

FY Mar/2023 Data Review

Environment

Key themes for sustainability

Under the FANCL Group Sustainable Declaration, Building a Bright Future Together, formulated in FY Mar/2019, for our "Third Medium-Term Management Plan (FY Mar/2022-2024)" we established three key themes for sustainability: Environment, Healthy Living, and Local Communities and Employees.

Key tasks for the Environment

For the Environment, with climate change initiatives as our top priority, we have set quantitative targets for CO₂ emission reduction, reduction of plastic use, and sustainable procurement, which are being promoted throughout the group.

Quantitative targets and results

Key task	Target	Results	
		FY Mar/2022	FY Mar/2023
Reduction of CO ₂ emissions	Net zero CO ₂ emissions by FY Mar/2051 (Scope 1 & 2)	10,740 t-CO ₂	4,012 t-CO ₂
Reduction of plastic use	100% sustainable packaging based on the 4Rs*1 by FY Mar/2031	43.0%	50.9%
	30% plant-based and recycled plastics used in FANCL cosmetics by FY Mar/2031	17.6%	40.1% Target achieved
	100% adoption of environmentally friendly paper*2 in paper-based container packaging by FY Mar/2026	79.9%	85.2%
Sustainable procurement	100% certified palm oil procurement by FY Mar/2024	100% Target achieved	100% Target achieved

*1 Reduce (reduction of container resin), Reuse (reuse of containers), Recycle (recycling of collected containers), Renew (switch to recycled or plant-based materials)

*2 Certified paper, non-wood paper, recycled paper, etc.

*Sustainable packaging based on the 4Rs, plant-based and recycled plastics used in FANCL cosmetics, and use of certified palm oil apply to cosmetics and health foods of FANCL CORPORATION and ATTENIR CORPORATION.

Reduction of Energy and CO₂ Emissions (In Japan, Consolidated)

•As a specific measure to reduce CO₂ emissions, we have introduced renewable energy and installed solar panels at four of our domestic facilities (Shiga Plant, Gunma Plant, Mishima Plant, and Kansai Logistics Center), which generated a combined total of 1,411MWh in FY Mar/2023 (21.5% higher than the previous year).

・From December 2021 to April 2022, electricity derived from renewable energy was introduced at 12 facilities across Japan. CO₂ emissions (Scope 1+2) in FY Mar/2023 were 4,012t-CO₂, a 62.6% reduction from the previous year. The proactive use of renewable energy led to a significant reduction in CO₂ emissions.

Reduction of Plastic Use (In Japan, Consolidated)

・Our basic policy for reducing the amount of plastic used in containers and packaging materials is to proactively Reduce (the amount of plastic used for containers) and Reuse (by offering refillable containers and refilling used containers). In addition, in order to maintain the Mutenka quality unique to our products, we will strive to reduce environmental impact by adopting a Renewable perspective when using plastic materials for sealed containers, etc.

・We began the collection of cosmetics containers in 2021. In the future, we will strengthen cooperation with Kirin Holdings, with whom we have concluded a capital and business alliance, to achieve closed-loop recycling, in which used cosmetics containers that we collect are recycled into raw materials that are once again used for cosmetics containers.

・We are making steady progress in our efforts to achieve targets, with 50.9% adoption of sustainable packaging based on the 4Rs, and 85.2% adoption of environmentally friendly paper in paper-based container packaging in FY Mar/2023. We also achieved our target for plant-based and recycled plastics used in FANCL cosmetics ahead of schedule, with a rate of 40.1%.

Sustainable Procurement (In Japan, Consolidated)

・We achieved our certified palm oil procurement target of 100% under the RSPO book-and-claim method ahead of schedule, in December 2021. We switched to RSPO mass balance from 2022 onward and our mass balance ratio was 54.0% in FY Mar/2023.

Water resources (In Japan, Consolidated)

・The amount of water used in FY Mar/2023 was 121,000 cubic meters, three-quarters of which was used in production.

・Water used for cleaning production sites is discharged into the public sewage system after passing through a purification system. At research and manufacturing sites, efforts are made to prevent contamination by outsourcing the collection of hazardous waste liquids to specialized companies, and there were no cases of contaminated water leakage.

Waste (In Japan, Consolidated)

・The total amount of waste generated in FY Mar/2023 was 1,298 tons, of which 1,291 tons were recycled (recycling rate: 99.5%).

・At each plant we are working to reduce the total amount of waste and to improve the recycling rate by sorting waste into smaller pieces and converting waste into valuable resources.

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Social

Healthy Living

We will contribute to realizing a sustainable society by addressing global challenges and social issues through our products and services.

Quantitative Targets

Targeting a 50% health food (supplement) usage rate among Japanese people by FY Mar/2031, with the aim of extending healthy life expectancy and reducing medical costs (FY Mar/2023: 32%)

Local Communities and Employees

We will continue to build on the promotion of diversity and inclusion – a strength of FANCL's – and social activity to contribute to the realization of a society where everyone can make the most of their abilities.

Diversity and inclusion

Policy

The FANCL Group, a corporation that truly cares for people, seeks to continually generate new value by ensuring that diverse talent with various values and viewpoints can demonstrate their uniqueness and skills under the slogan, "Embrace differences". We respect and recognize each other's diversity in age, sex, abilities or disabilities, sexual orientation, gender identity, nationality, race, religion, values and ways of thinking, and work styles. We strive to enable teamwork in an environment where each individual can shine with vitality, thereby promoting change and creating new value.

Quantitative Targets

- Achieve a 50% ratio of female managers in FY Mar/2024 (FY Mar/2023: 47.1%)
- Achieve a 30% ratio of female senior managers* in FY Mar/2024 (FY Mar/2023: 28.0%)
- Achieve a 5% employment ratio of people with disabilities in FY Mar/2031 (FY Mar/2023: 4.46%)
(*Division manager or higher management positions)

Data on women in the workplace

Ratio of Female Employees (Non-consolidated: FANCL):

- FY Mar/2023 ratio of female employees: 62.2%; ratio of female employees in management positions: 47.1% (+0.0% compared to previous year).
- Aiming to achieve a 50% ratio of female managers through the active promotion of female managers.

Childcare Leave Track Record (In Japan, Consolidated):

- Introduced a system that enables diverse work styles, including wider availability of shortened working hours, flextime, and remote working, to support the balance between work and childbirth/childcare.
- FANCL Group offers its own unique spouse maternity leave and childcare leave benefit program. Five days of special paid leave can be taken when a spouse gives birth. (All employees eligible).

Women

In FY Mar/2023, 100% of employees took childcare leave (8th consecutive year)

In FY Mar/2023, 100% of employees who took childcare leave returned to work

Men

In FY Mar/2023, 94.4% of employees took childcare leave (8th consecutive year)

In FY Mar/2023, 100% of employees who took childcare leave returned to work

Data on the activities of employees with disabilities (In Japan, Consolidated)

- Established special subsidiary FANCL SMILE Co., Ltd. in 1999 to support the independence of people with disabilities.
- FY Mar/2023 number of employees with disabilities: 112, an decrease of 2 compared to the previous year.
- FY Mar/2023 ratio of employees with disabilities: 4.46% (The statutory employment rate of people with disabilities determined by the Ministry of Health, Labor and Welfare is 2.3%)
- Further expand opportunities for people with disabilities to play an active role, aiming for a 5% employment rate of people with disabilities in FY Mar/2031.

Data on the activities of senior employees (In Japan, Consolidated)

Active Senior Employee Program:

- Introduced in April 2017, this is an employment category that is designed to for people aged 65 and over who want to continue working, or who the company would like to continue to employ.
All employment categories are eligible, including non-regular employees, contract employees, part-time employees, etc. The number of working days and hours is determined based on the wishes of each individual, meaning employees can work flexibly at their own pace.
Number of active senior employees in FY Mar/2023: 18

Data on balancing work with nursing care, illness, and disability (In Japan, Consolidated)

Associate Permanent Employee Program:

- Introduced in April 2019. This employment category was newly established for those who find it difficult to continue working under the regular employee employment rules due to reasons such as nursing care, physical illness that requires long-term medical treatment, or physical disability, enabling such people to balance work and life.
Number of Associate Permanent Employees in FY Mar/2023: 6

Human Resource Development

FANCL College, which is in charge of in-house education and training, focuses on producing human resources who can embody our philosophy, who can lead the next generation of FANCL, who can work globally, who are highly specialized, who can quickly adapt to the environment surrounding the company (SDGs, IT, digital human resource training), and who learn autonomously.

Annual Training Hours Per Employee (FANCL Group):

- The annual education and training hours per employee for FY Mar/2023 was 22.1 hours, an increase of 3.9 hours from the previous year

Annual Education and Training Expenditure Per Employee (FANCL Group):

- Education and training expenditure per employee for FY Mar/2023 was ¥148,715, an increase of ¥22,418 from the previous year.

Excluding personnel costs for in-house education and training department FANCL College, expenditure per employee is ¥65,232, which is higher than the standard of other companies.

(In CY2022 the average expenditure of approximately 173 listed companies was ¥43,261)

Source: SANRO Research Institute, Inc. CY2022 (46th) Survey on Education and Training Expenditure.

https://www.e-sanro.net/share/pdf/research/pr_2210.pdf

Work Environment

Employee Satisfaction

Every year since 2014, we have conducted an annual survey of management or the purpose of confirming employee engagement, including management attitude and job satisfaction.

Employee satisfaction (Japan consolidated): 77.3% in FY Mar/2023.

Human resources strategy to achieve VISION2030 management strategy

Since FY Mar/2023, we have formulated and are promoting a human resource strategy to achieve our management strategy. Within this strategy, we have incorporated elements to achieve diversity and inclusion and the development of human resources.

*For more details, please refer to our securities report.

https://www.fancl.jp/ir/library/finance_report/index.html

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Governance

Enhancement of Corporate Governance Framework

Revisions to Board Composition:

• June 2023, The 43th General Meeting of Shareholders

Total of 9 Directors. 4 Internal Directors, 5 Outside Directors (including 4 Independent Outside Directors).

Ratio of Independent Outside Directors: 44%

Total of 5 Audit & Supervisory Board Members. 2 Internal Audit & Supervisory Board Member and 3 Outside Audit & Supervisory Board Members (including 3 Independent Outside Audit & Supervisory Board Members).

Ratio of Independent Outside Audit & Supervisory Board Members: 60%

Sustainability Committee:

• The Sustainability Committee was established with the aim of placing sustainability at the core of our management and improving corporate value over the medium to long term by achieving the goals we have set for our priority themes.

• The Sustainability Committee is chaired by the President & CEO and consists of executive directors and executive officers. In order for executive directors to adequately fulfill their supervisory and monitoring functions, the Committee deliberates in advance on policies and strategies to be resolved by the Board of Directors, manages and evaluates progress against targets, and discusses individual measures.

Group Risk and Compliance Committee:

• The Group Risk and Compliance Committee, chaired by the President & CEO, was established in May 2022 to strengthen risk and compliance management of FANCL Group.

• The Quality Control Working Group, Corporate Ethics Working Group, Internal Control Working Group (Finance and IT Control), and Information Security Working Group are established under the Group Risk and Compliance Committee, and report to the Board of Directors on quality, advertising expression, legal violations (including infringements regarding the environmental) and response to legal revisions, protection of personal information and trade secrets, whistleblowing, fair trade, proper accounting procedures, maintenance, improvement and evaluation support related to IT control, risk analysis and response measures related to information security, and legal compliance status.

Officer Compensation System

Performance-linked Stock Compensation System:

• This is a stock-based compensation plan under which the company's shares are granted and distributed to applicable directors in proportion to job position, and the degree to which targets are achieved. The system consists of a performance-linked portion based on the degree of achievement of the medium-term management plan, and a fixed portion based on the position of the applicable director.

• The performance-linked portion is positioned as a medium-term incentive to realize FANCL Group's medium-term management plan, and compensation decisions are made from a multifaceted perspective, incorporating the achievement rate of financial indicators and non-financial information such as "CO2 emissions," "employee engagement" and "business partner evaluations."

• The fixed portion is positioned as a long-term incentive to increase corporate value throughout the director's term in office.

Nomination and Compensation Committee:

• The Nomination and Compensation Committee, which is chaired by an Independent Outside Director, was established to ensure fairness, transparency, and objectivity of procedures, and to ensure that the Independent Outside Directors are proactively involved in the nomination of Officer candidates and in the setting of Officer

compensation.

- Number of Nomination and Compensation Committee members: 6 (2 Internal Directors and 4 Independent Outside Directors)

Succession Plan:

- To ensure we can achieve sustainable corporate growth into the future, a Succession Plan was introduced in April 2023 to systematically select and train potential future candidates for CEO and key executive positions responsible for promoting the FANCL Group's management and business strategies.

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環境 Environment

	対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023	
CO ₂ 排出量 CO ₂ emissions	スコープ1+スコープ2(マーケット基準)目標※1 Scope 1 + Scope 2 (market basis) target	国内連結 In Japan, Consolidated	t-CO ₂	11,751	11,535	11,163	10,791	10,419
	スコープ1+スコープ2(マーケット基準)実績 再生可能エネルギー使用量を反映した実績 ※2 Scope 1 + 2 (market basis) results Results reflecting volume of renewable energy use			11,751	10,665	10,522	10,740	4,012
	実績対目標比率 Ratio to target			100.0%	92.5%	94.3%	99.5%	38.5%
	スコープ1+スコープ2(マーケット基準)原単位 Scope 1 + Scope 2 (market basis) intensity		t-CO ₂ /億円 /¥100 million	9.6	8.4	9.2	10.3	3.9
	スコープ1 Scope 1	国内連結 In Japan, Consolidated	t-CO ₂	3,304	3,099	3,066	3,476	3,426★
	都市ガス City gas			1,508	1,621	1,636	2,029	2,090
	LNG			648	618	571	651	657
LPG			295	49.7	7.5	7.2	7.5	
灯油 Kerosene			853	810	852	789	671	
スコープ2(マーケット基準) 再生可能エネルギー使用量を反映した実績 ※2 Scope 2 (market basis) Reflecting volume of renewable energy use	国内連結 In Japan, Consolidated	t-CO ₂	8,447	7,566	7,456	7,265	587★	
スコープ2(ロケーション基準) Scope 2 Location Based			9,032	8,335	7,728	8,996	8,343	

※1 サステナビリティの重点課題であるCO₂排出量削減目標「2050年度までにCO₂排出量実質ゼロ」に向けた目標値です。スコープ2はマーケット基準を採用しています。

Target value for CO₂ emissions reductions to achieve net zero emissions by FY/Mar 2051. Uses scope 2 market basis.

※2 再生可能エネルギー使用量を反映とは、発電に伴うCO₂排出量ゼロの再生可能エネルギー由来の電力調達を意味しています。

Reflecting the use of renewable energy means procurement of electricity derived from renewable energy sources that emit zero CO₂ in the generation of power.

★ 印は算定基準に基づき算出された第三者保証対象データを示しています。

★ mark : Indicates data subject to independent assurance calculated in accordance with the calculation criteria.

【参考情報】カーボンニュートラルなガスの活用について

カーボンニュートラルなガスとは、原料の採掘から燃焼に至るまでの工程で発生する温室効果ガスを、世界各国での環境保全プロジェクトによって創出されたCO₂クレジットで相殺（カーボン・オフセット）し、使用によるCO₂排出量を実質ゼロにすることができるガス燃料のことです。

[Reference information] Utilization of carbon-neutral gas

Carbon neutral gas is a gas fuel in which CO₂ emissions from its use can be reduced to net zero by offsetting (carbon offsetting) the greenhouse gases generated in the process from raw material mining to combustion using CO₂ credits generated by environmental conservation projects around the world.

	対象範囲 Range	単位 Unit	2023年3月期 FY Mar/2022
CO ₂ 排出量 CO ₂ emissions	スコープ1 Scope 1	国内連結 In Japan, Consolidated	t-CO ₂ 3,426
	カーボンニュートラルなガス使用量を反映 Reflects carbon-neutral gas utilization		1,693 ガス使用量からカーボンニュートラルなガスの排出係数をゼロとみなして算定 Carbon-neutral gas emission factor is calculated from gas consumption by assuming zero emission factor

環境 Environment

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
CO ₂ 排出量 CO ₂ emissions	スコープ3 Scope 3	国内連結 In Japan, Consolidated	t-CO ₂	137,316	176,433	173,397	128,821	164,175
	カテゴリ1 Category 1			75,963	89,625	95,747	69,041	86,589
	カテゴリ2 Category 2			11,157	31,622	24,988	12,957	6,184★
	カテゴリ3 Category 3			700	1,126	1,092	1,100	2,039
	カテゴリ4 Category 4			22,428	25,314	27,024	26,731	26,731
	カテゴリ5 Category 5			1,041	1,088	1,167	972	909
	カテゴリ6 Category 6			288	295	297	274	252★
	カテゴリ7 Category 7			1,380	1,422	1,369	1,300	1,241
	カテゴリ8 Category 8			0.0	0.0	0.0	0.0	0.0
	カテゴリ9 Category 9			3,534	3,598	3,971	597	403※ ₃
	カテゴリ10 Category 10			0.0	0.0	0.0	0.0	0.0
	カテゴリ11 Category 11			20,617	22,142	16,932	14,981	38,792
	カテゴリ12 Category 12			208	201	810	868	1,035
	カテゴリ13 Category 13			0.0	0.0	0.0	0.0	0.0
	カテゴリ14 Category 14			0.0	0.0	0.0	0.0	0.0
	カテゴリ15 Category 15			0.0	0.0	0.0	0.0	0.0
温室効果ガス 排出比率 Ratio of Greenhouse Gas (GHG) Emissions	CO ₂ (二酸化炭素) Carbon Dioxide	国内連結 In Japan, Consolidated	%	100.0	100.0	100.0	100.0	100.0
	CH ₄ (メタン) Methane		0.0	0.0	0.0	0.0	0.0	
	N ₂ O (亜酸化窒素) Nitrogen Dioxide		0.0	0.0	0.0	0.0	0.0	
	HFCs (ハイドロフルオロカーボン) Hydrofluorocarbons		0.0	0.0	0.0	0.0	0.0	
	PFCs (有機フッ素化合物類) Perfluorinated compounds		0.0	0.0	0.0	0.0	0.0	
	SF ₆ (六フッ化硫黄) Sulfur hexafluoride		0.0	0.0	0.0	0.0	0.0	

※3 スコープ3 カテゴリ9の算定手法及びデータの変更により2022年3月期から算定結果が減少しました。

Calculated results decreased from FY Mar/2022 due to changes in Scope 3 Category 9 calculation methodology and data.

★ 印は算定基準に基づき算出された第三者保証対象データを示しています。

★ mark : Indicates data subject to independent assurance calculated in accordance with the calculation criteria.

環境 Environment

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023		
エネルギー Energy	組織内 エネルギー使用量 Amount of Energy usage with in Organization	エネルギー使用量合計 Total Energy usage	国内連結 In Japan, Consolidated	GJ	128,952	126,773	120,349	141,210	139,435	
		うち、電力使用量 (自家発電分含む) Of which, Electricity usage		MWh	18,539	17,582	16,942	21,021	20,635	
				GJ	66,739	63,294	60,991	75,674	74,285	
		うち、都市ガス使用量 Of which, City Gas usage		千m ³ (1,000m ³)	689	737	747	912	939	
				GJ	30,984	33,165	33,617	41,027	42,258	
		うち、LNG使用量 Of which, LNG usage		千m ³ (1,000m ³)	343	308	284	293	296	
				GJ	14,899	13,381	12,354	12,754	12,882	
		うち、LPG使用量 Of which, LPG usage		t	88	98	16	2.4	2.4	
				GJ	4,490	4,988	835	121	120	
		うち、灯油使用量 Of which, Kerosene usage		kL	323	326	342	317	270	
				GJ	11,839	11,946	12,551	11,634	9,891	
		自家発電合計 Total private generation		MWh	475	501	499	1,161	1,411	
				GJ	1,709	1,805	1,797	4,179	5,081	
		滋賀工場太陽光 Solar Power Generation, Shiga Factory		MWh	395	387	388	374	376	
		群馬工場太陽光 Solar Power Generation, Gunma Factory		MWh	80	115	111	112	107	
		三島工場太陽光 Solar Power Generation, Mishima Factory		MWh	-	-	-	87	244	
		関西物流センター太陽光 Solar Power Generation, Kansai DC		MWh	-	-	-	587	684	
		エネルギー原単位 Energy Intensity	エネルギー原単位合計 Total Energy Intensity	国内連結 In Japan, Consolidated	GJ/億円 GJ /¥ 100 million	105.3	100.0	104.7	135.8	134.6
			電気 Electricity			54.5	49.9	53.1	72.8	71.7
都市ガス City Gas				25.3	26.2	29.3	39.5	40.8		
LNG				12.2	10.6	10.8	12.3	12.4		
LPG				3.7	3.9	0.7	0.1	0.1		
灯油 Kerosene				9.7	9.4	10.9	11.2	9.5		

環境 Environment

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023	
大気への排出 Emissions into the Atmosphere	種類別の排出量 Emission Volumes by Type	NOx Nitrogen Oxides	国内連結 In Japan, Consolida ted	t	1.5	1.5	1.5	1.5	1.4
		SOx Sulfur Oxides			0.1	0.1	0.1	0.1	0.1
プラスチック 使用量 Plastic usage	プラスチックを使用した容器包材における4R※4対応 Sustainable packaging based on the 4Rs ※4		国内連結 In Japan, Consolida ted	%	-	-	-	43.0	50.9
	ファンケル化粧品のプラスチックを使用した容器のうち、 植物由来・再生由来プラスチックの使用率 Percentage of FANCL Cosmetics plastic containers that use plant-derived or recycled plastic				-	-	-	17.6	40.1
	紙を使用した容器包材における環境配慮紙※5の採用 Adoption of environmentally friendly paper※5 in paper-based container packaging				-	-	-	79.9	85.2
廃棄物 Waste	廃棄物等総排出量 Total Emission Volumes Including Waste, etc.		国内連結 In Japan, Consolida ted	t	1,521	1,588	1,442	1,316	1,298
	リサイクル量 Volume Recycled				1,516	1,583	1,435	1,309	1,291
	廃棄物最終処分量 Volume of Disposed Waste				5.0	5.0	6.5	6.9	7.2
	有害廃棄物総排出量 Total Volume of Hazardous Waste		国内連結 In Japan, Consolida ted	kg	3,209	46,641	5,098	3,262	5,550
	廃アルカリ Alkali waste				109	182	488	184	570
	廃酸 Acid waste				1,382	1,619	2,108	1,834	3,197
	廃油 Oil waste				1,527	43,935	1,979	803	1,158
	水銀使用製品廃棄 Products using mercury waste				151	860	305	130	320
	感染性廃棄物 Infectious waste				40	45	217	310	305
	有害物質含有汚泥 Toxic sludge waste				0.1	0.0	0.0	0.0	0.2
フロン使用製品 CFC-using products waste		個 Pieces			0.0	0.0	1.0	0.0	0.0
水 Water	水源別の取水量 Water Intake Volume by Water Source	国内上水道 Domestic water sources	国内連結 In Japan, Consolida ted	万m ³ (10,000m ³)	12.1	11.5	11.3	11.5	12.1
	排水の水質 及び排出先 Waste Water Quality and Discharge Destination	総排水量（国内下水道） Total Water Discharge Volume Domestic Sewer Waterway			11.2	10.7	10.5	11.3	11.6
		水質 BOD Water Quality (BOD)	t	8.8	8.8	9.6	8.8	8.4	
		水質 COD Water Quality (COD)	4.4	4.9	5.3	4.9	4.4		
		水質 SS Water Quality (SS)	3.3	2.9	2.0	2.9	2.4		

※4 Reduce(容器プラスチック使用量の削減)・Reuse(容器の再利用)・Recycle(容器回収リサイクル)・Renewable(再生素材または植物素材への切り替え)

Reduce (reduction of container resin), Reuse (reuse of containers), Recycle (recycling of container recovery), Renew (switch to recycled or plant-based materials)

※5 認証紙、非木材紙、再生紙等

Certified paper, non-wood paper, recycled paper, etc.

環境 Environment

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
持続可能な 調達 Sustainable Procurement	持続可能なパーム油の調達比率 Ratio of sustainable palm oil procured	国内連結 In Japan, Consolida ted	%	-	-	-	100.0	100.0
	RSPO認証マスバランス比率 RSPO-certified mass balance ratio			-	-	-	-	54.0
	RSPO認証ブックアンドクレーム比率 RSPO-certified book and claim ratio			-	-	-	-	46.0
環境違反 Environmental violations	環境法令違反件数 Number of environmental law violations	国内連結 In Japan, Consolida ted	件 Number	0	0	0	0	0
	うち、水関連 Of which, water-related			0	0	0	0	0
	うち、大気関連 Of which, atmospheric related			0	0	0	0	0
	うち、廃棄物関連 Of which, waste-related			0	0	0	0	0
	その他 Other			0	0	0	0	0
	違反による罰金額 Fines paid according number of environmental law violations		円 ¥	0	0	0	0	0

人材 Human Resource

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
従業員数 ※1 Number of Employees	女性 Women	単体:ファンケル Non- consolidated: FANCL	人 Persons	702	724	572	558	557
	男性 Men			316	331	329	339	339
	計 Total			1,018	1,055	901	897	896
	女性 Women	グループ連結 FANCL Group	人 Persons	869	903	752	736	734
	男性 Men			512	529	525	534	547
	計 Total			1,381	1,432	1,277	1,270	1,281
非正規従業員数 ※2 Number of Non-Regular Employees	女性 Women	国内連結 In Japan, Consolidated	人 Persons	2,148	2,207	2,223	2,047	1,878
	男性 Men			65	64	59	54	51
	計 Total			2,213	2,271	2,282	2,101	1,929
平均勤続年数 Average Number of Consecutive Years Served	女性 Women	国内連結 In Japan, Consolidated	年 Years	11.8	12.1	12.1	12.3	12.5
	男性 Men			12.0	12.1	12.8	13.0	13.2
	計 Total			11.9	12.1	12.4	12.6	12.8
平均年齢 Average Age of Employees	女性 Women	国内連結 In Japan, Consolidated	歳 ages	38.7	39.3	39.8	40.3	40.5
	男性 Men			39.9	40.2	41.0	41.4	41.6
	計 Total			39.2	39.6	40.3	40.8	41.0
従業員平均給与 Average Annual Salary of Employees		単体:ファンケル Non-consolidated: FANCL	千円 Thousand Yen	5,951	5,887	5,722	6,158	6,189

※1 2020年度の従業員数が2019年度に比べ大きく減少している理由は、2020年10月のエリア正社員人事制度改定に伴い、店舗勤務の正社員がエリア正社員へ移行したためです。

The reason for the large decline in the number of employees in FY Mar/2021 compared to FY Mar/2020 is that permanent employees working in stores were transitioned to area permanent employees in accordance with a revision to the personnel system for area permanent employees in October 2020.

※2 直営店舗に勤務するエリア正社員、および契約社員、パート社員を含みます。

2018年4月より、上記社員はすべて無期雇用契約へ切り替えました。

Includes area permanent employees working at direct stores, contract employees, and part-time employees.

From April 2018, all of the above employees have switched to permanent employment contracts.

人材 Human Resource

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
従業員の男女の賃金の差異(全雇用区分) Wage gap between male and female employees (all employment categories)		単体:ファンケル Non-consolidated: FANCL	%	45.8	46.2	50.5	49.3	50.2
		単体:アテナ Non-consolidated: ATTENIR CORPORATION	%	46.1	44.2	55.2	46.2	48.9
		単体:ファンケル美健 Non-consolidated: FANCL B&H Co., Ltd	%	43.5	40.7	43.1	42.8	42.0
従業員の男女の賃金の差異(正社員) Wage gap between male and female employees (permanent employees)		単体:ファンケル Non-consolidated: FANCL	%	75.2	82.4	75.5	81.5	77.3
		単体:アテナ Non-consolidated: ATTENIR CORPORATION	%	71.4	68.6	73.2	68.7	73.5
		単体:ファンケル美健 Non-consolidated: FANCL B&H Co., Ltd	%	84.3	81.5	79.4	81.6	75.1
従業員の男女の賃金の差異 (正社員以外のすべての全雇用区分) Wage gap between male and female employees (all employment categories except permanent employees)		単体:ファンケル Non-consolidated: FANCL	%	60.3	64.6	84.5	71.5	79.3
		単体:アテナ ※1 Non-consolidated: ATTENIR CORPORATION	%	-	-	-	-	-
		単体:ファンケル美健 Non-consolidated: FANCL B&H Co., Ltd	%	86.3	76.4	76.0	78.1	99.3
管理職 Management Position	女性 Women	グループ連結 FANCL Group	人 Persons	-	-	-	139	137
	男性 Men		人 Persons	-	-	-	181	185
	計 Total		人 Persons	-	-	-	320	322
	女性 Women	単体:ファンケル Non- consolidated: FANCL	人 Persons	98	98	107	112	112
	男性 Men			114	127	123	126	126
	計 Total			212	225	230	238	238
	女性 Women	単体:アテナ Non-consolidated: ATTENIR CORPORATION	人 Persons	10	14	13	12	12
	男性 Men			8	7	7	8	8
	計 Total			18	21	20	20	20
	女性 Women	単体:ファンケル美健 Non-consolidated: FANCL B&H Co., Ltd	人 Persons	5	5	4	4	5
	男性 Men			41	38	43	43	45
	計 Total			46	43	47	47	50

※1 男性が在籍していないためデータ算出不可

*1 Data cannot be calculated as there are no men in this employment category

社会 Social

人材 Human Resource

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
女性管理職比率 Ratio of Female Employees in Management Positions		グループ連結 FANCL Group	%	-	-	-	43.4	42.5
		単体：ファンケル Non-consolidated: FANCL	%	46.2	43.6	46.5	47.1	47.1
		単体：アテナ Non-consolidated: ATTENIR CORPORATION	%	55.6	66.7	65.0	60.0	60.0
		単体：ファンケル美健 Non-consolidated: FANCL B&H Co., Ltd	%	10.9	11.6	8.5	8.5	10.0
女性上級管理職比率 Ratio of Female Employees in senior Management Positions		グループ連結 FANCL Group	%	-	-	-	28.7	27.9
		単体：ファンケル Non-consolidated: FANCL	%	25.4	23.1	22.5	25.3	28.0
		単体：アテナ Non-consolidated: ATTENIR CORPORATION	%	50.0	57.1	57.1	66.7	55.6
		単体：ファンケル美健 Non-consolidated: FANCL B&H Co., Ltd	%	10.0	11.1	0.0	0.0	7.7
女性従業員比率 Ratio of Female Employees		グループ連結 FANCL Group	%	62.5	61.8	58.9	58.0	57.3
		単体：ファンケル Non-consolidated: FANCL	%	69.0	68.6	63.5	62.2	62.2
		単体：アテナ Non-consolidated: ATTENIR CORPORATION	%	78.2	80.7	82.4	82.2	80.0
		単体：ファンケル美健 Non-consolidated: FANCL B&H Co., Ltd	%	28.5	28.9	31.1	31.7	32.1
新卒採用者数 Number of New Graduate Recruits	女性 Women	国内連結 In Japan, Consolidated	人 Persons	26	25	18	29	28
	男性 Men			21	15	4	18	14
	計 Total			47	40	22	47	42
新卒入社社員の3年後定着率 Ratio of New Graduate Recruits Still Employed After Three Years			%	84.0	82.5	91.5	75.0	90.9
中途採用者数 Number of Mid-career Recruits	女性 Women	国内連結 In Japan, Consolidated	人 Persons	16	20	15	15	25
	男性 Men			20	19	16	21	22
	計 Total			36	39	31	36	47
正社員の採用に占める中途採用率 ※1 Ratio of Permanent Employee Recruits who are Mid-career Recruits			%	59.1	57.0	63.9	46.6	52.8

※1 正社員の採用者数に占める正社員の中途採用者数の割合（小数点第一位を四捨五入）

Ratio of permanent employee recruits who are mid-career recruits (rounded to one decimal place)

ダイバーシティ Diversity

	対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
従業員の離職者数 Employee Turnover	国内連結 In Japan, Consolidated	人 Persons	58	59	55	69	63
	グループ連結 FANCL Group	人 Persons	-	-	-	73	72
従業員の離職率 Employee Turnover Rate	国内連結 In Japan, Consolidated	%	4.4	4.3	3.9	5.3	4.9
	グループ連結 FANCL Group	%	-	-	-	5.5	5.5
定年退職者数 ※1 Number of Employees Who Reached Retirement Age	国内連結 In Japan, Consolidated	人	3	9	0	0	0
うち再雇用者数 Number of Retirement Age Employees Re-employed After Retirement			3	4	-	-	-
再雇用者比率 Ratio of Employees Re-employed After Retirement		%	100.0	44.4	-	-	-
「アクティブシニア社員」制度 Active Senior Employee Program	国内連結 In Japan, Consolidated	有無 Yes or No	2017年4月導入 65歳以上が対象の「アクティブシニア社員制度」 Active Senior Employee System for people over 65, introduced in April 2017 https://www.fancl.jp/csr/labor/employment.html				
アクティブシニア社員数 Number of Active Senior Employees		人 Persons	9	11	13	15	18
「アソシエイト正社員」制度 Associate Permanent Employee Program	国内連結 In Japan, Consolidated	有無 Yes or No	2019年4月導入 正社員の雇用区分「アソシエイト正社員」 Associate permanent employee category, introduced in April 2019 https://www.fancl.jp/csr/labor/employment.html				
アソシエイト正社員数 Number of Associate Permanent Employees		人 Persons	-	4	5	6	6
店舗スタッフ向け「エリア正社員」制度 Area Permanent Employee Program for Store Staff	国内連結 In Japan, Consolidated	有無 Yes or No	2018年4月1日 全国の直営店舗で働く契約社員全員を「エリア正社員」へ切替 All contract employees working at direct stores nationwide became area permanent employees as of April 1, 2018 https://www.fancl.jp/csr/labor/employment.html				
エリア正社員数 Number of Area Permanent Employees		人 Persons	1,088	1,146	1,369	1,246	1,099
外国人従業員数 Number of Foreign National Employees	国内連結 In Japan, Consolidated	女性 Women	83	99	81	65	68
		男性 Men	7	6	5	6	6
		計 Total	90	105	86	71	74
契約社員から 正社員への登用数 Number of Contract Employees Promoted to Regular Employees	国内連結 In Japan, Consolidated	女性 Women	31	13	8	5	2
		男性 Men	1	1	0	0	0
		計 Total	32	14	8	5	2
契約社員比率 Contract employee ratio	国内連結 In Japan, Consolidated	%	3.4	3.2	3.3	4.1	4.4
派遣社員比率 Temporary employee ratio	国内連結 In Japan, Consolidated	%	4.5	8.2	4	5.2	5.0

※1 2020年4月1日、正社員人事制度を変更し、定年年齢を60歳から65歳に延長したことで、2020年度以降定年退職者数はゼロです。従業員が安心して長く働めることができる環境を整備しており、年齢に関わらず活躍できる場を提供しています。

On April 1, 2020, we changed the permanent employee system, extending the retirement age from 60 to 65. As a result, the number of employees that have retired since FY Mar/2021 is zero.

We have developed an environment where employees can work for a long time with peace of mind, by providing opportunities to remain active regardless of their age.

ダイバーシティ Diversity

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
障がい者雇用数 ※1 Employment of People with Disabilities	女性 Women	国内連結 In Japan, Consolidated	人 Persons	23	33	40	45	46
	男性 Men			37	48	63	69	66
	計 Total			60	81	103	114	112
障がい者雇用率 ※1 Ratio of Employees with Disabilities			%	2.31	3.07	3.76	4.29	4.46
育児休業制度利用者数 ※2 Number of Employees who take Childcare Leave	女性 Women	国内連結 In Japan, Consolidated	人 Persons	57	90	75	53	51
	男性 Men			14	19	20	14	17
	計 Total			71	109	95	67	68
育児休業取得率 ※2 Ratio of Employees Taking Full Childcare Leave	女性 Women	国内連結 In Japan, Consolidated	%	100.0	100.0	100.0	100.0	100.0
	男性 Men		%	100.0	95.0	87.0	77.8	94.4
	女性 Women	単体：ファンケル Non-consolidated: FANCL	%	100.0	100.0	100.0	100.0	100.0
	男性 Men		%	100.0	93.8	83.3	76.9	100.0
	女性 Women	単体：アテナ Non-consolidated: ATTENIR CORPORATION	%	100.0	100.0	100.0	100.0	100.0
	男性 Men		%	-	-	-	-	50.0
	女性 Women	単体：ファンケル美健 Non-consolidated: FANCL B&H Co., Ltd	%	100.0	100.0	100.0	100.0	100.0
	男性 Men		%	100.0	100.0	90.9	80.0	100.0
育児休業取得後の復職率 Ratio of Employees who Return to Work After Taking Childcare Leave	女性 Women	国内連結 In Japan, Consolidated	%	100.0	100.0	100.0	84.0	100.0
	男性 Men		%	100.0	100.0	100.0	100.0	100.0
育児休業復帰後の定着率 Retention Rate of Employees who Took Childcare Leave	女性 Women	国内連結 In Japan, Consolidated	%	100.0	100.0	100.0	100.0	96.3
	男性 Men		%	100.0	100.0	100.0	100.0	100.0

※1 非連結子会社を含んでいます。Includes non-consolidated subsidiaries

※2 会社独自の育児休業制度を含んでいます。(ファンケルグループ独自の福利厚生として、配偶者出産・育児支援休暇を導入。配偶者が出産した場合、5日間の特別有給休暇の取得が可能です。(全雇用者が対象))
Includes FANCL's own childcare leave program. (FANCL Group has introduced its own unique benefit program which includes spouse maternity leave and childcare leave. When a spouse gives birth, five days of special paid leave can be taken. (All employees eligible).)

ダイバーシティ Diversity

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
育児短時間勤務制度利用者数 ※1 Number of Employees Using Systems Reducing Working Hours for Childcare		国内連結 In Japan, Consolidated	人 Persons	140	154	119	132	126
子の看護休暇取得者数 ※2 Number of Employees who Took Paid Childcare Leave	女性 Women	国内連結 In Japan, Consolidated	人 Persons	14	12	6	6	9
	男性 Men			2	0	1	0	1
	計 Total			16	12	7	6	10
介護休職制度利用者数 ※3 Number of Employees who Took Family Care Leave	女性 Women	国内連結 In Japan, Consolidated	人 Persons	5	5	4	6	0
	男性 Men			0	0	0	0	0
	計 Total			5	5	4	6	0
介護休暇取得者数 Number of Employees who Took Paid Family Care Leave				29	23	11	15	23

※1 法定では「子が3歳に達するまで」のみ適用されるが、ファンケルグループでは「子が小学校を卒業するまで」に対象期間を拡大しています。(全雇用者が対象)

While the statutory requirement only applies until the child reaches the age of three, FANCL Group has expanded the period of coverage to "until the child graduates from elementary school" (applicable for all employees).

※2 法定では「1年間につき上限5日」のみ取得可能なところ、ファンケルグループでは「1年間につき上限8日」の取得を可能としています。(全雇用者が対象)

While the law allows for a maximum of 5 days per year, FANCL Group allows for a maximum of 8 days per year (applicable for all employees).

※3 取得上限の93日を取得した後、さらにその家族が要介護状態である場合は、当該年度に繰り越してできなかった年次有給休暇の利用が可能です。(全雇用者が対象)

After the maximum of 93 days has been taken, if the family member requires further nursing care, any annual paid leave

労働環境 Work environment

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
国内法定健康診断受診率 Domestic Statutory Checkup Rate		国内連結 In Japan, Consolidated	%	100.0	100.0	100.0	100.0	100.0
ストレスチェック回答者数 Number of Respondents of Stress Check			人 Persons	3,057	3,174	3,277	3,147	2,949
ストレスチェック実施率 Checkup Rate of Stress Check			%	98.4	97.6	97.7	97.3	98.3
年間平均総実労働時間 Annual Average Actual Working Hours		国内連結 In Japan, Consolidated	時間 Hours	1,435	1,426	1,397	1,491	1,494
月間平均残業時間 Monthly Average Overtime Hours			時間 Hours	5.2	4.2	3.5	3.8	4.1
有給休暇平均付与日数 ※1 Average Paid Leave Days Provided		国内連結 In Japan, Consolidated	日 Days	19.8	19.1	20.4	22.5	21.6
有給休暇平均取得日数 ※1 Average Paid Leave Days Taken			日 Days	14.1	15.0	16.1	18.3	18.1
有給休暇平均取得率 ※1 Average Rate of Available Annual Paid Leave Taken			%	71.2	78.1	78.9	81.4	83.9
従業員満足度 Level of Employee Satisfaction		国内連結 In Japan, Consolidated	%	84.3	82.0	81.6	80.3	77.3

※1 年次有給休暇の他に、夏期休暇（5日）、慶弔休暇、配偶者出産・育児支援休暇など会社が独自に付与している有給も含めて算出

In addition to paid annual leave, holidays independently provided by the Company such as summer vacation (5 days), condolence leave, and spouse childbirth/childcare support leave is also included in the calculation.

労働環境 Work environment

	対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
労働災害<休業災害>発生率 ※1 Lost-Time Injury Frequency Rate	国内連結 In Japan, Consolidated	%	1.04	0.50	1.84	0.89	1.00
労働災害<死亡災害>数 Number of Work-Related Fatalities		%	0.0	0.0	0.0	0.0	0.0
労働基準違反件数 ※2 Number of Labor Standards Violations		件 Number	0	0	0	0	0
ノー残業デー ※3 No Overtime Day		有無 Yes or No	有 Yes https://www.fancl.jp/sustainable/society/workstyle/worklifebalance/index.html				
役職者知識更新研修受講者 ※4 Participants in knowledge update training for executives		人 Persons	222	231	246	252	243
生産技術職新入社員研修受講者 ※5 New employee training participants in production engineering		人 Persons	-	-	-	3	4
研究職新入社員OJT研修 ※5 On-the-job training for new employees in research	人 Persons	-	-	-	4	4	

※1 「労働災害による死傷者数/延べ実労働時間数×1,000,000」で算出

Calculated as "number of fatalities and injuries due to occupational accidents/total number of actual working hours x 1,000,000"

※2 労働基準監督署の調査により違反と見なされたかどうかで算出 Calculated based on whether it was considered a violation by the Labor Standards Inspection Office

※3 工場、店舗を除いて実施 Conducted with the exclusion of factories and direct stores

※4 安全配慮義務、過重労働対策、健康管理ラインケア Safety considerations, overwork measures, health care line care

※5 安全リスクアセスメント活動や危険予知訓練 (KYT) などの研修を実施 Training in safety risk assessment activities and hazard prediction training

人材育成 Human Resource Development

	対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
年間教育研修総時間 ※1 Annual Total Education and Training Hours	国内連結 In Japan, Consolidated	時間 times	82,640	88,148	55,677	62,201	72,077
一人当たりの年間研修時間 ※2 Annual Training Hours Per Employee		時間 times	22.7	23.6	15.5	18.2	22.1
一人当たりの年間研修日数 ※2 Annual Training Days Per Employee		日 days	3.0	3.1	2.1	2.4	2.9
教育研修総費用 Total Education and Training Expenditure		百万円 Millions of Yen	509	482	423	432	485
一人当たりの年間教育研修費用 ※2 Annual Education and Training Expenditure Per Employee		円 yen	139,944	128,846	117,757	126,297	148,715
教育研修の種類 Type of Education or Training	国内連結 In Japan, Consolidated	有無 Yes or No	有 Yes https://www.fancl.jp/sustainable/society/workstyle/rearing/index.html				
幹部候補育成プログラムの有無 Executive Candidate Development Program		有無 Yes or No	有 Yes https://www.fancl.jp/sustainable/society/workstyle/rearing/index.html				
外部講師によるセミナーの有無 Seminars Conducted Using External Lecturers		有無 Yes or No	有 Yes https://www.fancl.jp/sustainable/society/workstyle/rearing/index.html				
資格取得助成に関するガイドラインの有無 Guidelines on Financial Aid for Obtaining Qualifications Provided		有無 Yes or No	有 Yes https://www.fancl.jp/sustainable/society/workstyle/rearing/index.html				
デジタル・DX人材 ※3 Digital/DX human resources	国内連結 In Japan, Consolidated	人 Persons	-	-	-	-	119
グローバル人材 ※4 Global human resources		人 Persons	-	-	-	-	87

※1 ファンケルグループ教育研修部門である「ファンケル大学」が実施した教育研修の実績

Track record of education and training conducted by FANCL College, a division of the FANCL Group that is specialized in education and training department

※2 ファンケルグループ教育研修部門である「ファンケル大学」が実施した教育研修日数・時間をグループ連結従業員数で除して算出

Calculated by dividing the number of days/hours of education and training conducted by FANCL College, with the number of employees in the consolidated Group

※3 デジタル社内研修プログラムをすべて受講・検定試験合格者した従業員

Employees who have attended all in-house digital training programs and passed certification exams

※4 グローバル社内研修プログラムをすべて受講またはTOEIC 730点以上を取得した従業員

Employees who have attended all global in-house training programs or obtained a TOEIC score of 730 or higher

健康経営 Health Management

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
健康診断 Health checkups	健康診断受診率 Percentage of employees receiving health checkups	単体:ファンケル Non-consolidated: FANCL	%	-	-	-	100.0	100.0
生活習慣病対策 Measures against lifestyle related diseases	血圧リスク者の割合 ※1 Percentage of employees with blood pressure risks		%	-	-	-	7.8	5.6
	血糖リスク者の割合 ※2 Percentage of employees with blood sugar risks		%	-	-	-	2.6	2.7
	脂質リスク者の割合 ※3 Percentage of employees with lipid risks		%	-	-	-	25.6	24.2
メンタルヘルス対策 Mental health care	ストレスチェック集団分析 ※4 Stress check group analysis	国内連結 In Japan, Consolidated	%	-	-	-	3.9	5.6
がん対策 Measures against cancer	乳がん検診受診率 ※5 Breast cancer screening uptake rate	単体:ファンケル Non-consolidated: FANCL	%	-	-	-	78.6	82.4
	子宮頸がん健診受診率 ※6 Cervical cancer screening uptake rate		%	-	-	-	-	76.7
女性の健康対策 Women's health care	女性に関するセミナーの参加率 Participation rate in seminars on women's health care		%	-	-	-	組織長以上 Managers and above: 100%	役職者 Executives: 100%
禁煙対策 Anti-smoking measures	喫煙率 Percentage of smokers		%	-	-	-	7.2	6.5
感染症対策 Measures against infectious diseases	集団感染発生数 Number of infectious disease outbreaks		件	-	-	-	0	0
長時間労働面談 Interviews regarding long working hours	長時間労働面談件数 Number of interviews regarding long working hours		件	-	-	-	6	3

※1 収縮期 140以上または拡張期90mmHg以上

Systolic over 140 or diastolic over 90 mmHg

※2 HbA1c:6.0%以上

HbA1c: 6.0% or higher

※3 LH比:2.0以上

LH ratio: 2.0 or higher

※4 総合リスク:120以上の部署の割合

Overall Risk: Percentage of departments above 120

※5 女性35歳以上、会社の費用負担での受診率

Percentage of female employees aged 35 and over who received a screening paid for by the company

※6 女性20歳以上、会社の費用負担での受診率

Percentage of female employees aged 20 and over who received a screening paid for by the company

地域・社会 Community・Social

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
社会貢献活動支出額 Amount Spent on Social Contribution Activities	国内連結 In Japan, Consolidated		千円 Thousand Yen	182,662	208,200	215,659	263,742	168,913
寄付金総額 Total Donation Amounts			千円 Thousand Yen	35,513	56,255	61,091	46,546	24,385
ボランティア休暇平均取得日数 Average Number of Days of Volunteer Leave Taken			日間 Days	4	5	1	26	3

社会 Social

サプライチェーン Supply Chain

	対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
サプライヤーに対する方針・ガイドライン 「環境」「法令・社会規範の遵守・人権」への配慮 Policy and Guidelines for Suppliers Consideration for the Environment, Compliance with Laws and Social Norms, and Human Rights	国内連結 In Japan, Consolidated	有無 Yes or No				有 Yes	https://www.fancl.jp/procurement/guideline/index.html

コーポレートガバナンス体制 Corporate Governance Framework

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023	2023年度 FY Mar/2024	
取締役数 Number of Directors	社内 Number of Internal Directors	女性 Women	単体:ファンケル Non-consolidated: FANCL 人 Persons	1	0	0	0	0	0	
		男性 Men		12	4	5	5	5	4	
		社内計 Total		13	4	5	5	5	4	
	社外 Number of Outside Directors	女性 Women		0	0	1	1	1	1	
		男性 Men		0	0	0	0	0	0	
		独立社外 Independent Outside Directors		女性 Women	0	0	0	0	0	1
		男性 Men		2	3	3	3	3	3	
		社外計 Total		2	3	4	4	4	5	
	総計 Total			15	7	9	9	9	9	
	独立社外取締役比率 Ratio of Independent Outside Directors on the Board			単体:ファンケル Non-consolidated: FANCL	%	13.3	42.9	33.3	33.3	33.3
女性取締役比率 Ratio of Women Directors on the Board		単体:ファンケル Non-consolidated: FANCL	%	6.7	0.0	11.1	11.1	11.1	22.2	
監査役数 Number of Audit & Supervisory Board Members	社内 Number of Internal Audit & Supervisory Board Members	女性 Women	単体:ファンケル Non-consolidated: FANCL 人 Persons	0	0	0	0	0	0	
		男性 Men		1	1	2	2	2	2	
		計 Total		1	1	2	2	2	2	
	独立社外 Number of Independent Outside Audit & Supervisory Board Members	女性 Women		0	0	0	1	1	1	
		男性 Men		3	3	3	2	2	2	
		計 Total		3	3	3	3	3	3	
総計 Total		4	4	5	5	5	5			
独立社外監査役比率 Ratio of Independent Outside Audit & Supervisory Board Members		単体:ファンケル Non-consolidated: FANCL	%	75.0	75.0	60.0	60.0	60.0	60.0	

コーポレートガバナンス体制 Corporate Governance Framework

	対象範囲 Range	単位 Unit	2018年度	2019年度	2020年度	2021年度	2022年度	2023年度	
			FY Mar/2019	FY Mar/2020	FY Mar/2021	FY Mar/2022	FY Mar/2023	FY Mar/2024	
取締役任期 Term Limit for Directors	単体:ファンケル Non- consolidated: FANCL	年 Years	1	1	1	1	1	1	
取締役会開催回数 Number of Board Meetings		回 Times	16	18	16	18	17	-	
取締役会出席率（取締役） Board Meeting Attendance Rate (Directors)		%	99.1	99.2	98.4	98.8	100	-	
取締役会出席率（監査役） Board Meeting Attendance Rate (Auditors)		%	96.9	100.0	98.8	98.9	100	-	
監査役会開催回数 Number of Audit Committee Meetings	単体:ファンケル Non- consolidated: FANCL	回 Times	11	9	11	12	12	-	
監査役会出席率 Audit Committee Meeting Attendance Rate		%	100	100	100	100	100	-	
独立監査役出席率 Audit Committee Meeting Attendance Rate of Independent Auditors		%	100	100	100	100	100	-	
執行役員数 (取締役兼執行役員数を除く) Number of Executive Officers (Excluding Executive Officers who are Also Directors)	女性 Women	単体:ファンケル Non- consolidated: FANCL	人 Persons	4	4	4	3	4	4
	男性 Men			5	12	10	10	10	10
	計 Total			9	16	14	13	14	14
女性執行役員比率 Ratio of Female Executive Officers			%	44.4	25.0	28.6	23.1	28.6	28.6

コーポレートガバナンス体制 Corporate Governance Framework

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023	2023年度 FY Mar/2024	
指名・報酬委員会委員数 Number of Nominating and Compensation Committee Members	女性 Women	単体:ファンケル Non- consolidated: FANCL	人 Persons	0	0	0	0	0	0	
	社内取締役数 Number of Internal Directors			男性 Men	2	2	2	2	2	2
				計 Total	2	2	2	2	2	2
				女性 Women	0	0	0	0	0	1
	独立社外取締役数 Number of Independent Outside Directors			男性 Men	2	3	3	3	3	3
				計 Total	2	3	3	3	3	4
	総計 Total			4	5	5	5	5	6	
指名・報酬委員会開催回数 Number of Nominating and Compensation Committee Meetings		単体:ファンケル Non- consolidated: FANCL	回 Times	3	4	4	8	8	-	
指名・報酬委員会出席率 Nominating and Compensation Committee Meeting Attendance Rate			%	100	100	100	100	100	-	
サステナビリティ委員会 Sustainability Committee		国内連結 In Japan, Consolidated	有無 Yes or No	有 Yes https://www.fancl.jp/sustainable/governance/control/index.html						

報酬 Compensation

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
報酬総額 Total Compensation		単体:ファンケル Non- consolidated: FANCL	百万円 Millions of Yen	522 (19)	436 (26)	213 (29)	241 (35)	256 (37)
月次報酬 Monthly Compensation			百万円 Millions of Yen	347 (19)	329 (26)	196 (29)	203 (35)	203 (37)
業績連動型株式報酬 業績連動付与 Performance-linked, Stock-based Compensation (Performance-linked portion)	取締役報酬 (うち社外取締役) Compensation of Directors (Of Which, Outside Directors)		百万円 Millions of Yen	-	-	-	5 (-)	10 (-)
業績連動型株式報酬 固定付与 Performance-linked, Stock-based Compensation (Fixed portion)			百万円 Millions of Yen	-	-	-	31 (-)	42 (-)
ストック・オプション Stock Options			百万円 Millions of Yen	130 (-)	78 (-)	56 (-)	-	-
ファントム・ストック Phantom Stock			百万円 Millions of Yen	44 (-)	28 (-)	△39 (-)	-	-
対象人数 Number of People Covered			人 Persons	14 (2)	13 (3)	12 (5)	8 (3)	8 (3)

※2018年度～2020年度までは、株式報酬型ストック・オプション、およびファントム・ストック（業績連動型株価連動の金銭報酬制度）を採用していました。
2021年度からはそれらに代わり、業績連動型株式報酬制度を導入しております。

※From FY May/2019 through FY May/2021, FANCL had adopted stock compensation-type stock options and performance-linked stock price-based(phantom stock)compensation plan.From FY May/2022, a performance-linked stock compensation system has been introduced in place of those programs.

報酬 Compensation

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
監査役報酬 (うち社外監査役) Compensation of Audit & Supervisory Board Members (Of Which, are Outside Audit and Supervisory Board Members)	基本報酬 Base Compensation	単体:ファンケル Non- consolidated: FANCL	百万円 Millions of Yen	39 (21)	39 (21)	53 (21)	57 (21)	57 (21)
	対象人数 Number of People Covered		人 Persons	4 (3)	4 (3)	5 (3)	6 (4)	5 (3)

会計監査 Accounting Audits

		対象範囲 Range	単位 Unit	2018年度 FY Mar/2019	2019年度 FY Mar/2020	2020年度 FY Mar/2021	2021年度 FY Mar/2022	2022年度 FY Mar/2023
会計監査法人への報酬 Compensation for Accounting Auditors	監査費 Audit Fees	単体:ファンケル Non- consolidated: FANCL	百万円 Millions of Yen	62	62	62	62	62
	非監査費 Non-Audit Fees			0	14	0	1	5
	計 Total			62	76	62	63	67

株主権 Shareholder Rights

買収防衛策 Takeover defense Measures	単体:ファンケル Non- consolidated: FANCL	有無 Yes or No	無 No
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その他 Others

政策保有株式 Cross-held Shares	単体:ファンケル Non- consolidated: FANCL	有無 Yes or No	無 No
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コンプライアンス Compliance

	対象範囲 Range	単位 Unit	2018年度	2019年度	2020年度	2021年度	2022年度
			FY Mar/2019	FY Mar/2020	FY Mar/2021	FY Mar/2022	FY Mar/2023
内部通報・相談件数 Number of Whistle-blowing Reports/Consultations	国内連結 In Japan, Consolidated	件 Number	3	5	4	3	7
コンプライアンス研修の有無 Compliance Training in Place		有無 Yes or No	有 Yes https://www.fancl.jp/sustainable/governance/education/index.html				
コンプライアンス委員会 Compliance Committee		有無 Yes or No	有 Yes https://www.fancl.jp/csr/governance/control.html				
コンプライアンス基準 Compliance standards		有無 Yes or No	有 Yes https://www.fancl.jp/sustainable/governance/behavior/index.html				
購買・調達方針 Purchasing and Procurement Policy		有無 Yes or No	有 Yes https://www.fancl.jp/csr/supplier/02.html				
内部統制システムと基本方針 Internal Control Systems and Basic Policy		有無 Yes or No	有 Yes https://www.fancl.jp/csr/governance/control.html				
政治献金総額 Total political contributions	国内連結 In Japan, Consolidated	円 Yen	0	0	0	0	0
腐敗防止違反件数 Number of corruption prevention violations		件 Number	0	0	0	0	0
法令違反件数 Number of legal violations		件 Number	0	0	0	0	0
腐敗に関連した罰金、課徴金、和解金の総額 Total amount of fines, surcharges, and settlements related to corruption		円 Yen	0	0	0	0	0
汚職に関する方針に違反した社員の解雇または懲戒処分人数 Number of employees dismissed or disciplined for violating policies relating to corruption		人 Persons	0	0	0	0	0



Translation

The following is an English translation of an independent assurance report prepared in Japanese and is for information and reference purposes only. In the event of a discrepancy between the Japanese and English versions, the Japanese version will prevail.

Independent Assurance Report

July 10, 2023

TO:

Mr. Kazuyuki Shimada
President & CEO, Representative Director
FANCL CORPORATION

Kenji Sawami
Engagement Partner
Ernst & Young ShinNihon LLC
Tokyo, Japan

We, Ernst & Young ShinNihon LLC., have been commissioned by FANCL CORPORATION (hereafter the "Company") and have carried out a limited assurance engagement on the Key Environmental Performance Indicators (hereafter the "Indicators") of the Company and its major subsidiaries for the year ended March 31, 2023 as included in "Environment" of the Company's "FANCL ESG DATE BOOK" (hereafter the "Report"). The scope of our assurance procedures was limited to the Indicators marked with the symbol "★" in the Report.

1. The Company's Responsibilities

The Company is responsible for preparing the Indicators in accordance with the Company's own criteria, which it determined with consideration of Japanese environmental regulations as presented in the Scope and Calculation Methods of "Environment" of the Report.

Greenhouse gas (GHG) emissions are estimated using emissions factors, which are subject to scientific and estimation uncertainties given instruments for measuring GHG emissions may vary in characteristics, in terms of functions and assumed parameters.

2. Our Independence and Quality Control

We have met the independence requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is based on the fundamental principles of integrity, objectiveness, professional competence and due care, confidentiality, and professional behavior.

In addition, we maintain a comprehensive quality control system, including documented policies and procedures for compliance with ethical rules, professional standards, and applicable laws and regulations in accordance with the International Standard on Quality Management (ISQM) 1 issued by the International Auditing and Assurance Standards Board.

3. Our Responsibilities

Our responsibility is to express a limited assurance conclusion on the Indicators included in the Report based on the procedures we have performed and the evidence we have obtained.

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements: Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000") (Revised) and, with respect to GHG emissions, the International Standard on Assurance Engagements: Assurance Engagements on Greenhouse Gas Statements ("ISAE 3410"), issued by the International Auditing and Assurance Standards Board.

The procedures, which we have performed according to our professional judgment, include inquiries, document inspection, analytical procedures, reconciliation between source documents and Indicators in the Report, and the following:

- Making inquiries regarding the Company's own criteria that it determined with consideration of Japanese environmental regulations, and evaluating the appropriateness thereof;
- Inspecting relevant documents with regard to the design of the Company's internal controls related to the Indicators, and inquiring of personnel responsible thereof at the headquarter and a factory visited;
- Performing analytical procedures concerning the Indicators at the headquarter and a factory visited;
- Testing, on a sample basis, underlying source information and conducting relevant re-calculations at the headquarter and a factory visited;

The procedures performed in a limited assurance engagement are more limited in nature, timing and extent than a reasonable assurance engagement.

As a result, the level of assurance obtained in a limited assurance engagement is lower than would have been obtained if we had performed a reasonable assurance engagement.

4. Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Indicators included in the Report have not been measured and reported in accordance with the Company's own criteria that it determined with consideration of Japanese environmental regulations.

Independent Assurance Report

FANCL received an Independent Assurance Report from Ernst & Young ShinNihon LLC regarding the Greenhouse gas emissions (Scope 1, Scope 2, Scope 3 Categories 2 and 6) listed in the "FANCL ESG Data Book".

I. Budget period: FY 2022 (April 1, 2022 to March 31, 2023)

II. Scope of data collection

Disclosure Items		Scope of coverage
Environmental Impact Data	CO ₂ emissions	SCOPE 1
		SCOPE 2
		SCOPE 3 (Categories 2 and 6)
		FANCL CORPORATION and Domestic consolidated subsidiaries * * Domestic consolidated subsidiaries FANCL B&H Co., Ltd ATTENIR CORPORATION NICOSTAR BEUTECH Co., Ltd FANCL LAB Co., Ltd NEOF CORPORATION FANCL CORPORATION and Consolidated subsidiaries

III. Criteria

○Calculation Methods for Environmental Data

The guaranteed data calculated based on the calculation standard is indicated with a ★ mark at the end of the numerical value. (P1~P2)

Disclosure Items		Calculation Method and Criteria
Environmental Impact Data		
CO ₂ Emissions	SCOPE 1	<ul style="list-style-type: none"> ●Calculation Standard Aggregation in accordance with the "Act on the Rational Use of Energy and Conversion to Non-Fossil Energy", "Act on Promotion of Global Warming Countermeasures". ·Energy Origins (City gas, LNG, LPG, kerosene) ●CO₂ Emissions Conversion ·Gases: [City gas] Calculated using the standard calorific value of each city gas supplier and "Act on Promotion of Global Warming Countermeasures". [LPG, LNG] Calculated using emission coefficients in "Act on Promotion of Global Warming Countermeasures". ·Oil : Calculated using the emission factor of the "Act on the Rational Use of Energy and Conversion to Non-Fossil Energy", "Act on Promotion of Global Warming Countermeasures"
	SCOPE 2	<ul style="list-style-type: none"> ●Calculation Standard Aggregation in accordance with the "Act on the Rational Use of Energy and Conversion to Non-Fossil Energy", "Act on Promotion of Global Warming Countermeasures", "Act on Special Measures concerning Promotion of Utilization of Renewable Electric Energy". ●CO₂ Emissions Conversion ·Electricity: Calculated using the emission factor of each electric power company. ·Electricity consumption at stores is calculated by dividing the amount of electricity used by the unit price of each store. For some stores for which unit prices were not available, the average unit prices of stores for which unit prices were available were used. ·Renewable energy purchases: Calculated using emission coefficients from Green Power Certificates, etc. ·Renewable energy generated: Aggregated based on onsite meters.
	SCOPE 3 (Categories 2 and 6)	<ul style="list-style-type: none"> ●Calculation Standard ·Compiled in accordance with the Basic Guidelines for Calculating Greenhouse Gas Emissions through the Supply Chain (Ministry of the Environment, METI Ministry of Economy, Trade and Industry) , etc. ●CO₂ Emissions Conversion ·Category 2 : Capital expenditures multiplied by an emission factor. ·Category 6 : Calculated by multiplying the number of employees by the emission factor.