
















Setting KPIs on 16 items in the four areas of the mid-to-long-term vision and promoting steady activities through a PDCA cycle







	Vision and story for 2030		Strategic KPIs and 2030 targets	Related Sustainable Development Goals (SDGs)
Principles of Governance 	Ethical conduct	<p>An organizational culture that prevents and has zero tolerance for compliance violations</p> <p>We will do business fairly, in pursuit of proper ethics, in every country, region, and environment.</p>	<p>Number of serious compliance violations*</p> <p>0</p>	
	Transparent governance	<p>Structures are in place under which anybody can notify the organization of any internal and external issues with confidence that they will be resolved.</p> <p>We will build systems that enable constant pursuit of even better business practices, across organizational and company boundaries.</p>	<p>Percentage of issues reported to the group internal hotline that have been resolved</p> <p>100%</p>	
	Integration of risks and opportunities	<p>Structures are in place throughout the value chain to detect and respond quickly to risks and opportunities.</p> <p>We strive to minimize the negative impacts and maximize the positive ones of our businesses, to support consumers' daily lives.</p>	<p>Percentage of long-term risks and opportunities analyzed and responded to appropriately by the Risk Management Committee</p> <p>100%</p>	
	Pursuit of Purpose	<p>Each and every employee puts into practice various actions and decision-making based on the Purpose.</p> <p>We act based on thinking of our Purpose at all times, to beautify and enrich the lives of people in diverse communities.</p>	<p>Percentage of positive responses on the Purpose and Vision in engagement surveys</p> <p>88pts.</p>	

* Acts subject to external disclosure under FineToday Group in-house rules, violations by Directors or Executives impacting Company management

Vision and story for 2030		Strategic KPIs and 2030 targets	Related Sustainable Development Goals (SDGs)
<p>People</p> 	<p>Commitment to human rights</p> <p>The human rights of all people are afforded the utmost respect, with no one left behind, throughout the value chain.</p> <p>We will deliver fine days with respect for all in our activities from raw-materials procurement through manufacturing and sales, centered on the Asia region.</p>	<p>Ratio of ascertaining internal and external human-rights risks, including those of suppliers, and responding appropriately</p> <p>100%</p>	 
	<p>DE&I</p> <p>All people in the value chain can demonstrate their abilities to the maximum in fair environments respecting diversity.</p> <p>We will provide consumers with better value as an organization in which everybody can work in their own ways with peace of mind, as an enterprise grounded in the diverse nationalities and values of Asia.</p>	<p>Psychological safety score on engagement surveys, the average of scores on interpersonal relations and acknowledgement</p> <p>78pts.</p> <p>Percentage of women managers</p> <p>30%</p>	 
	<p>Improvement of health and safety</p> <p>All people on the value chain do their job every day in decent work environments*.</p> <p>We take pride in beautifying and enriching heart, body, and planet thanks to our safe, healthy workplaces in each country and region.</p>	<p>Decent work score on engagement surveys, the average of scores on rewarding work and good health</p> <p>80pts.</p> <p>Number of on-the-job accidents (resulting in time off work)</p> <p>0%</p>	 
	<p>Investment in talent</p> <p>Each and every individual bravely takes on never experienced challenges, and has a positive impact both internally and externally working together as one.</p> <p>We will build an organizational culture whose members can experience true growth by taking on challenges dauntlessly while thinking about people and the planet.</p>	<p>Percentage of employees whose actions demonstrate Values & Leadership Behavior (permeation)</p> <p>95%</p> <p>Autonomous growth score on engagement surveys, the average of scores on opportunities for growth and culture of taking on challenges</p> <p>83pts.</p>	 

* Humane, rewarding work; more specifically, productive work in conditions of freedom, equity, security, and human dignity for all
 Source: International Labour Organisation <https://www.ilo.org/global/lang-en/index.htm>

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Prosperity 	Expansion of economic contributions <p>Sustained generation of profits and continual contribution to solutions to social challenges through business activities. We will reinvest profits from business in solutions to unresolved challenges, to build relations of co-prosperity with as many consumers as possible.</p>	Internal targets only	
	Improvement of consumer satisfaction <p>FineToday Group brands' unique products and services to meet the unmet needs of consumers across generations. We will build relations of trust between our brands and consumers, by beautifying and enriching their daily lives and making their lives more satisfying.</p>	Internal targets only	
	Product innovation <p>FineToday Group ceaselessly takes on the challenges of value innovation, to deliver fine days to as many people as possible around the world. In addition to progress on features and technologies for healthier, more attractive skin and hair, we will continue to improve the sensual value that delivers joy and satisfaction.</p>	Internal targets only	
	Community support <p>Contributing to community development as a member of the local communities where business activities take place. We will support the progress of the communities near our facilities and factories across the countries and regions of Asia, through sustainable business growth.</p>	Internal targets only	

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Planet 	Response to climate change <p>Reducing greenhouse-gas (GHG) emissions throughout the product life cycle, and contributing to minimizing climate risks and maximizing climate opportunities.</p> <p>We can lessen the risks of climate change to consumers in Asia and worldwide by rebuilding the ways we do business with an emphasis on the planet.</p>	GHG emissions Reduced 42% (vs. 2021) (Realizing carbon neutrality by 2050)	
	Conservation of nature and biodiversity <p>Assessment and reduction of impacts on ecosystems throughout the value chain.</p> <p>We can balance forest conservation and business development in Southeast Asia through means such as use of certified palm oil.</p>	Sustainable palm oil procurement 100%	 
	Pursuit of a circular economy <p>Circular social systems are developed and the resource cycle is made more efficient, including use of sustainable containers and packaging.</p> <p>We can contribute to reducing oceanic pollution in Asia and around the world through means such as reducing use of plastics and increasing recycling rates.</p>	Percentage of sustainable containers and packaging 100%	 
	Caring for water, air, etc. <p>Business activities minimize their impacts on water and the natural environment.</p> <p>We can contribute to reducing the water stress that affects half the world's population through products that help conserve water.</p>	Water intensity Reduced by 10% (vs. 2021) (Factory water monitoring: 100%)	