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

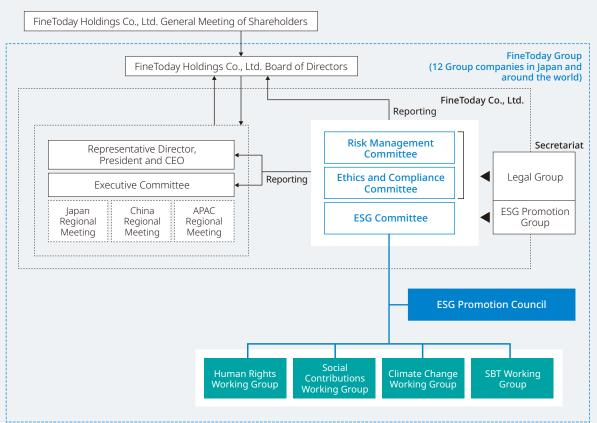
FineToday Group has established the Risk Management Committee, the Ethics and Compliance Committee, and the ESG Committee as organizations responsible for activities such as confirming and assessing risks related to the environment, society, and governance (ESG) and formulating policies and plans for 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.

Sustainability promotion structure (as of May 2023)



Risk Management Committee/ Ethics and Compliance Committee

Frequency of meetings	Once quarterly
Chairperson	FineToday Co., Ltd. Representative Director, President and CEO
Members	FineToday Division General Managers and others appointed as members
Main roles	 Formulation and operation of risk-management policies and plans Emergency responses to incidents Investigation of important matters concerning ethics and compliance Review of the plan-do-check-act (PDCA)
	cycle for compliance education
ESG Committ Frequency of meetings	
Frequency of	ee
Frequency of meetings	ee Once quarterly FineToday Co., Ltd. Representative Director,