

ESG/SDGs Matrix and Materiality

To promote sustainability management, we are linking ESG, ISO 26000, 7 materialities and social issues with SDG 169 targets and working on each issue.

ESG categories	Seven core subjects (ISO 26000)	Seven material issues	Page in this publication	Social issues surrounding FOOD & LIFE COMPANIES	Correlation with the 17 targets of the SDGs																				
					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	P10 P22-25	Strengthening governance structure for sound management																	16.4	16.5			
				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																					
				Raising awareness of our Vision, Promise and Principles																	16.4	16.5			
S	Fair operating practices	Achieve sustainable procurement using fair business practices	P13-14 P25	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	17.16
				Collaboration with upstream partners (fisheries and agriculture businesses)	1.1	2.4			5.2														16.2	16.5	17.16
	Human rights	Enhance human capital management	P19-20	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														
	Promotion of diversity and inclusion			1.1	1.2				4.4	4.5	5.4	5.5												16.3	
	Consumer issues	Food safety and security	P18	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																		
		Increase customer and employee experience value using DX and other means	P14 P17-18 P21	Promoting DX to provide new value to customers and employees	1.1	2.1																		17.16	
				Bringing Japanese food culture to the world		2.1	2.4		4.a	4.3															
				Appropriate labeling and disclosure of product information				3.d																	
				Fair advertising																				16.10	
Community development and involvement		Information security and protection of privacy (customers)																				16.10			
		Giving back to communities where we operate	1.2	2.1	2.2		4.7																17.17		
	Providing happiness through food education for children and food	1.1	1.2	2.1	2.2		4.7	4.a			6.6											17.17			
E	Achieve carbon neutrality	P16	Reduction of CO ₂ , increased energy efficiency, and expanded use of renewable energy	1.5	2.1																				
			Scenario analysis following TCFD and countermeasures	1.5	2.1																	17.16	17.17		
			Promotion of energy conservation	1.2	2.1																				
	Reduce food loss and waste and effectively utilize marine life resources	P13-15	Promotion of reducing, reusing, and recycling of waste	1.1	1.2	2.1	2.2																17.17		
			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																17.16	17.17	
			Expanded procurement of fishery resources through evolved aqua culture technology	1.1	2.1																		17.16	17.17	
			Realization of vibrant fishery and agricultural resources	1.1	2.1	2.4	3.9																17.6	17.17	
				Streamlining of water usage and reduction and management of wastewater	1.1	2.1														15.9	17.17				

*SDG targets that are strongly related to the initiatives are listed.

*We will continuously revise the plan in response to the progress of issue-solving projects and changes in social issues.

*The SDGs Matrix Table is organized according to the ESG/SDGs Matrix methodology supervised by Mr. Hidemitsu Sasaya, ESG/SDGs Consultant at Chiba University of Commerce.