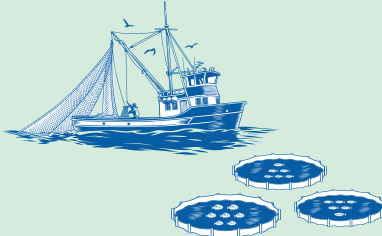## Progress of initiatives to address the material issues (As of March 2024)

UNGC areas	Significance of the Group's efforts	Materiality	Main KPIs	Targets		Actual results for FY2023
				Target value	Target achievement year	
Human Rights / Labour	Developing diverse human resources to cover "From Ocean To Dining" and engage in social issues, and providing a healthy working environment where they can work with a sense of security Refer to pages 35 to 38	Respect for human rights	Human rights education: Human rights awareness building	Once/year or more	2024	–
		Diversity	Ratio of female hires	50%	2030	Ratio of female hires: 22.2% Ratio of female managers: 0% Rate of men using childcare leave: 100% * Non-consolidated results
			Ratio of female managers	10%		
			Rate of men using childcare leave	100%		
		Human resource development	Sharing a Group-wide vision	100% understanding of the vision	2030	Employee turnover: 1.8% * Non-consolidated results
			Creation of a plan for human resource retention and development	Employee turnover: 5%		
		Improvement of the internal environment	Establishment of human resources management system and policy effects visualization system	Acquisition of ISO 30414 certification	2030	–
		Industrial safety and health	Fostering awareness of health and safety management	Once/year or more	2024	–
Environment	Contribute to the conservation of the marine environment and the sustainable production and supply of marine products Refer to pages 25 to 34, 39, 40	Response to climate change	Formulation of GHG emissions reduction targets and roadmap for reduction	–	2024	–
			GHG emissions reduction rate	46% or more	2030	Currently measuring (measurements started from the FY2021 results)
			Achieving carbon neutrality	–	2050	–
		Reduction of water consumption	Beginning measurement of water consumption and establishing a measurement system	–	2025	–
			Formulation of reduction targets and roadmap for reduction	–		–
			Reduction of consumption	10% or more		–
			Achieving reduction targets	–	2030	–
		Promotion of resource recycling by business	Net sales of environmentally friendly products in the Food Business * Promoting resource recycling by popularizing environmentally friendly certified commercial products	30% or more	2030	Set reduction targets
			Net sales of environmentally friendly products in the Marine, Machinery, and Materials Businesses * Promoting resource recycling and environmental conservation on land and sea by providing materials recycled from waste fishing nets and biomass/biodegradable materials * GHG emissions reduction at LC			
		Conservation of biodiversity Confirmation of resource status	Beginning checking resource status and establishing a checking system	–	2025	–
			Beginning responding to issues identified through risk assessment	–	2027	–
			Resource condition confirmation rate	100%	2030	–
Anti-Corruption	Rigorous governance and compliance, conscious of management of diversifying risks and adherence to the Charter of Corporate Behavior Refer to pages 41 to 50	Anti-corruption system	Implementing medium- and long-term improvements to the anti-corruption system	–	2024	Establish a unified whistleblowing system for the Group
		Internal control and legal compliance status inspections	Number of incidents of serious fraud and misconduct	0	2024	No significant problems
		Compliance with important laws and regulations	Conducting training on important laws and regulations	Once/year or more	2024	Conduct training on the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors
		Whistleblowing system	Appropriate operation of the whistleblowing system	–	2024	Achieved: 0 reports (no cases of violation of related rules and regulations)