Progress of initiatives to address the material issues (As of March 31, 2025)

UNGC areas	Significance of the Group's efforts	Materiality	Main KPIs	Targets		Actual results for FY2024
				Target value	Target achievement year	
Human Rights / Labor	Developing diverse human resources to cover "From Ocean To Dining, Challenges For The Better Future" 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 40	Respect for human rights	Human rights education: Human rights awareness building	Once/year or more	2024	Training and e-learning held three times a year
		Diversity	Ratio of female hires	50%	2030	Ratio of female hires: 22% Ratio of female managers: 0% Rate of men using childcare leave: 100% * Non-consolidated results
			Ratio of female managers	10% or more		
			Rate of men using childcare leave	100%		
		Human resource development	Sharing a Group-wide vision	100% understanding of the vision	2030	39% understanding
			Creation of a plan for human resource retention and development	Employee turnover: 5% or less		Employee turnover: 4%
		Improvement of the internal environment	Visualization of human resource information and measures	Acquisition of ISO 30414 certification	2030	–
		Industrial safety and health	Fostering awareness of health and safety management	Once/year or more	2024	Training and e-learning held three times a year
Environment	Contribute to the conservation of the marine environment and the sustainable production and supply of marine products Refer to pages 27 to 34, 41 to 42	Response to climate change	Formulation of GHG emissions reduction targets and roadmap for reduction	–	2025	Reviewed achievement year Currently formulating reduction targets and roadmap
			GHG emissions reduction rate	46% or more	2030	Increased accuracy of calculations within the boundary
			Achieving carbon neutrality	–	2050	
		Reduction of water consumption	Beginning measurement of water consumption and establishing a measurement system	–	2025	Measuring water intake, discharge and consumption from FY2023
			Formulation of reduction targets and roadmap for reduction	–		
			Reduction of water intake	10% or more	2030	
		Promotion of resource recycling by business	Net sales of environmentally friendly products in the Food Business * Promoting resource recycling by popularizing certified commercial products such as MEL	30% or more	2030	• Food: 462 million yen (0.6%) • Marine: 16 million yen (0.1%) • Machinery: 947 million yen (6.1%) • Synthetic products: 46 million yen (0.5%) * Percentage in parentheses indicates the share of segment sales
			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, biomass/biodegradable materials, and energy-saving facilities * 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 43 to 54	Anti-corruption system	Implementing medium- and long-term improvements to the anti-corruption system	–	2024	Established an external reporting system and implemented measures to promote its use
		Internal control and legal compliance status inspections	Number of incidents of serious fraud and misconduct	0	2024	Number of incidents of serious fraud and misconduct: 0
		Compliance with important laws and regulations such as the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors	Conducting training on important laws and regulations	Once/year or more	2024	Implemented annual training on compliance with related laws and regulations
		Whistleblowing system	Appropriate operation of the whistleblowing system	–	2024	0 reports (no cases of violation of related rules and regulations)