



Planet

To halve our environmental impact throughout our value chain.

	FineToday Group Basic Environmental Policy	49
Material Issue	 Our responses to climate change	
Initiatives	Reduce greenhouse gas (GHG) emissions	51
Material Issue	 Conservation of the natural environment and biodiversity, and realization of a circular society	
Initiatives	Our responses to nature and biodiversity issues	53
	Sustainable raw-materials procurement	55
	Sustainable containers and packaging	56
	Conserve water resources in our production activities	57

FineToday Group

Basic Environmental Policy

Establishment of the Basic Environmental Policy

The FineToday Group established the FineToday Group Basic Environmental Policy in 2023 to provide a clear statement of the basic principles and action guidelines for Group initiatives to protect the environment. The policy sets the priority areas for our environmental initiatives as climate change, biodiversity, water, a sound material-cycle society (circularity), and air and chemicals management.

FineToday Group Basic Environmental Policy

Basic Philosophy

• Realization of a Sustainable Society

We in the FineToday Group believe in the importance of balancing our business activities with conservation of the global environment so that we may pass on a beautiful global environment to future generations. Through our personal care products, we strive to provide people all around the world with a fine day, and at the same time, we are contributing to the realization of a sustainable society by working to protect the global environment through our business activities in order to beautify and enrich the lives of those in future generations.

• Corporate Social Responsibility

We in the FineToday Group recognize the social responsibility that we bear as a company, and in addition to complying with laws, regulations, and international rules aimed at conserving the global environment, providing our employees with environmental education, and collaborating with local communities, we also intend to proactively disclose information and engage in other forms of environmental communication.

Action Agenda

• Priority Areas and Basic Approach

(1) Initiatives in Response to Climate Change

Through our business activities and value chain, we work to promote

energy-efficiency and reduce greenhouse gas emissions, which cause climate change.

(2) Initiatives in Biodiversity Conservation

We work to assess the impact of our business activities and value chain on biodiversity and endeavor to reduce any negative effects in order to promote sustainable use of natural capital in harmony with nature.

(3) Sustainable Management of Water

Through our business activities and value chain, we engage in sustainable use and management of water resources, in regard to both water withdrawal and water discharge.

(4) Initiatives in Realizing a Sound Material-Cycle Society (Circularity)

In order to promote sustainable consumption, we contribute to the realization of a circular economy through appropriately managing and efficiently utilizing resources as well as through reducing waste in our business operations, product usage, and product life cycles, including used product packaging.

(5) Air Quality Control and Chemicals Management

We strive to reduce our environmental impact and prevent pollution by reliably managing the chemical substances used in our business activities and value chain.

• Environmental Management System

We in the FineToday Group have established an environmental management system and intend to work continuously to maintain and improve this system through application of the PDCA cycle.

Environmental initiatives at manufacturing sites

Continuous environmental improvement based on ISO 14001

The FineToday Group manufacturing sites have all obtained ISO 14001 certification, and we use the ISO framework to continuously improve our environmental management. The Group integrates environmental considerations into its operating processes, starting from the actions of each employee working on the ground, to reduce environmental impact and risks, as well as improve the sustainability of our business.

In 1997, the Kuki Factory, then operated by Shiseido, became the first factory in the Japanese cosmetics industry to obtain ISO 14001 certification. Fine Today Industries has continued to strengthen the factory's environmental management system and will mark the 30th anniversary of receiving certification in 2027.

FT Industries Vietnam has also obtained ISO 14001 certification, and all of our sites in Japan and overseas incorporate environmentally responsible practices into their operations.

Production departments with the greatest environmental impact regularly conduct internal and external audits based on ISO 14001 and verify compliance with environmental laws and regulations. Integrating these activities into daily operations helps prevent environmental risks and maintain stable production.

Environmental awareness education and training for employees

The FineToday Group provides ongoing environmental education and training at its manufacturing sites in Japan and overseas to ensure that employees understand and put its Basic Environmental Policy into practice. Every employee plays a role in advancing sustainable business practices by putting that commitment into action.

Fine Today Industries provides structured environmental education and training for all employees, including new hires, to ensure that environmental management is put into practice throughout its operations. This training reinforces the Company's philosophy and Basic Environmental Policy while covering a broad range of topics directly related to day-to-day operations, including environmental management, climate action, waste separation, energy conservation, paperless practices, the prevention of raw material and chemical spills, and reduced vehicle idling.

FT Industries Vietnam educates all its employees on the Group's approach to SDGs and ESG as part of our Group-wide commitment to environmental responsibility.

— Highlight

Offering more environmentally friendly choices for beautiful, enriching everyday life

The FineToday Group's commitment to enriching people's lives includes supporting the health of people and the environment. We recognize that many containers for shampoo, facial cleansers, and other everyday products make extensive use of plastic, which contributes to marine plastic pollution, CO₂ emissions, and other global environmental issues.

As a manufacturer of everyday consumer products, we consider it our responsibility to use our business to address these issues. We have established two medium- to long-term goals: making all packaging sustainable and reducing the use of virgin petroleum-based plastic in primary packaging. Cross-functional teams are implementing a wide range of initiatives to achieve these goals.

We believe that by seriously addressing these issues ourselves in our everyday activities sends the message to consumers that choosing environmentally friendly products is not the exception, but a natural part of everyday life. We are working with our stakeholders to build a circular economy where plastic is not a waste product but a valuable resource to recover and reuse so all people can enjoy beautiful and flourishing lives today and 100 years from now.



Yoko Nagao
Group Manager
Environment Group,
Stakeholder Relations Division
FineToday Co., Ltd.



Reduce greenhouse gas (GHG) emissions

Basic policy

In line with our Basic Environmental Policy, the FineToday Group strives to fulfill its social responsibility to protect the environment and help realize a sustainable society.

The Material Issues “Fine Today & Tomorrow” designates addressing climate change issues as a priority area, and we are making climate change initiatives a management priority.

Our responses to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)

In June 2022, FineToday announced its support for the TCFD recommendations and conducted scenario analysis to assess climate change-related risk and opportunity impact on corporate management. The analysis results and other information were published in the TCFD Report issued in March 2023.

FineToday also joined the TCFD Consortium (see p. 20) in December 2023. Since the consortium reorganized as the GX Future Consortium in April 2026, the Company has continued to advance its climate change initiatives through the new framework.



Website
TCFD Report
https://www.finetoday.com/en/uploadimages/FineToday_TCFDreport2023.pdf

Science-Based Targets (SBT)

FineToday is committed to reducing greenhouse gas (GHG) emissions throughout its value chain. We have set FY2030 targets to reduce the company’s greenhouse gas emissions*1 compared to 2021 by 42% and our total indirect emissions*2 (including the value chain) by 25%. The Science Based Targets initiative (SBTi) has validated our targets for its Business Ambition for 1.5°C.

Measures are under way to achieve the Fine Today & Tomorrow 2030 objectives, including ongoing monitoring of Scope 1, 2, and 3

GHG emissions (see p. 72) and detailed plans for reducing emissions over the medium and long term.

*1 Direct emissions (Scope 1) from the company’s own fuel use and industrial processes and indirect emissions (Scope 2) from electricity and heating purchased by the company

*2 Other indirect emissions (Scope 3) from business activities and the value chain

Greenhouse gas emissions reduction roadmap

By FY2030, we target reducing Scope 1 and 2 emissions by 42% by improving energy efficiency and progressively introducing and procuring renewable energy across our factories and offices. We aim to reduce Scope 3 emissions by 25% by collaborating with suppliers and reducing emissions across our products and logistics.

Greenhouse gas emissions reduction roadmap

Category	Facility	FY2021–FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	FY2030 target
Scope 1 and 2 Fuel combustion and electricity use at our Company sites	Factories	 Energy efficiency Upgrade equipment, implement EMS, improve operations							
		 Renewable energy Purchase renewable electricity, purchase renewable energy certificates							
		 On-site power generation Install solar power systems							
	Offices								
		 Japan Purchase renewable energy							
		 Overseas Purchase renewable energy							
Scope 3									
 Product container disposal									SBT Targets Scope 3 emissions 25% reduction (compared to 2021)
 Purchased products and services									
 Transport, delivery									

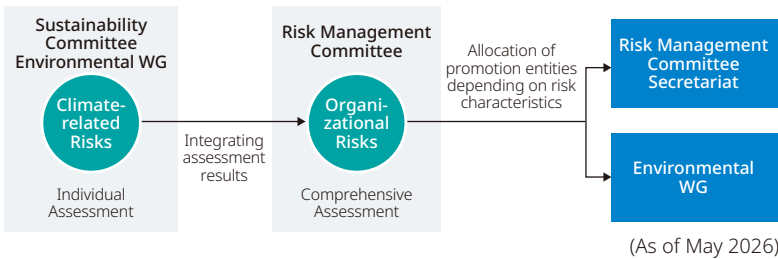
Climate-related risk management

The Risk Management Committee and the Environmental Working Group (WG) under the Sustainability Committee lead our measures addressing the five climate-related risks.

The only acute physical risk that was assessed as “short-term” and “high” is “large typhoon, heavy rain, flood.” Current measures are under way to separate our logistics warehouses into eastern and western regions and increase inventory levels. The Risk Management Committee is in charge of addressing natural disaster risk in addition to leading our risk response for “rising mean temperature,” “shift in consumer purchasing towards low carbon products,” “carbon tax,” and “national climate change policy.”

We will continue advancing activities to bolster our resilience to climate-related risks and disclose relevant information in accordance with the TCFD recommendations.

— Responses to climate-related risks in which the Risk Management Committee plays a central role



Initiatives to reduce greenhouse gas emissions at manufacturing sites

Fine Today Industries Co., Ltd.

Fine Today Industries (FTI) replaced its gas turbine cogeneration

system with two gas-engine units in 2012. Under normal operating conditions, the system generates 1,700 kWh of electricity, supplying 41% of the factory's total electricity consumption of 4,100 kWh. FTI also recovers waste heat generated during power production and reuses it to produce hot water and steam for manufacturing operations. This combined heat and power system is more energy efficient than supplying electricity and heat separately. In addition to reducing greenhouse gas emissions, this recovery system also strengthens business continuity by providing a reliable power source during planned power interruptions and prolonged outages caused by natural disasters or other events.

FTI introduced an energy management system (EMS) for electricity in 2022 and significantly expanded the number of monitoring points at major electricity-consuming facilities. Real-time visualization of electricity consumption improves our ability to reduce greenhouse gas emissions by enabling accurate monitoring and management of energy use at all facilities.

— Capital investment and measures to reduce CO₂

2022	- Converted all electricity used to hydroelectric power (target power: 9,799 MW) - Used carbon-offset credits (J-Credits) (purchase of CO₂ emissions credits) - Upgraded the electrical substation for factory building no. 5 to ultra-high-efficiency transformers - Upgraded the energy building's compressor to an inverter-controlled compressor (one unit)
2023	Updated the air conditioner systems in the filling and finishing rooms on the first floor of factory building no. 3
2024	- Upgraded the air supply system to the biological treatment tank in the wastewater treatment building from a roots blower to a turbo blower - Installed LED lighting in the energy building, pump building, exterior locations, and sections of factory building no. 5
2025	Installed ultra-high-efficiency transformers in warehouse electrical substations

Note: Measures prior to July 2021 are listed under Shiseido Co., Ltd. personal care business.

FT Industries Vietnam Co., Ltd.

FT Industries Vietnam (FTIV) is reducing greenhouse gas emissions to do its part in a carbon-neutral society. The company installed the Group's first solar power system in 2024, which began operating in August of the same year. With a maximum generating capacity of 2,744 kWp, the rooftop renewable energy system supplied almost 40% of the factory's electricity needs in FY2025 (the actual amount was 39.6%). The system reduces the factory's reliance on grid electricity, limits exposure to rising electricity costs, and reduced electricity-related CO₂ emissions by approximately 40%.

FTIV has also installed inverter-controlled blower fans in the boiler room and pumps for its process chillers. Energy efficiency is further improved by recovering waste heat through a heat exchanger installed in the boiler flue and using it to preheat boiler feedwater.

FTIV is expanding the use of renewable energy and improving energy efficiency in its production processes in line with government energy policies to build a more sustainable manufacturing operation.





Our responses to nature and biodiversity issues

Basic policy

In line with our purpose of “to enrich the lives of everyone today and for generations to come, one fine day at a time,” the FineToday Group has set “Fine Today & Tomorrow” as its Material Issues to address through FY2030 in the four categories of “Principles of Governance,” “People,” “Planet,” and “Prosperity.” The “conservation of the natural environment and biodiversity” in the “Planet” category is deemed a critical focus area, and the conservation of natural capital is a priority action area for management.

Alignment with the Taskforce on Nature-related Financial Disclosures

FineToday supports the principles of the Taskforce on Nature-related Financial Disclosures (TNFD)* and registered as a TNFD Adopter in July 2025.

* TNFD is an international network of private companies and financial institutions cooperating to establish a framework to assess and disclose risks and opportunities for natural capital and biodiversity. The TNFD was officially established by the United Nations Environment Programme Finance Initiative (UNEP FI), the United Nations Development Programme (UNDP), the World Wide Fund for Nature (WWF), and Global Canopy (NGO in England) in June 2021.



Website

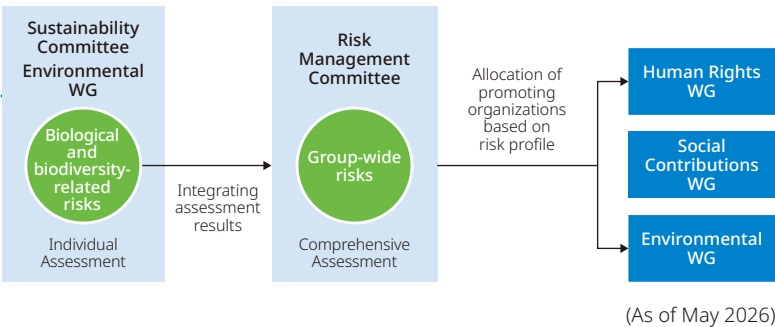
TNFD Report
https://www.finetoday.com/en/uploadimages/FineToday_TNFD-Report_2025_EN.pdf

Management of risks and opportunities

FineToday has identified the “integration of risks and opportunities” as a material issue, and manages Group-wide intangible factors that could hinder the improvement of corporate value, including those related to natural capital, under the oversight of the Risk Management Committee, which meets four times a year. This approach reflects the increasingly complex business environment in which the Group operates.

The Sustainability Committee assesses and identifies risks and impacts related to natural capital and implements the necessary management measures. The Risk Management Committee integrates this assessment and management process into the organization's overall risk management process. The Sustainability Committee reports identified risks to the Risk Management Committee Secretariat, which manages them as organization-wide risks.

– Risk Management Committee oversees natural capital risk response



Waste reduction, chemical management, and environmental pollution prevention

In addition to efforts to reduce waste generated in manufacturing processes and the employee dining hall, the FineToday Group properly controls harmful chemical substances used in its operations. It also conducts environmental surveys in accordance with laws and regulations to prevent soil, air, and water pollution. The Group also works to prevent noise pollution and protect the natural environment surrounding its factories.

Waste reduction

The FineToday Group manages waste in accordance with environmental procedures. The Recycling Center is equipped with on-site shredders and compactors that reduce waste volume and recover recyclable materials. Fine Today Industries (FTI) uses drum washers to clean polymer drums and composite packaging, previously disposed of as waste, so they can be recycled as valuable resources. Food waste from the employee dining hall is reduced through biotreatment in food-waste disposal equipment.



Control of hazardous wastes

The FineToday Group entrusts the disposal of used batteries and other hazardous waste to licensed industrial waste contractors.

Management of chemical substances

The FineToday Group complies with applicable laws and regulations in each country and region and regularly reports environmental information to the relevant government authorities. Pursuant to the Act on the Assessment of Releases of Specified Chemical Substances in the Environment and the Promotion of Management Improvement (PRTR Act), FTI reports the names and quantities handled of specified chemical substances produced or used to the Atmospheric Environment Department of the Saitama Prefecture Environment Bureau in June of each year. FT Industries Vietnam Co., Ltd. (FTIV) annually reports its environmental performance to the Dong Nai Department of Agriculture and Environment in accordance with Vietnam’s environmental laws and regulations.

Prevention of soil pollution

The FineToday Group recycles waste generated through its business activities or entrusts its treatment to licensed waste contractors. All waste is processed using these methods, and none of the Group’s waste is sent to landfill, which helps prevent soil contamination.

FTI also conducts soil surveys as needed to confirm compliance with environmental standards. The company replaces drainage and underground piping inside buildings and throughout the factory site as needed to help prevent soil contamination. FTI has upgraded production wastewater and sewage piping in multiple buildings over the past five years.

Prevention of noise pollution

The FineToday Group measures noise levels annually to monitor noise generated by its business activities. FTI further reduces noise

by requiring drivers of delivery and employee vehicles to avoid leaving their vehicles idling while on company premises.

— Highlight

Horizontal recycling of release paper

FTI implements extensive measures to use resources efficiently and to reduce waste. One initiative is working with companies to recycle used release paper from promotional point-of-purchase (POP) labels (stickers) into a reusable resource.

FTI had been paying the processing fees for release paper remaining after the client manufacturing processes and contracted collection of the paper as industrial waste (waste plastic). The release paper was then recycled as RPF (Refuse Paper & Plastic Fuel) by compressing the waste paper and plastic into fuel pellets for industrial use. RPF combustion produces 33% less CO₂ emissions than coal.

In June 2024, we strengthened our resource recycling initiative by

adopting the Japan-Earth Conscious Labeling Association’s (J-ECOL) circular-use model to shift from recycling release paper into RPF to horizontal recycling that converts release paper back into paper products. The high-quality pulp used to produce release paper makes it an ideal resource for paper manufacturing, but the resource has been largely untapped due to the lack of collection infrastructure. J-ECOL created a complete recycling structure in which its association member and partner companies collect and recycle the release paper into resources that paper product manufacturers and processing companies then recycle into cardboard cores.

These efforts reduced waste by 8 tons in FY2024 and successfully achieved our target to reduce it by 20 tons in FY2025. The FineToday Group is continuing to eliminate POP labels to lessen its environmental impact.

— Circular model for release paper recycling

POP labels

Website

Case Study of Japan-Earth Conscious Labeling Association (J-ECOL)

<https://www.j-ecol.or.jp/blog> (Japanese only)



Initiatives

Sustainable raw-materials procurement

Basic policy

The FineToday Group uses palm oil as one of its main raw materials. Environmental and human rights issues have been raised concerning the extraction and cultivation of palm oil.

In April 2022, FineToday participated in the Roundtable on Sustainable Palm Oil (RSPO), an international certification system that promotes the production and use of sustainable palm oil. The Group obtained RSPO Supply Chain Certification in 2025 to support its procurement of RSPO-certified palm oil and aims for 100% of the palm oil it sources to be RSPO-certified by FY2030.

- RSPO Supply Chain Certification

CERTIFICATE

CU-RSPO SCC-907635

Based on an audit according to the requirements stated in the RSPO Supply Chain Certification Systems, version February 2020 and a signed contract, Control Union (Malaysia) Sdn Bhd herewith certifies that the facility(s) listed below are found to be in compliance with the RSPO Supply Chain Certification Standard, version February 2020. This guarantees that the criteria for processing RSPO certified palm oil products through one or more of the supply chain models as stated in the RSPO Supply Chain Certification Systems have been met.

Name certified company Full address certified company RSPO number (if applicable) Other sites certified RSPO registered parent company (if applicable) RSPO member number parent company	Fine Today Co., Ltd. 18F, Shinagawa Grand Central Tower, 2-18-3 Konan, Minato-ku, Tokyo, Japan 4-1424-22-000-00 ☒ yes ☐ no
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Certificate Start date	17-07-2025
Certificate Expiration Date	16-07-2030
Date of first RSPO certification	17-07-2025
Certificate number	CU-RSPO SCC-907635
Supply chain model	☐ Identity Preserved (IP) ☐ Segregated (SG) ☒ Mass Balance (MB)

Authorized signatory name
 Ms. N.A. Shafina Binti Whayah

Certifier
 Date of issue: 17-07-2025
 On behalf of the Managing Director

Authorized signature

Issued By
 Control Union (Malaysia) Sdn Bhd
 Port Tech Tower Level 17, Unit No : S-7,
 Jalan Teras 5, KLU's Bendera Baru Klang,
 41110 Klang
 Selangor Darul Ehsan
 Malaysia
 0060-3-30004132
certifications@controlunion.com

Control Union (Netherlands) Ltd is accredited by Assurance Services International for certification against voluntary sustainability standards for scope of RSPO Supply Chain Certification as per ISO 15189 (2013-2017:2015). This certificate attesting the accuracy remains the property of Control Union (Malaysia) Ltd and can be withdrawn in case of non-compliance as mentioned in the license contract, or in case changes or deviations of the above-mentioned data occur. The licensee is obliged to inform Control Union (Netherlands) Ltd immediately of any changes in the above mentioned data. Only an original and signed certificate is valid.

Certificate version: CERTRSPO-RSPO 302-06-2022 9/2022-06-10-10

Annex 1 to Certificate – RSPO SCC

Certificate No.: CU-RSPO SCC-907635

CU Code	Name of facility	Location address	Scope
ICS	FineToday Co., Ltd.	188, Shinagawa Grand Central Tower, 2-16-3 Konan, Minato-ku, Tokyo, Japan	Overall administration of the RSPO management system, development of common procedures manual, planning and implementing trainings and internal audits, supplier validity checks, RSPO trademark
FFU-01	Fine Today Industries Co., Ltd.	5 Kiyokuchi, Kuki-shi, Saitama, Japan	Purchasing, receiving, and using certified raw materials
FFU-02	PT Industri Vietnam Co., Ltd.	Lot 213-218-215-217, Amata Road, Amata Industrial Park, Long Binh Ward, Bien Hoa City, Dong Nai Province, Vietnam	Purchasing, receiving, and using certified raw materials

Authorized signatory name
Ms. N.A. Shafinaz Binti Whayaly

Certifier
Date of issue: 17-03-2025
On behalf of the Managing Director

Authorized signature

Issued by
Control Union (Malaysia) Sdn Bhd
Port Tech Tower Level 17, Unit No: 1-7,
Jalan Teras 3, WJ/1 Bandar Bara Klang,
41350 Klang
Selangor Darul Ehsan
Malaysia
0060-3-30004132
certification@controlunion.com

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Only an original and signed certificate is valid.



CONTROL UNION

Certificate number: CONTROLUNION-RSPO SCC-907635



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RSPO

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Sustainable containers and packaging

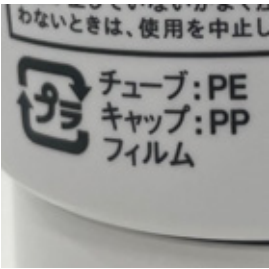
Basic policy

The FineToday Group established the FineToday Group Basic Environmental Policy to contribute to a sustainable society. Along with climate change, the Group has designated the realization of a recycling-oriented society as a key material issue, and is taking steps to promote the efficient use and reuse of resources.

In March 2025, the Group set a target to reduce the amount of petroleum-based virgin plastic used in its containers by at least 25% per unit of production by FY2030, compared to 2022. We are working to build our business and create a sustainable society by continuing to increase our eco-friendly refillable products, provide larger-sized products, and incorporate sustainable materials.

Container and packaging initiatives

Pursuant to the Act on the Promotion of Sorted Collection and Recycling of Containers and Packaging, FineToday calculates annually the volumes of materials used in containers and packaging and sends materials to recycling operators as specified in the act. In addition, products provide information on the resources used in their packages to encourage recycling.



Promoting resource recycling in logistics

FineToday is working with three companies from different industries on a pallet circular-use initiative for rented pallets used for trade between Japan and China. The initiative reduces the use of single-use pallets, makes more effective use of logistics materials through repeated reuse, and improves logistics efficiency by eliminating pallet transfers.

This cross-industry collaboration promotes resource circularity in logistics and helps build a circular economy.

Making sustainable packaging the standard with a growing lineup of easy-to-choose, easy-to-use refill products

Shanghai FTS Cosmetics Co., Ltd. (FTC) is reducing plastic use by expanding its lineup of refill products. Sales of refill products increased significantly in FY2025, reducing plastic use across all brands by 155 tons.

These results reflect an integrated approach for product development, sales, and consumer communication. The number of refill products increased from 12 in FY2024 to 22 in FY2025, nearly doubling the number of refill products we offer.

The Chinese market is still dominated by single-use products. FTC is making refill products more readily available by presenting refill products for existing brand customers on our online shop and offering in-store promotions that pair regular and refill products. Our efforts in China to make refill products more familiar and accessible to consumers include media outreach and industry seminars to raise awareness of the environmental and convenience benefits of refill products. These efforts have earned 10 ESG-related awards from major media and industry organizations.

We plan to further increase the share of refill product sales in FY2026 with the addition of eight new locally developed refill products. We are also promoting stakeholder understanding and collaborating with industry partners to raise awareness, such as working with NGOs that support university students to increase awareness among Generation Z. Through these efforts, we aim to reduce plastic use by a cumulative 2,000 tons by FY2030.

We believe refill products must offer more than environmental benefits. If they are to become a mainstream choice for consumers, they must also be easy to use and easy to choose. We will continue expanding our refill product lineup as part of our commitment to more sustainable packaging.



Min Jie
Vice President
Sustainability Department
Shanghai FTS Cosmetics
Co., Ltd.



Initiatives

Conserve water resources in our production activities

Basic policy

The FineToday Group conducts sustainable water management in its manufacturing operations to conserve water resources as part of its material issue of “Conservation of the natural environment and biodiversity, and realization of a circular society.”

The Group monitors and manages water use throughout its operations, from water intake to wastewater discharge, to reduce consumption, improve efficiency, and lessen its impact on the local water environment. We also strictly manage manufacturing wastewater to minimize its impact on water quality. Wastewater is treated with the activated sludge process at on-site treatment facilities and discharged to the public sewer system only after meeting all applicable regulatory standards.

These initiatives ensure full legal compliance while balancing responsible water stewardship with sustainable business practices.

Water conservation at manufacturing sites

Fine Today Industries Co., Ltd.

Fine Today Industries’ manufacturing processes use specific treatment technologies for organic substances and other contaminants in its manufacturing wastewater. Treated wastewater is discharged only after meeting all regulatory standards and any additional local requirements.

FT Industries Vietnam Co., Ltd.

FT Industries Vietnam improved the water management systems used in its manufacturing operations to conserve water resources and alleviate water stress. The improvements reduced water consumption by approximately 9,058 m³ in FY2025.

The company will continue integrating water conservation into its manufacturing operations while safeguarding the local water environment.