

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

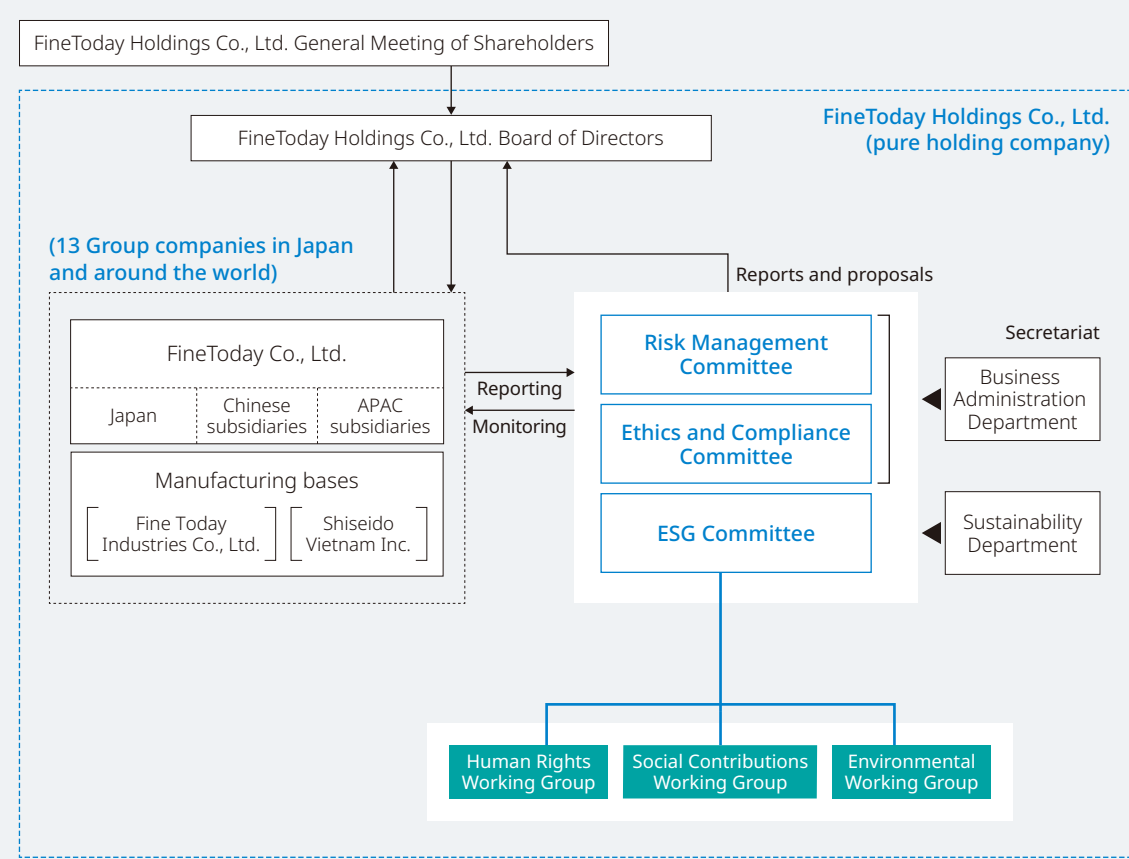
FineToday Group has established the Risk Management Committee, Ethics and Compliance Committee, and ESG Committee as the organizations responsible for sustainability activities, such as confirming and assessing risks related to the environment, society, and governance (ESG) and formulating sustainability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

FineToday Group has established 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.*

* The remuneration system includes performance-linked bonuses evaluated from the degree of achievement of sustainability indicators, which are set based on engagement survey findings and GHG emissions conditions. The Nomination and Remuneration Committee considers ways to create a robust structure for the nomination and remuneration of officers.

Sustainability promotion structure (as of December 31, 2023)



Risk Management Committee	
Frequency of meetings	Once quarterly
Chairperson	Representative Director, CEO
Members	Officers of subsidiaries, executive officers, and other designated individuals
Main roles	<ul style="list-style-type: none">Formulation and implementation of Group risk management policies and plansEmergency responses to incidents

Ethics and Compliance Committee	
Frequency of meetings	Once quarterly
Chairperson	Representative Director, CEO
Members	Officers of subsidiaries, executive officers
Main roles	<ul style="list-style-type: none">Formulation and implementation of Group basic compliance policies and plansReview of the plan-do-check-act (PDCA) cycle for compliance education

ESG Committee	
Frequency of meetings	Once quarterly
Chairperson	Representative Director, CEO
Members	Officers of subsidiaries, executive officers, and other designated individuals
Main roles	<ul style="list-style-type: none">Formulation, deliberation, and reporting of important measures related to Group ESGCommunication and deliberation of issues related to the Group ESG