--------|--------|
| Number of on-the-job accidents                         | Incidents | 0      | 4      |
| Frequency rate   | %         | 0      | 1.17   |
| Incidence rate   | %         | 0      | 0.058  |
| Occupational accident rate of 1,000 employees per year | %         | 0      | 2.304  |
| Occupational-illness frequency rate (OIFR)             | %         | 0      | 0      |

Employees who underwent e-Learning (participation rate)\*9



### Labor-management relations

Employees subject to the labor agreement (No. of people)



\*7 As of June of each fiscal year. \*8 All employees, excluding temporary employees and contractors.

\*9 All employees, excluding temporary employees and contractors.

## ESG data

### – Donations

|                            |  | FY2023   |
|----------------------------|--|--|
| Main donations and amounts | Kanagawa Prefecture                        | Donated 11 products (25,215 units in total)  |
|                            | Abiko City, Chiba Prefecture               | Donated 11 products (8,196 units in total)   |
|                            | Japan Agency for Development and Emergency | Donated 3 products (4,260 units in total)  |
|                            | NPO Florence                               | Donated 1 product (3,000 units), Donation of 1 million yen in cash to the Platform for Closing the Experience Gap for Children |
|                            | Living in Peace                            | Donated 1 million yen in cash to children's projects   |

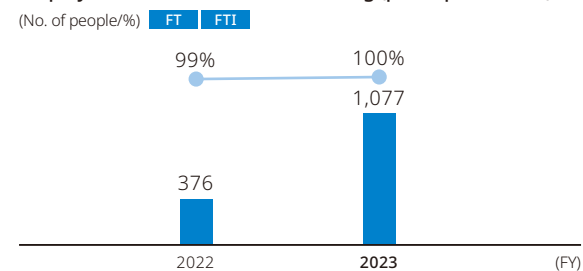
### – Corporate governance\*10 FTHD

| Directors   |   | 8     |
|---|---|-------|
|   | Independent outside directors   | 2     |
| Board of Directors                                | Executive directors   | 2     |
|   | Non-executive directors (outside directors)                           | 2 (1) |
|   | Audit and Supervisory Committee members (outside directors)           | 4 (3) |
| Directors/Audit and Supervisory Committee members |   | 4     |
|   | Independent outside directors/Audit and Supervisory Committee members | 2     |

\*10 Officer composition as of June 20, 2024.

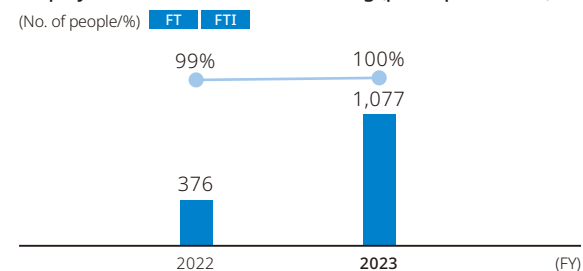
### – Risk management

#### Employees who underwent e-Learning (participation rate)\*\*11



### – Compliance

#### Employees who underwent e-Learning (participation rate)\*\*11



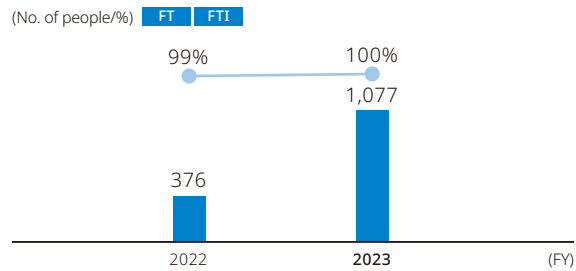
|   | Unit      | FY2022 | FY2023 |
|---|-----------|--------|--------|
| Consultations to the Compliance Hotline | Incidents | 0      | 3      |
| Confirmed acts of corruption            | Incidents | 0      | 0      |
| Confirmed serious compliance concerns   | Incidents | 0      | 0      |

\*11 All employees, excluding temporary employees and contractors. E-learning in China and APAC took place from January to March 2024.

## ESG data

### Information security

#### Employees who underwent e-Learning (participation rate)\*12



|   | Unit      | FY2022 | FY2023 |
|---|-----------|--------|--------|
| Total number of cybersecurity incidents, including intrusions   | Incidents | 0      | 0      |
| Total number of violations of information security related to leaks of customer personal information                      | Incidents | 0      | 0      |
| Total number of customers affected by intrusions on company data  | Incidents | 0      | 0      |
| Total amounts of fines/penalties paid in connection with information security violations or other cybersecurity incidents | yen       | 0      | 0      |

\*12 All employees, excluding temporary employees and contractors. E-learning in China and APAC took place from January to March 2024.