

ESG/SDGs matrix

ESG categories	Seven core subjects (ISO 26000)	Seven material issues	Social issues surrounding FOOD & LIFE COMPANIES	Correlation with the 17 targets of the SDGs																	Page in this publication				
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17					
G	Organizational governance	Strengthening corporate governance and compliance	Strengthening governance structure for sound management																	16.4	16.5	P17			
			Internal control																		16.4		16.5		
			Promotion of sustainability management																		16.4		16.5		
			Groupwide risk management																		16.4		16.5		
			Information security and privacy protection											9.1							16.10				
			BCP management													11.2	11.5	12.2	13.1						
			Raising awareness of our Vision, Promise and Principles							8.7	8.8		10.3	10.4						16.4	16.5				
S	Fair operating practices	Achieve sustainable procurement using fair business practices	Compliance with transactional laws and regulations																	16.4	16.5				
			Establishment of sustainable procurement and traceability	1.1	2.4			5.2													16.2	16.5			
			Collaboration with upstream partners (fisheries and agriculture businesses)	1.1	2.4			5.2													16.2	16.5			
	Human rights	Enhance human capital management	Respect for human rights				4.5	5.4	5.5												16.3				
			Compliance with legislative reforms			3.a	4.4	4.7	5.4	5.5											16.7				
			Expanded employee benefits			3.a	4.4	4.7	5.c																
			Enhancement of employee engagement			3.3	3.4	4.3	4.4																
			Promotion of human resources development and autonomous career development				4.3	4.7	5.5	5.c															
	Labor practices	Enhance human capital management	Promotion of diversity and inclusion	1.1	1.2		4.4	4.5	5.4	5.5											16.3				
			Food safety and security	1.1	2.1	2.2	3.4				6.2	6.4													
			Transitioning from an era of finding to creating	1.5	2.1	2.2							8.3	8.4	9.2	9.5			12.1	13.1	13.2	14.1	14.a		
			Promoting DX to provide new value to customers and employees	1.1	2.1								7.3	8.1	8.2	9.1	9.5	10.2		12.2	12.3				
Consumer issues	Improve customer experience value using DX and other means	Bringing Japanese food culture to the world				4.a	4.3														17.16				
		Appropriate labeling and disclosure of product information				3.d																			
		Fair advertising																			16.10				
Community development and involvement	Improve customer experience value using DX and other means	Information security and protection of privacy (customers)																		16.10					
		Giving back to communities where we operate	1.2	2.1	2.2		4.7					7.3	8.3	8.5		10.2	10.4	11.1	11.5		13.1				
		Providing happiness through food education for children and food	1.1	1.2	2.1	2.2	4.7	4.a			6.6				9.1	10.3	11.4	12.1	12.6	13.2	14.2	14.5			
			15.6	15.9																17.17					
E	Environment	Achieve carbon neutrality	Reduction of CO ₂ , increased energy efficiency, and expanded use of renewable energy	1.5	2.1							7.2	7.3					12.3	13.2	13.3					
			Scenario analysis following TCFD and countermeasures	1.5	2.1																13.2	13.3			
			Promotion of energy conservation	1.2	2.1																		17.16	17.17	
		Reduce food loss and waste and effectively utilize marine life resources	Reduce food loss and waste and effectively utilize marine life resources	Promotion of reducing, reusing, and recycling of waste	1.1	1.2	2.1	2.2												12.2	13.1				
				Reduction of food loss and waste	1.1	1.2	2.1	2.2																17.17	
				Reduction of plastic containers and plastic shopping bags	1.1	1.2	2.1	2.2																17.17	
				Conservation of marine life diversity and prevention of pollution			2.4	3.9							8.1	9.4	9.5			12.2	12.7	13.1	14.1	14.4	
				Expanded procurement of fishery resources through evolved aqua culture technology	1.1	2.1									8.1	8.2	9.4	9.5			12.2	12.7	13.1	14.1	
				Realization of vibrant fishery and agricultural resources	1.1	2.1	2.4	3.9									9.1	9.4			11.6	11.7	12.2	13.1	13.2
				Streamlining of water usage and reduction and management of wastewater	1.1	2.1							6.3	6.4										14.1	14.4
			15.9																		17.17				

* Lists the SDGs targets that are strongly related to the Group's initiatives.

* We will continuously review the situation based on the progress of the Group's businesses that resolve social issues and changes in social issues.

* The Group's ESG/SDGs matrix table is organized using the ESG/SDGs matrix method with the supervision of Hidemitsu Sasaya, a professor at Chiba University of Commerce and an ESG/SDGs consultant.