

Developing a sustainability promotion structure in which top management plays a central role

FineToday Group has established the Risk Management Committee, the Ethics and Compliance Committee, and the ESG Committee as organizations responsible for activities such as confirming and assessing risks related to the environment, society, and governance (ESG) and formulating policies and plans for sustainability activities. The Representative Director, President and CEO is responsible for these committees.

FineToday Group has established the ESG Promotion Council and the ESG Working Group under the ESG Committee. They perform central roles in activities such as following up on the sustainability action plans carried out by individual sections and formulating execution plans on important topics.

FineToday Group also has adopted a system that reflects sustainability indicators in decisions on remuneration for executives and division general managers.*

* This system will be adopted beginning in the second half of FY2023 and reflected in actual remuneration beginning in FY2024. While plans call for using the two indicators of EcoVadis assessment results and engagement survey results in the first fiscal year, the Group plans to consider additional indicators and when to adopt them in the future.

