

# 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
<b>1. The organization and its reporting practices</b>	
2-1 Organizational details	Company profile (p. 03)
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	—
<b>2. Activities and workers</b>	
2-6 Activities, value chain and other business relationships	Organization (p. 03) At a glance (pp. 06–08) Stakeholder engagement (p. 14) Assessing compliance to the Supplier Code of Conduct (p. 52)
2-7 Employees	At a glance (pp. 06–08) ESG data > Hiring, promotion, diversity, equity, and inclusion (p. 64)
2-8 Workers who are not employees	—
<b>3. Governance</b>	
2-9 Governance structure and composition	Sustainability management (p. 19) Corporate governance (pp. 55, 56) Risk management (p. 57) Compliance (pp. 58, 59)
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. 19) Corporate governance (pp. 55, 56) Risk management (p. 57) Compliance (pp. 58, 59)
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability management (p. 19) Risk management (p. 57) Compliance (pp. 58, 59)
2-13 Delegation of responsibility for managing impacts	Sustainability management (p. 19) Risk management (p. 57) Compliance (pp. 58, 59)
2-14 Role of the highest governance body in sustainability reporting	Sustainability management (p. 19) Corporate governance (pp. 55, 56) Risk management (p. 57) Compliance (pp. 58, 59)
2-15 Conflicts of interest	—
2-16 Communication of critical concerns	Sustainability management (p. 19) Corporate governance (pp. 55, 56) Risk management (p. 57) Compliance (pp. 58, 59)
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	—

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Indicator	Where to find it in the Report
<b>4. Strategy, policies and practices</b>	
2-22 Statement on sustainable development strategy	Message from the CEO (pp. 09–11)
2-23 Policy commitments	Purpose/Values (p. 01) Participation in external initiatives/external evaluation (p. 05) Fine Today & Tomorrow 2030, the medium-to-long-term vision (p. 12) FineToday Group Basic Environmental Policy (p. 21) Human Rights Policy (p. 36) Occupational Health and Safety Policy (p. 47) Procurement Policy (p. 51) Corporate Citizenship Policy (p. 53) Code of Conduct and Ethics (p. 58)
2-24 Embedding policy commitments	Progress toward the medium-to-long-term vision targets (pp. 15–18) Sustainability management (p. 19) Our responses to climate change (pp. 22–24) Action towards a sound material-cycle society (circularity) (p. 25) FineToday Industries Environmental Initiatives (pp. 27–28) Quality assurance (p. 30) Giving consumers information they need (pp. 33–35) Respect for human rights (pp. 36, 37) Hiring, promotion, diversity, equity, and inclusion (pp. 38–40) Employee skills development (pp. 41–43) Promoting work-life balance (pp. 44–46) Occupational health and safety (pp. 47–49) Labor-management relations (p. 50) Engagement with suppliers to promote sustainable and responsible procurement (pp. 51, 52) Community collaboration (p. 53) Corporate governance (pp. 55, 56) Risk management (p. 57) Compliance (pp. 58, 59) Information security (pp. 60, 61)

Indicator	Where to find it in the Report
2-25 Processes to remediate negative impacts	Fine Today & Tomorrow 2030, the medium-to-long term vision (p. 12) Participation in external initiatives/external evaluation (p. 05) FineToday Group Basic Environmental Policy (p. 21) Responding to quality issues and product incidents (p. 30) To reflect the voice of consumers in our products and services (p. 34) Preventing harassment (p. 37) Labor-management relations (p. 50) Assessing compliance to the Supplier Code of Conduct (p. 52) Corporate governance (pp. 55, 56) Employee helplines (p. 59)
2-26 Mechanisms for seeking advice and raising concerns	Responding to quality issues and product incidents (p. 30) To reflect the voice of consumers in our products and services (p. 34) Preventing harassment (p. 37) Labor-management relations (p. 50) Assessing compliance to the Supplier Code of Conduct (p. 52) Corporate governance (pp. 55, 56) Employee helplines (p. 59)
2-27 Compliance with laws and regulations	N/A
2-28 Membership associations	—
<b>5. Stakeholder engagement</b>	
2-29 Approach to stakeholder engagement	Stakeholder engagement (p. 14)
2-30 Collective bargaining agreements	Labor-management relations (p. 50)

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### – Material Topics 2021

Indicator	Where to find it in the Report
3-1 Process to determine material topics	Materiality (p. 13)
3-2 List of material topics	Materiality (p. 13)
3-3 Management of material topics	Fine Today & Tomorrow 2030, the medium-to-long term vision (p. 12) Progress toward the medium-to-long-term vision targets (pp. 15–18) Sustainability management (p. 19)

### – Economic

Indicator	Where to find it in the Report
<b>201: Economic Performance 2016</b>	
201-1 Direct economic value generated and distributed	At a glance (pp. 06–08) ESG data (pp. 62–67)
201-2 Financial implications and other risks and opportunities due to climate change	Climate-related risks and opportunities (p. 23)
201-3 Defined benefit plan obligations and other retirement plans	—
201-4 Financial assistance received from government	—
<b>202: Market Presence 2016</b>	
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	—
<b>203: Indirect Economic Impacts 2016</b>	
203-1 Infrastructure investments and services supported	Community collaboration (p. 53)
203-2 Significant indirect economic impacts	—
<b>204: Procurement Practices 2016</b>	
204-1 Proportion of spending on local suppliers	—

Indicator	Where to find it in the Report
<b>205: Anti-corruption 2016</b>	
205-1 Operations assessed for risks related to corruption	ESG data > Compliance (p. 66)
205-2 Communication and training about anti-corruption policies and procedures	Assessing compliance to the Supplier Code of Conduct (p. 52) Compliance (pp. 58, 59) ESG data > Compliance (p. 66)
205-3 Confirmed incidents of corruption and actions taken	N/A
<b>206: Anti-competitive Behavior 2016</b>	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
<b>207: Tax 2019</b>	
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
<b>301: Materials 2016</b>	
301-1 Materials used by weight or volume	—
301-2 Recycled input materials used	—
301-3 Reclaimed products and their packaging materials	ESG data > Container and packaging wastes sent out for recycling (p. 63) ESG data > Waste, etc. (p. 63)

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Indicator	Where to find it in the Report
<b>302: Energy 2016</b>	
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	—
<b>303: Water and Effluents 2018</b>	
303-1 Interactions with water as a shared resource	Prevention of air and water pollution (p. 28) ESG data > Water intake, Drain water (p. 63)
303-2 Management of water discharge-related impacts	Prevention of air and water pollution (p. 28)
303-3 Water withdrawal	ESG data > Waste, etc. (p. 63) ESG data > Water intake (p. 63)
303-4 Water discharge	ESG data > Waste, etc. (p. 63) ESG data > Drain water (p. 63)
303-5 Water consumption	ESG data > Water intake, Drain water (p. 63)
<b>304: Biodiversity 2016</b>	
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
<b>305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	ESG data > CO <sub>2</sub> emissions (Scope 1+2) (p. 62)
305-2 Energy indirect (Scope 2) GHG emissions	ESG data > CO <sub>2</sub> emissions (Scope 1+2) (p. 62)
305-3 Other indirect (Scope 3) GHG emissions	ESG data > CO <sub>2</sub> emissions (Scope 3) (p. 62)
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	ESG data > Waste, etc. (p. 63)
<b>306: Waste 2020</b>	
306-1 Waste generation and significant waste-related impacts	Container and packaging initiatives (p. 25) Initiatives for promotional materials (p. 25)
306-2 Management of significant waste-related impacts	Container and packaging initiatives (p. 25) Initiatives for promotional materials (p. 25) Waste reduction (p. 28) Horizontal recycling of release paper (p. 28)
306-3 Waste generated	ESG data > Waste, etc. (p. 63) ESG data > Container and packaging wastes sent out for recycling, Volume of wastes from promotional materials (p. 63)
306-4 Waste diverted from disposal	ESG data > Waste, etc. (p. 63)
306-5 Waste directed to disposal	ESG data > Waste, etc. (p. 63)
<b>308: Supplier Environmental Assessment 2016</b>	
308-1 New suppliers that were screened using environmental criteria	—
308-2 Negative environmental impacts in the supply chain and actions taken	FineToday Group Supplier Code of Conduct (p. 51) Assessing compliance to the Supplier Code of Conduct (p. 52) ESG data > Environmental (pp. 62, 63)

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## – Social

Indicator	Where to find it in the Report
<b>401: Employment 2016</b>	
401-1 New employee hires and employee turnover	ESG data > Hiring, promotion, diversity, equity, and inclusion (p. 64)
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
401-3 Parental leave	ESG data > Percentage of eligible employees taking childcare leave (female) (p. 65)
<b>402: Labor/Management Relations 2016</b>	
402-1 Minimum notice periods regarding operational changes	—
<b>403: Occupational Health and Safety 2018</b>	
403-1 Occupational health and safety management system	Occupational Health and Safety Policy (p. 47) Promoting occupational health and safety (p. 47)
403-2 Hazard identification, risk assessment, and incident investigation	Promoting occupational health and safety (p. 47)
403-3 Occupational health services	Promoting occupational health and safety (p. 47)
403-4 Worker participation, consultation, and communication on occupational health and safety	Promoting occupational health and safety (p. 47)
403-5 Worker training on occupational health and safety	Education and training on occupational health and safety (p. 48)
403-6 Promotion of worker health	Education and training on occupational health and safety (p. 48) Ensuring occupational health and safety (p. 48)
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. 52)
403-8 Workers covered by an occupational health and safety management system	Promoting occupational health and safety (p. 47)
403-9 Work-related injuries	N/A
403-10 Work-related ill health	—
<b>404: Training and Education 2016</b>	
404-1 Average hours of training per year per employee	ESG data > Employee skills development (p. 65)
404-2 Programs for upgrading employee skills and transition assistance programs	Programs to support skills development (p. 42)

Indicator	Where to find it in the Report
404-3 Percentage of employees receiving regular performance and career development reviews	—
<b>405: Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	At a glance (p. 06) ESG data > Hiring, promotion, diversity, equity, and inclusion (p. 64)
405-2 Ratio of basic salary and remuneration of women to men	—
<b>406: Non-discrimination 2016</b>	
406-1 Incidents of discrimination and corrective actions taken	ESG data > Human rights (p. 64), Compliance (p. 66)
<b>407: Freedom of Association and Collective Bargaining 2016</b>	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—
<b>408: Child Labor 2016</b>	
408-1 Operations and suppliers at significant risk for incidents of child labor	N/A
<b>409: Forced or Compulsory Labor 2016</b>	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
<b>410: Security Practices 2016</b>	
410-1 Security personnel trained in human rights policies or procedures	—
<b>411: Rights of Indigenous Peoples 2016</b>	
411-1 Incidents of violations involving rights of indigenous peoples	—
<b>412: Human Rights Assessment 2016</b>	
412-1 Operations that have been subject to human rights reviews or impact assessments	ESG data > Group basic data (p. 62), Human rights (p. 64)
412-2 Employee training on human rights policies or procedures	ESG data > Human rights (p. 64)
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—

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Indicator	Where to find it in the Report
<b>413: Local Communities 2016</b>	
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	—
<b>414: Supplier Social Assessment 2016</b>	
414-1 New suppliers that were screened using social criteria	—
414-2 Negative social impacts in the supply chain and actions taken	Assessing compliance to the Supplier Code of Conduct (p. 52) ESG data > Human rights (p. 64)
<b>415: Public Policy 2016</b>	
415-1 Political contributions	—
<b>416: Customer Health and Safety 2016</b>	
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	—
<b>417: Marketing and Labeling 2016</b>	
417-1 Requirements for product and service information and labeling	Container and packaging initiatives (p. 25) Information on websites (p. 33) Package initiatives (p. 33)
417-2 Incidents of non-compliance concerning product and service information and labeling	—
417-3 Incidents of non-compliance concerning marketing communications	ESG data > Information provided to consumers (p. 64)
<b>418: Customer Privacy 2016</b>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A