



Issued December 2018

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NISSUI SUSTAINABILITY REPORT 2018

Message from the President



The Nissui Group contributes to the healthy lives of people across the world through the sustainable use of marine resources.

Akiyo Matono
 Akiyo Matono
 Representative Board Member,
 President & CEO
 Nippon Suisan Kaisha, Ltd.

We at the Nissui Group issued our CSR Action Declaration in 2016, where we identified three key issues (material areas) based on opinions expressed to us by stakeholders. With the goal of solving those issues, we independently established a committee system and are proceeding with a number of initiatives.

In its business activities, a company faces a variety of societal issues that often include the environment or human rights. We believe it is vitally important to tackle those issues while pursuing sustainable growth. We need to face each of these problems head on and continue to engage in dialogues and other forms of communication with our stakeholders to actively remind ourselves not to become complacent.

In April 2018, we launched our new Mid-Term Business Plan, entitled “MVIP + (Plus) 2020” in which we set ourselves the aim of creating value by leveraging our unique technologies and utilizing marine resources in a sustainable way to help people be healthy around the world. We believe that tackling the key issues to fulfill this promise is inextricably linked with working to achieve the

Sustainable Development Goals (SDGs) adopted by the United Nations in 2015.

The Nissui Group cannot solve these societal issues alone; cooperation and collaboration is essential—with companies both in and outside of Japan, non-governmental and non-political organizations, and government agencies from around the world. To this end we have begun to communicate with a range of affiliated organizations, and joined the Seafood Business for Ocean Stewardship (SeaBOS), an initiative aimed at promoting sustainability in marine resource businesses.

The Nissui Group is extending its efforts to further reduce the amount of carbon dioxide and waste materials it produces, along with the water and other resources it uses. We are committed to the sustainable use of marine resources and are working as part of the international community to actively establish rules for marine resource utilization and to ensure compliance as a way to fulfill our corporate citizenship responsibility and promote healthy living among people across the globe.

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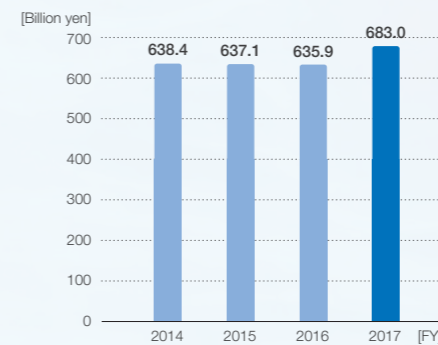
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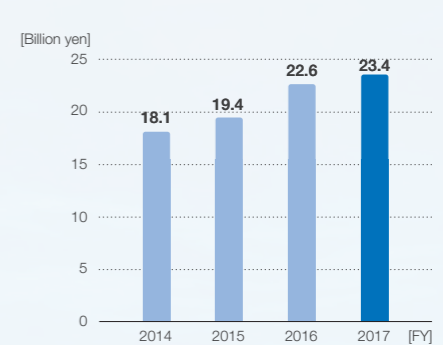
Company Overview (As of March 31, 2018)

Company Name	Nippon Suisan Kaisha, Ltd.
Head Office	Nishi-Shimbashi Square, 1-3-1, Nishi-Shimbashi, Minato-ku, Tokyo, 105-8676 Japan
Founded	1911
Established	1943
Capital	30,685 million yen
Main Businesses	<p>Marine Products Business: Fishery, aquaculture, purchasing, processing and sales of marine products (fresh fish, frozen fish, oils and fats [fish oil] and meal [feed])</p> <p>Food Products Business: Development, manufacture and sales of frozen foods, shelf-stable foods, and other processed foods (seafood sausage and ham, surimi-based products, chilled foods and seasonings)</p> <p>Fine Chemicals Business: Manufacture and sales of general pharmaceuticals, pharmaceutical ingredients and health foods</p> <p>Logistics Business: Frozen and refrigerated storage, transport of frozen and refrigerated freight</p>
Employees	1,158 (non-consolidated) 9,003 (consolidated)

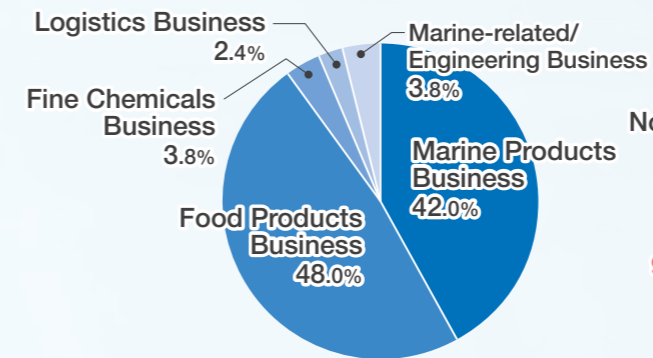
Sales (FY2014–2017: Consolidated)



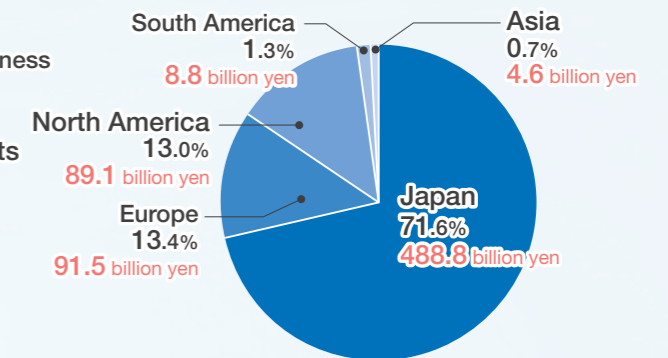
Operating income (FY2014–2017: Consolidated)



Sales breakdown by business segment



Sales breakdown by region



Editorial Policy

Editorial policy	This report is published to provide information on the CSR initiatives of Nippon Suisan Kaisha, Ltd. to its stakeholders.
Report period	The report mainly covers activities conducted from April 1, 2017, to March 31, 2018, but includes some contents regarding events in April 2018 or later.
Report boundary	This report covers Nippon Suisan Kaisha, Ltd., (non-consolidated) and consolidated subsidiaries and certain other Group companies in Japan. The data on environmental impact represents the combined total of the business sites of Nippon Suisan Kaisha, Ltd. and its 24 consolidated subsidiaries in Japan.
Referenced guidelines	Environmental Reporting Guidelines 2012 (Ministry of the Environment)
Contact information for the organization publishing this report	CSR Section, CSR Department, Nippon Suisan Kaisha, Ltd. Nishi-Shimbashi Square, 1-3-1, Nishi-Shimbashi, Minato-ku, Tokyo, 105-8676 Japan Telephone: +81-3-6206-7079 Fax: +81-3-6206-7080 Email: csr@nissui.co.jp
	The Nissui Sustainability Report 2018 is also available on Nissui's website.
	Japanese page: https://nissui.disclosure.site/ja/themes/121 English page: https://nissui.disclosure.site/en/themes/121

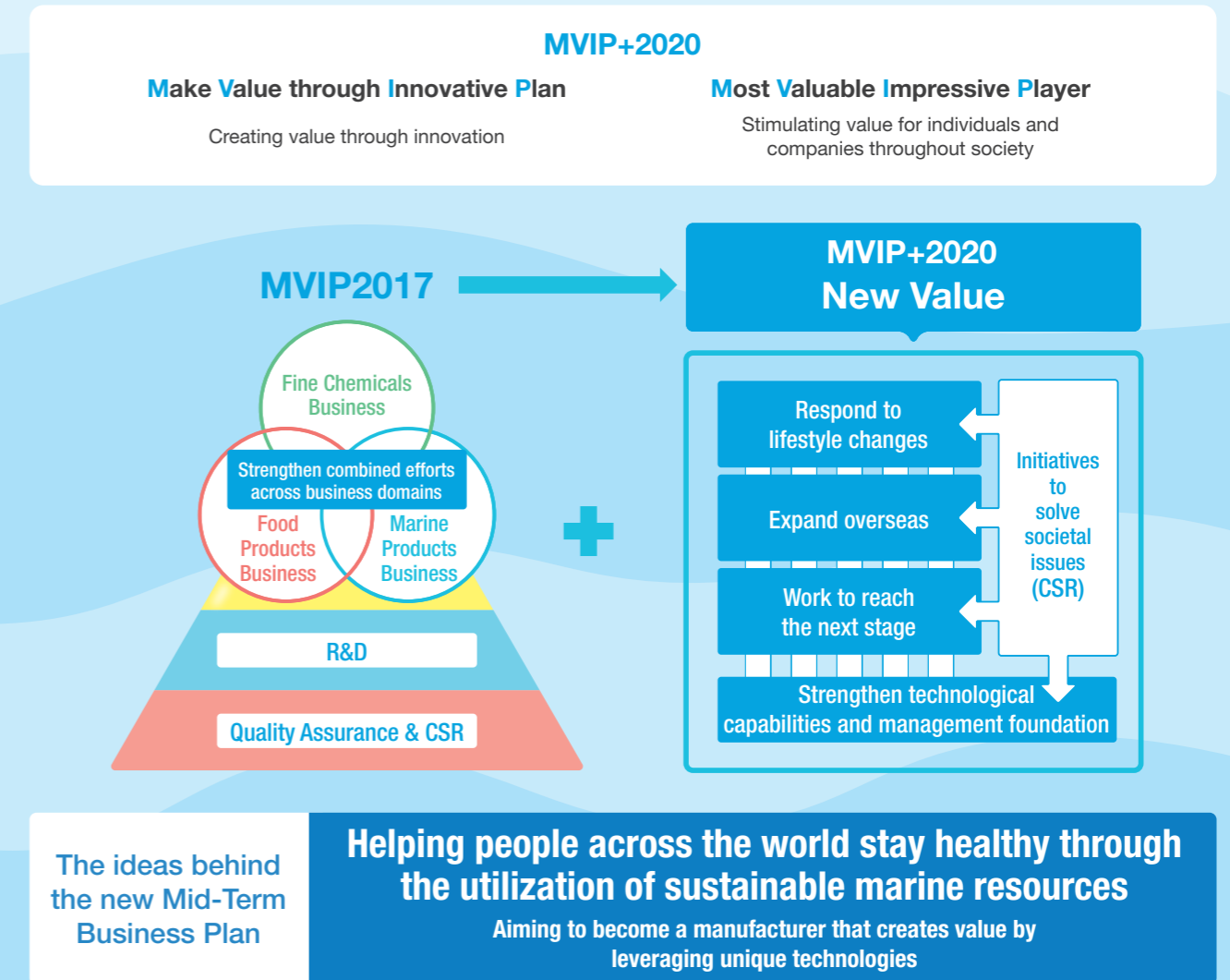
We carry out initiatives to fulfill the UN's Sustainable Development Goals (SDGs), based on the "five genes" carried forward since the company's foundation.

In March 2016, the Nissui Group announced its CSR Action Declaration. The "five genes" (sense of mission, innovation, hands-on approach, global mindset, and commitment to customers) we have held true to since the company's beginning form the basis for the way we create value in myriad forms, and we pursue CSR-driven management that contributes to society through our business activities.

Founding Philosophy	Water is to the water service what marine resources are to the production and supply of marine products.
Basic Management Policy	We will champion the sustainable utilization of marine resources and the preservation of the earth's environment, continue to create diverse values from resources including marine resources and provide individual consumers with safe and high quality products, thus helping them to maintain a fit and healthy lifestyle.
CSR Action Declaration	The Nissui Group will appreciate the earth and the sea, and create diverse forms of value from the "five genes" (sense of mission, innovation, hands-on approach, global mindset, and commitment to customers) inherited since its foundation and try to solve social issues through its business activities.

- | | |
|---------------------------------|--|
| For the customer | <ul style="list-style-type: none"> We provide safe and secure, high quality products which are valuable for customers. We utilize the bounty of the sea and provide the delights of food and a rich and healthy life through innovation. |
| For the employee | <ul style="list-style-type: none"> We act in accordance with the norms of the society with sound ethics and aim to build a socially trusted company. We respect diverse values and individualities, and achieve growth through teamwork by learning from others. |
| For the business partner | <ul style="list-style-type: none"> We maintain fair and transparent business relationships with all of our business partners. We try to build mutually trusting relationships with business partners and seek a sustainable society with them. |
| For the environment | <ul style="list-style-type: none"> We work hard to reduce environmental impact and preserve natural environment and biodiversity. We recognize that our business relies on the bounty of the earth and the sea, and work hard to utilize resources in a sustainable manner. |
| For the shareholder | <ul style="list-style-type: none"> We operate in a transparent manner and improve disclosure of information. We try to enhance corporate value and continue a proper distribution of profit to the shareholders through stable business growth. |
| For society | <ul style="list-style-type: none"> We work hard to develop local society and cultivate the next generation through the knowledge and the technology of the Nissui Group. We respect diverse cultures and customs in the world and try to contribute to keeping the local society alive with the development of our business. |

The Nissui Group established its new Mid-Term Business Plan, MVIP + (Plus) 2020, with goals we aim to achieve by fiscal 2020, to further improve our CSR management. We plan to resolve the three key issues (material areas) we have identified through our business activities.



Key Issues Selected by the Nissui Group	2020	2030	Associated SDGs
Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement	Access to sustainable resources	Improve aquaculture (on-land, new fish species, overseas expansion)	14 LIFE BELOW WATER, 13 CLIMATE ACTION
	Sustainable procurement		
Contribute to a healthy lifestyle with food safety and security	Acquisition of ASC & MSC certification	Overseas expansion of pharmaceutical ingredients	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 2 ZERO HUNGER, 3 GOOD HEALTH AND WELL-BEING
	Health-oriented product lines	Improve EPA-extraction techniques	
	Prevent food loss	Strengthen manufacturing and processing capabilities	
Aim to be a company where diverse human resources play an important role to address the social agenda	Respond to lifestyle changes	Overseas business expansion (Marine Products and Food Products)	8 DECENT WORK AND ECONOMIC GROWTH, 5 GENDER EQUALITY
	Employee health & workstyle reform	Diversity and female participation	

Key Issue

Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement

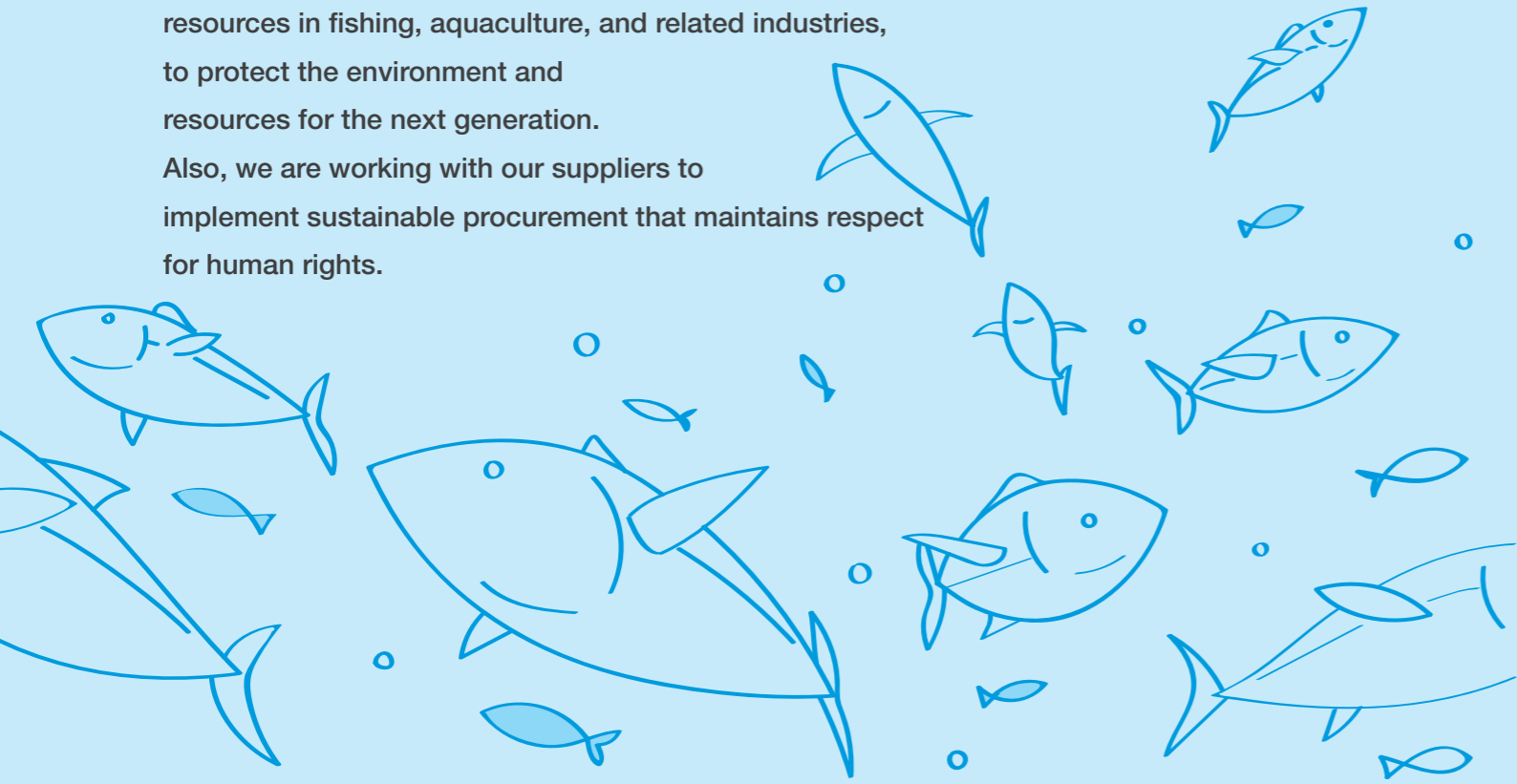
CSR Key Issues and Activities Reports

CSR Key Issues and Activities Reports

The preservation of resources and resolution of labor-related human rights issues is called for when using and procuring marine resources.

The Nissui Group is grateful for the bounty of the oceans and will continue to develop technologies that promote the sustainable utilization of resources in fishing, aquaculture, and related industries, to protect the environment and resources for the next generation.

Also, we are working with our suppliers to implement sustainable procurement that maintains respect for human rights.



Social Issues ■ Sustainable Procurement ■ Sustainability of Marine Resources ■ Marine Environment



Social Issue
Sustainable Procurement

We are working with our business partners to build a sustainable system for procuring raw materials and products that take into consideration human rights and the global environment.

Initiatives for Sustainable Procurement

We are taking the following three steps with regard to building a procurement system for raw materials and goods (Nissui brand products) that incorporate consideration for issues such as human rights and environmental protection.



Nissui Group Basic Procurement Policy

The Nissui Group declares that it will appreciate the bounty of the earth and sea, and create diverse value through following the company's "five genes," carried forward since its foundation, and will try to solve social issues through the business activities covered in our CSR Action Declaration.

Based on that, the Nissui Group developed its Nissui Group Basic Procurement Policy in order to meet the expectations of stakeholders, and to contribute to society when purchasing raw materials and products.

The Nissui Group is promoting procurement through relationships built on trust, with suppliers who understand and cooperate with this policy.

- (1) Procurement Policy**
 1. Suppliers and partners shall be selectively chosen, taking quality, cost, delivery timing, and service into consideration.
 2. The Nissui Group shall be open to new supplier candidates.
 3. Transactions shall be conducted with fair quality and price maintained by getting material safety data sheets and competitive quotes.
 4. The Nissui Group shall promote cost reduction in a positive manner on the condition of safety assurances and quality improvement.
- (2) Compliance, Procurement Ethics**
 1. The Nissui Group shall comply with laws and regulations of all relevant countries, including Japanese law and internal company rules.
 2. The Nissui Group shall fulfill its contracts faithfully with suppliers and partners.
 3. The Nissui Group shall understand the significance of information it obtains through transactions and preserve the confidentiality of such information.
 4. The Nissui Group shall build relationships of trust with suppliers and partners through fair, open and transparent procedures.
 5. Corrupt or dishonest behavior, including granting and/or receipt of inappropriate benefits, is entirely rejected by the Nissui Group.
- (3) Awareness of Environmental Preservation**
 1. The Nissui Group shall promote purchasing of raw materials and products that take environmental preservation of the earth and local regions into consideration.
 2. The Nissui Group shall seek confirmation that the raw materials and products it purchases have been harvested or produced having regard to principles of sustainability, biodiversity and of preservation of ecosystems.
 3. The Nissui Group shall purchase raw materials and products from suppliers that are conscious of cyclical usage of resources and energy.
- (4) Respect for Human Rights**
 1. Suppliers are requested to provide raw materials and products that are not associated with forced labor, child labor or the inhuman treatment of employees.
 2. The Nissui Group shall purchase raw materials and products provided by suppliers who ensure that their working environments respect employees' freedom of association and are free from discrimination.
 3. The Nissui Group shall purchase raw materials and products produced in safe and clean work environments.
- (5) Collaboration with Suppliers and Partners**
 1. The Nissui Group shall promote close collaboration with suppliers as important business partners.
 2. The Nissui Group shall ask suppliers and partners to acknowledge this policy and support and cooperate with the principles set out in this policy.
 3. Various proposals by suppliers and partners are examined and seriously considered by the Nissui Group.

Social Issues

Sustainability of Marine Resources

Marine Environment

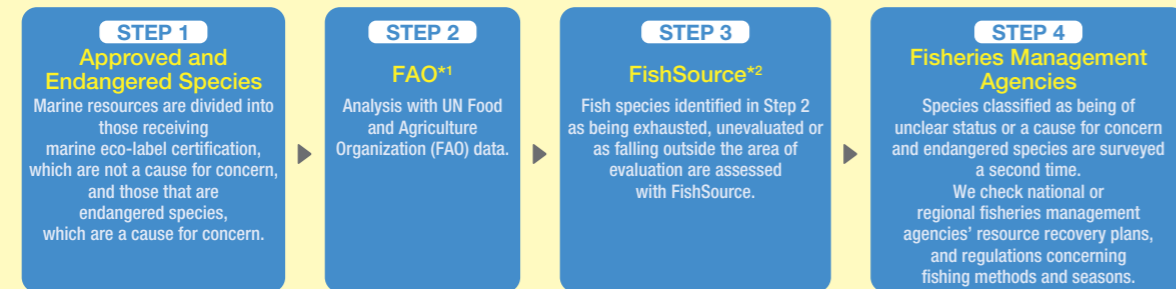
We aim to minimize the impact of our business activities on the ocean environment and marine resources and promote the sustainable utilization of resources.

We are working to reduce the impact of our business activities on the oceans and global environment.

Initiatives for Sustainable Ocean Resources

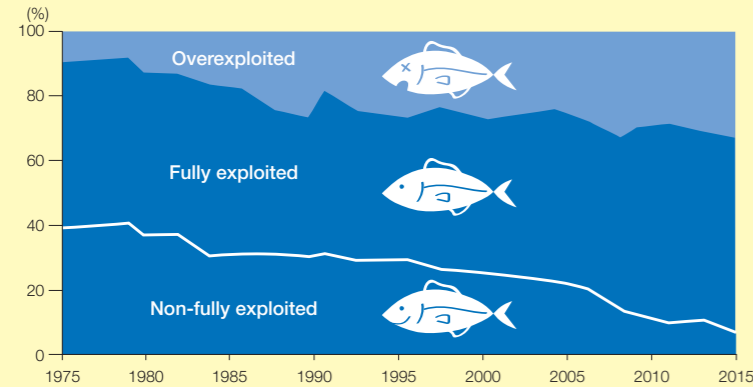
With the world's marine resources running out, ensuring their sustainability is paramount. The Nissui Group, looking at its dealings and results for 2016, conducted a survey of the status of the main primary wild-caught fish procured by the group's constituent companies (28 in Japan and 16 overseas), and summarized its findings into indicators of sustainability, namely fish species, catch regions, habitats, and sizes of catch (live weight equivalent).

We analyzed conditions for the natural marine resources procured by Nissui using the following four steps.



*1 FAO: Food and Agriculture Organization of the United Nations
*2 FishSource: an international database for evaluating marine resources

Trends in the world's fish stocks



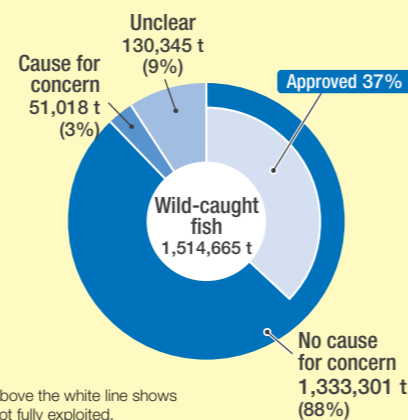
Note: The white line serves to delineate the two categories that fall within sustainable catches, the category above the white line shows those species considered fully exploited, while the category below it shows species considered to be not fully exploited.

Source: amended by Nissui from *The State of World Fisheries and Aquaculture 2018—Meeting the sustainable development goals*, FAO, 2018.

According to the results of our survey, marine resources procured by the Nissui Group amounted to 1.6% of the global catch. Of those, 88% of fish species were categorized as being no cause for concern, while 37% were approved by marine eco-label certification. Fish species classified as being a cause for concern, which include endangered species, were judged acceptable to use only after confirmation of the presence or absence of resource recovery plans, net or seasonal restrictions, or fisheries management. We did not use such resources if they were clearly not managed or if their status continued to be unclear, nor if we had any doubts that they might be caught through illegal, unreported or unregulated (IUU) fishing or caught using forced labor. The Nissui Group will undertake surveys of actual conditions of procured marine products on a regular basis, aiming to have the items the Nissui Group procures confirmed as sustainable by the year 2030.

*For details on the survey, see the Sustainability page on the Nissui website. http://www.nissui.co.jp/english/news/20181206_NISSUI_TSE.pdf

Status of wild-caught fish resources procured by the Nissui Group (2016)



Cooperation with NGOs/NPOs

Activities with SeaBOS

As one of the signatories to the SeaBOS* initiative, along with other leading companies in the global seafood industry, Nissui is working to resolve obstacles to a sustainable marine business. At the Tokyo Sustainable Seafood Symposium held in October 2017, Nissui expressed the thinking behind SeaBOS to preserve and make sustainable use of the marine environment and resources. We also declared our commitment to the SeaBOS initiative as part of our CSR activities.

*SeaBOS: Seafood Business for Ocean Stewardship



Photo by Embassy of Sweden

The First Japanese Company to be a Funding Partner of the GSSI

The Global Sustainable Seafood Initiative (GSSI) is an international partnership that verifies programs assessing the sustainability of marine products, and in April 2017, Nissui was the first Japanese company to become a Funding Partner. As of September 2018, seven companies of the Nissui Group are registered as Funding Partners. As a company that promotes global resource sustainability, the Nissui Group will actively support the activities of the GSSI.



Promoting Aquaculture

Automation of Farmed Fish Measuring through AI and IoT Technologies

In collaboration with NEC, which possesses cutting-edge artificial intelligence and Internet of Things technology, Nissui has developed an automated farmed fish measuring solution. Simply by uploading images of the farmed fish as they swim about their tank, the technology is able to calculate the fish's size and lengths and report that information. In aquaculture, there is a need for such solutions to constantly manage the growth status of the fish. This solution alleviates the risk of stress or disease that comes from people physically handling fish. It also reduces labor and inconvenience, and improves measurement accuracy, thereby boosting productivity.

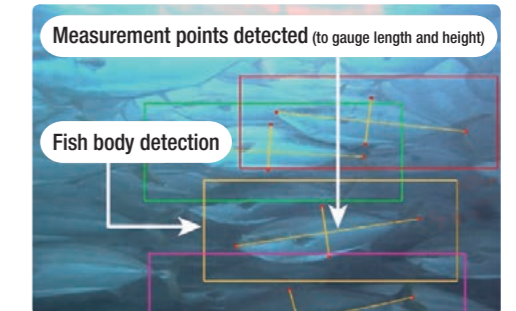


Image showing AI detection of yellowtail

Promoting Aquaculture Technology Innovation

In order to use marine resources in a sustainable manner, the Nissui Group works to advance its aquaculture technologies. Within Japan we are opening up new possibilities, from farming yellowtail and coho salmon using our independent technologies; to producing entirely farmed tuna; researching the aquaculture of vannamei (white) shrimps at domestic on-land sites; and creating the technology needed to fully farm common octopuses, an endeavor previously thought too challenging. Nissui is also making progress with the development of aquaculture technology that prevents water pollution and minimizes the effect on marine ecosystems, such as solid feed mix EP pellets that aren't accidentally dispersed out into sea and the automatic feeding Aqualingual®.



Artificially incubated common octopus hatchlings

EP pellets

Compared to minced fish meat or powdered feed, the advantages of EP pellets are that:

- They are less likely to pollute the water
- Their well-balanced nutrients are easily consumed
- They are easily digested
- They are well-suited to automated feeding



Large-scale, ocean aquaculture system

Marine Eco-Labels

As one of our key pledges, the Nissui Group aims to preserve the bountiful sea and improve the sustainability of marine resources.

One way in which we aim to do that is by acquiring ASC and MSC certification, and by using marine products that have marine eco-label certification.

Certification systems and marine eco-labels help to ensure optimal resource management and prevent illegal fishing.

Marine resources are a shared resource, and as such need protecting. To preserve this resource for those who will come after us, there are a number of issues that need resolving. Using certification and marine eco-labels, we can conduct planned fishing based on current stocks of global marine resources, preserve marine environments and ecosystems, and combat over-fishing, problems of fishing crews' human rights, and IUU fishing*. All of these contribute to raising the sustainability of marine resources through effective resource management.

*Fishing that is Illegal, Unreported, or Unregulated.

We work to acquire and promote certification, with an eye on improving the sustainability of marine resources.

First in the world to receive ASC certification for yellowtail farming, which we hope to acquire for tuna.

The Marine Stewardship Council is one of the foremost certification agencies. Its role is to verify fishing that is sustainable and that protects the ocean's natural environment and resources. Marine products caught using MSC-certified fishing methods can be traced to their global source—traceability that encourages good marine resource management. MSC certification is recognized as trustworthy and rigorous, and is approved by the Global Sustainable Seafood Initiative (GSSI), a third-party benchmarking agency. Nissui has now received MSC certification for several fish grounds and species, including Alaska pollock.

The Aquaculture Stewardship Council (ASC) has a certification program that ensures that fish farming is environmentally responsible. In December 2017, Nissui was the first in the world to receive certification for yellowtail aquaculture. In 2014 we were successful in producing fully farmed tuna, and we are aiming to follow on from our success with yellowtail to receive ASC certification for our tuna.



ASC-C-01759



MSC-C-51733

Supplying products using the technologies we have developed in *surimi* (ground fish) production and aquaculture to promote marine eco-labels.

In a 2017 resource status survey, 37% of the wild-caught fish used by the Nissui Group was caught by fisheries with MSC or other certification.

To more widely promote products approved by the Marine Stewardship Council (MSC) and Aquaculture Stewardship Council (ASC), we supply Alaska pollock, scallops, yellowtail and other certified fish species, along with high-quality marine products using the same technologies we have developed in manufacturing surimi products and in aquaculture. In future, we will continue to work to manufacture and sell marine products demanded by the market and processed goods derived from them, which conform to our procurement policy on marine products grounded in sustainability.



Expanding marine eco-label products throughout our Food Products Business.

The Nissui Group is endeavoring to spread the use of marine eco-label ingredients throughout our Food Products Business, by promoting the use of certified fish species, and through processed goods such as frozen or tinned products, and *chikuwa*.

Products displaying a marine eco-label in supermarkets and food retailers are testimony to the behind-the-scenes efforts to improve sustainability of marine resources.

Efforts to commercialize fully farmed bluefin tuna produced here in Japan



In March 2018, our bluefin tuna was shipped with the Kitsuna Gold Label brand name for the first time. Thanks to processing at the site where they are landed, in the Kagoshima Prefecture city of Satsumasendai, we have produced first-rate bluefin tuna with a focus on quality, freshness and taste. Domestically produced, fully farmed bluefin tuna is one of the key elements in the Nissui Aquaculture Business, and our plans to improve the sustainability of marine resource.

Making Progress with the Group's Three-Year Plan to Reduce Environmental Impact.

Three-Year Plan to Reduce Environmental Impact

The Nissui Group has set these reduction targets and aims to achieve them over the three-year period from fiscal 2016 to 2018—2% in CO₂ emissions, 1% in total water usage, and 3% in total waste production from fiscal 2015 levels.

Reducing Environmental Impact through Business Activities

Flow of Resources and Energy in FY2017



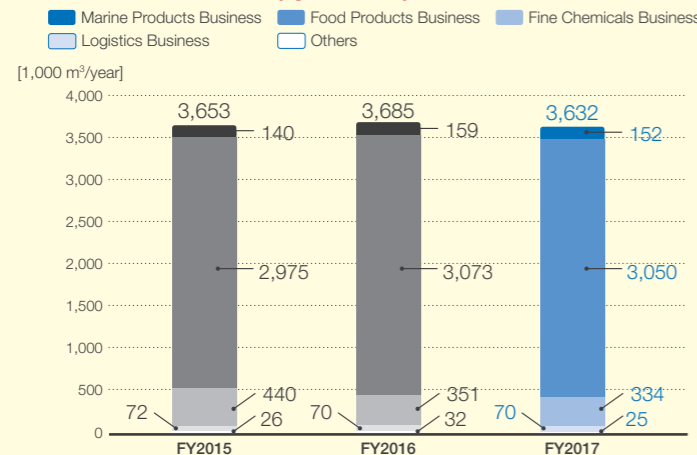
INPUT		OUTPUT	
Water resources	3,632 million m ³ of city water, well water and industrial water	Waste	Generated: 42,412 t Recycled: 41,111 t [Recycling rate: around 96.9%] Amount processed/disposed: 1,301 t
Energy	Purchased electricity: 210,955 million kWh Heavy fuel oil A: 2,362 kL Kerosene: 918 kL Natural gas: 1,648 t City gas: 17,558 million m ³	Drained into water systems/sewers	Effluent and BOD, etc.
	Diesel: 2,569 kL LPG: 2,648 t Gasoline: 327 kL	Emitted into the atmosphere	CO ₂ and other gases: 171,902 t-CO ₂

Water Usage Reduction

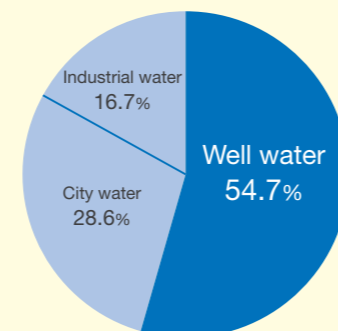
Target 1% reduction compared to FY2015 level (to FY2018) **Progress** 0.6% decrease

The basis of sustainable marine resources is water. We are thus continually striving to reduce the amount of water we use, such as by saving or reusing water at our plants. In fiscal 2017, we used a volume of water totaling 3,632,000 m³. That was a 0.6% reduction from fiscal 2015. We will continue to concentrate on water-saving measures in the future.

Volume of Water Used (by business)



Percentage of water usage by type of water for FY2017



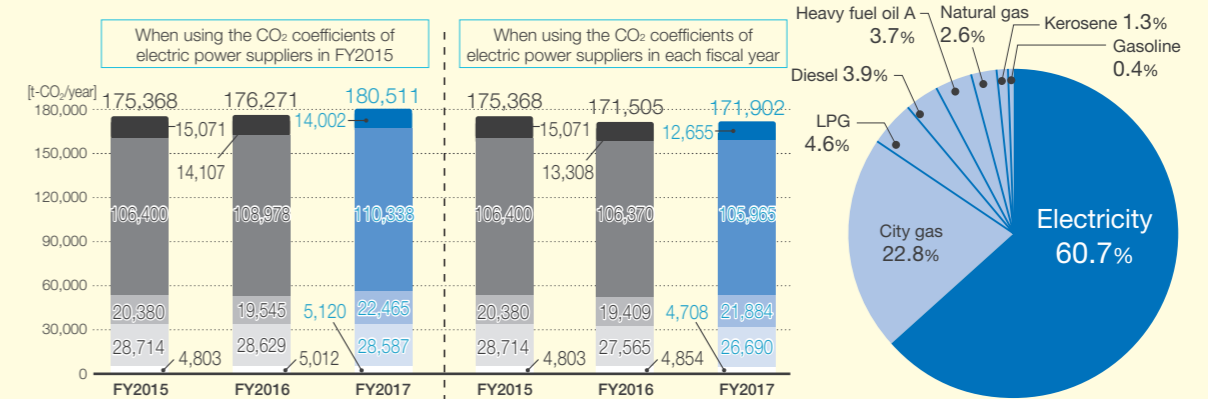
Amount of CO₂ emissions

Target 2% reduction compared to FY2015 level (to FY2018) **Progress** 2% reduction

The Nissui Group has established numerical targets and is systematically working to reduce CO₂ emissions, one of the factors in global climate change. When using the CO₂ coefficients of electric power suppliers in each fiscal year, CO₂ emissions for fiscal 2017 amounted to 171,902 t-CO₂, a 2% reduction from fiscal 2015.

Amount of CO₂ emissions by business

Marine Products Business Food Products Business Fine Chemicals Business
Logistics Business Others



Note: The amounts of CO₂ emissions from purchased electricity are calculated using the CO₂ coefficients of electric power suppliers.

Awarded an Honorable Mention at the 2017 Kansai Eco-Office Awards (for the Himeji General Plant)

The Kansai Eco-Office Awards are a prize to recognize registered offices that are making exceptional efforts to save energy. Nissui's Himeji General Plant launched an Eco-Promotion Team, which plans eco-promotion activities where employees take an active part, and follows up by implementing those initiatives. These include "ecoxercise," a portmanteau of "eco" and "exercise," where employees are urged to use the stairs instead of elevators, or a contest that encourages employees to design "eco-art" posters. We publicize these measures both within and outside the company to great acclaim, which led to our receiving the prize.



Initiatives to Cut Greenhouse Gases

Reducing methane emissions by generating electricity from biomass at Hachioji General Plant

At Hachioji General Plant, Nissui started biomass electricity generation by using the methane that is produced as part of our waste water treatment process. By burning the methane in electricity-producing generators, we plan to reduce our CO₂ emissions for fiscal 2018 by 2,380 t.



Reducing CO₂ emissions using oil produced in the manufacturing process at Kashima Pharmaceutical Plant

Since beginning operations in January 2018, surplus oil produced when manufacturing products has been used to fuel the plant's boilers. This effort will lessen CO₂ emissions as compared to using city gas.



Biodiversity Preservation

Nissui has been conducting initiatives whereby employees can experience firsthand the importance of biodiversity and learn how forests, rivers and seas are all interconnected. On June 17, 2017, the fifth hands-on village woodlands preservation class was held at Utsunuki Field, Hachioji, adjacent to the Nissui Tokyo Innovation Center. Later in the year, on September 24, we held an Arakawa River biodiversity seminar, where participants observed the diverse organisms that make the river their home, as well as working to clean up the river area to preserve the ecosystem.



Key Issue

Contribute to a healthy lifestyle with food safety and security

Different issues plague different parts of the world when it comes to health. In some places, people suffer from hunger due to regional conflict or poverty, while advanced nations face such issues as societal aging, over-nutrition, and food loss. Marine products are a valuable food resource and are recognized worldwide as a healthy food for their functional components. The Nissui Group has been developing technologies and innovations to utilize the bounty of the sea for over 107 years. We aim to utilize limited resources effectively and without waste to enable people to experience the delights of food and a rich, healthy life.



- Social Issues**
- Food Loss and Waste
 - Quality
 - Health
 - R&D and Innovation



Social Issue
Food Loss and Waste

Nissui works to reduce food waste in each aspect of manufacturing, logistics and consumption.

Initiatives to Combat Food Loss and Waste

As a company whose operations cover a variety of industries, the Nissui Group is working to solve the problem of food loss, a significant societal issue. In fiscal 2017, we defined food loss, which aided our understanding of how it occurs, and we set up targets for its reduction.

What is Food Loss? Food loss is left-over animal or plant matter—the amount of which could potentially be reduced through our own efforts—and products that are discarded. Left-over animal or plant matter does not include inedible fish parts produced in the manufacturing process, or parts of vegetables such as stems or outer leaves.

Target In fiscal 2018, Nissui aims to produce 2% less than it did in fiscal 2017.

FY2017 Food Loss Reduction Activities

The Nissui Group produced 11,075 t of food loss and waste between April 2017 and March 2018. Our target is to cut that amount by 2% in fiscal 2018.

“Let’s eat everything on our plates!” Food Loss Reduction Campaign
Between July 2017 and January 2018, a total of 1,133 people took part in our campaign to have people not leave any food over at parties and similar gatherings. Taking the amount of loss saved per person as 100 yen, we donated the total amount saved, 113,300 yen, to the United Nations’ World Food Programme. That money will go towards the Programme’s School Feeding Program to help impoverished children around the world.



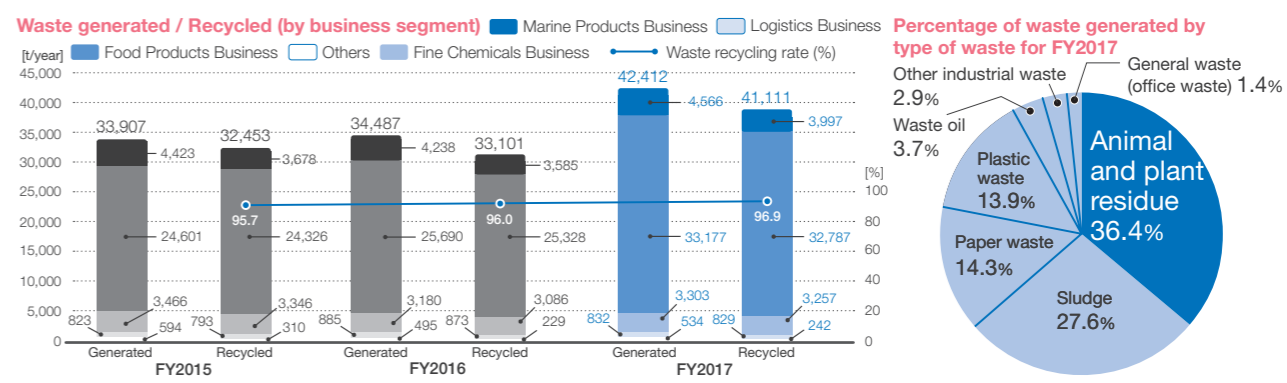
The screening of Wastecooking – Make Food, Not Waste, a film to promote awareness of the food loss problem
Aware of the fact that a full third of the world’s food is discarded, the film’s director created a road trip movie about traveling through five European countries while living off food for which the best-before date had expired, and Nissui held a screening of the film at its head office.



Initiatives to extend food’s best-before dates
Nissui is proceeding with efforts to rethink the way we display best-before dates to reduce the amount of food that is wasted. For shelf-stable products, we are investigating a change from dates comprising day, month and year, to just month and year. We have also begun work on extending the longevity of our major products, such as frozen foods.

Waste Reduction and Recycling Target 3% reduction from FY2015 (to FY2018) Progress 25.1% increase

Due to a major increase in the amount of sludge waste produced, total waste for fiscal 2017 amounted to 42,412 t, 25.1% more than the total for fiscal 2015. However, we have been recycling all of the extra sludge produced.



Social Issue

Quality

Ensuring food safety through international standards certification for food safety management systems.

Quality Control Initiatives

The Nissui Group holds FSSC 22000 food safety system certification for plants directly managed by the Marine Products, Food Products, and Fine Chemicals businesses, as well as for the group's 17 offices.

FSSC 22000 certification is based on adherence to a systematic HACCP (Hazard Analysis and Critical Control Points) approach, and covers a broad range of requirements for food safety. We will continue to acquire management system certifications like FSSC 22000 for our manufacturing bases in future, and will strengthen our quality assurance capabilities.

“Excellent Lab” Program

In order to improve the reliability of quality testing at each of our plants, we are expanding our Excellent Lab program. With the Food Safety Research Department at its core, the campaign publishes shared manuals, decides equipment standards, approves inspectors' techniques, conducts quality control examinations, and holds instructional seminars for different levels of employee, among other activities. The program has strengthened collaboration between quality testing offices at each plant. During fiscal 2017, 41 plants were added to the program, and the number of evaluation staff grew to 108. We will expand the program, and implement regular promotion meetings and seminars.



Social Issues

Health, R&D and Innovation

We are contributing to healthy lifestyles through technologies and innovations that utilize the bounty of the seas.

Initiatives in Health, R&D and Innovation

We began research into the health benefits of EPA in 1978, focusing on the functional lipids found in fish, such as EPA*1 and DHA*2. In 1980, we developed the technology to extract high-purity EPA from fish oil, from which we were able to produce a pharmaceutical product. In addition to pharmaceutical uses, the Nissui Group has also developed functional foods that include EPA or DHA; a way of contributing to healthy lifestyles unique to the Nissui Group.

*1 EPA: Eicosapentaenoic Acid *2 DHA: Docosahexaenoic Acid

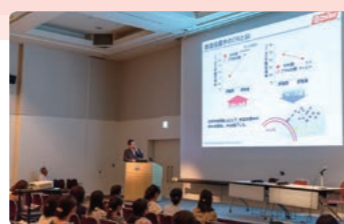
Research into Increases in Muscle through Protein Found in White Fish

At the Food Function Research Center, we have been participating in the Cabinet Office's Cross-ministerial Strategic Innovation Promotion Program, researching the functionality of white fish. Recently, it has been suggested that eating white fish has a number of positive effects on health, from increasing the amount of fast-twitch muscle, responsible for explosive power, in the body, to giving the same benefits as exercise, and through trials with older people that it can even increase muscle mass*. Going forward, we aim to put these benefits to practice in everyday life, as well as working with medical facilities to investigate the effect of white fish on extending healthy lifespans.

*Muscle mass is calculated by subtracting the weight of bones and fat from a person's total weight.

SPORTS EPA

Paying attention to the effect EPA can have on playing sports, such as increasing stamina, we are continuing research, and raising awareness and provide education about the acid and its effects. At the National Dietitians Congress, held by the Japan Dietetic Association in August 2017, we explained the mechanisms whereby EPA can improve the efficiency of the body's oxygen supply. Nissui also expanded its SPORTS EPA brand, designed to support athletes, as a result of its support for the Japan Masters Swimming Association in 2013.



Key Issue

Aim to be a company where diverse human resources play an important role to address the social agenda

At the Nissui Group, we believe that actively hiring people from diverse backgrounds stimulates the organization and encourages business development.

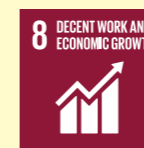
In our business activities, we actively encourage our employees to be engaged with social issues both locally and globally.

Through such efforts, we aim to be a company where diverse human resources play an important role.



Social Issues

■ Diversity ■ Personnel Development



Social Issue

Diversity and Personnel Development

We will make efforts toward global personnel development, the participation of diverse personnel, and health management, with a medium-to-long-term perspective.

Initiatives for Greater Diversity and Personnel Development

In June of 2017, we assembled a project team to promote more active involvement by women in the workforce. Its members are female employees drawn from a wide range of job roles: human resources, sales, research and manufacturing. Using online and other resources, the team meets twice a month, and selects issues from each department or field to discuss and try to find counter-measures for. Nissui also conducted gender diversity awareness surveys of directors, managers, and all employee union members. The team has given feedback on the survey results and is working to raise awareness of the issues.

Current targets

Plan period: April 2016 to March 2019

- Females workers to make up 30% or more of newly hired employees
- Increase the number of female employees working in the marketing and manufacturing departments by 15% or more
- Increase the number of female managers to 150% or more of the current total



“We aspire to be a great company where people from various backgrounds can be actively involved.”

Akiyo Matono
Akiyo Matono
Representative Board Member,
President & CEO

Reasons for Pursuing Diversity

Japan faces population decline and, as such, worsening labor shortages in the future cannot be avoided. Furthermore, although women make up half of the population, as it currently stands, female employees do not come close to making up half of our workforce, an issue that I believe needs remedying. When I worked in North America, having female directors for the group companies was considered par for the course, and I remember being surprised by that at the time. In comparison, the number of women actively involved in management at Nissui is still very low.

Those companies that have large numbers of highly talented personnel taking an active part are also those that have created policies and environments that make it easier for women to work. At Nissui, we are still failing to provide a place where women are sufficiently involved. In other words, we're stuck in a rut in terms of using, and increasing the participation of, our human resources.

Now, however, we are aware of the problem and if we can change, I think awareness of Nissui as a company that welcomes diversity, where female employees are better able to play leading roles, will spread. If we can do that, we will be able to gather together even more gifted individuals, regardless of gender.

Diversity is an important management issue for any company. While “diversity” is comprised of many elements, the first step for us at Nissui is to place a priority on female participation, and aspire to be a great company where people from various backgrounds can be actively involved.

Sharing Values Across the Entire Group

Training is another key issue for us. We will train those employees who enter the company, whether male or female, equally. Limiting the type of work someone does because of their gender is a form of discrimination. While there may sometimes be cases where gender should be taken into consideration, such as where an employee is assigned or dispatched, or

the nature of their duties, that should not rob them of any opportunities.

As an employee, workers should know what it is like to stand on the front lines, as it were, and their perspective will be broadened by experiencing a range of job roles. Whatever their academic background or specialism, it is how they are trained after they join the company and how they adapt that has the biggest effect on the capabilities they come to show. In that, there is no difference whatsoever between men and women.

Our company provides products and services that are needed by society, and the profit we earn is a resource we can use to train people. With that, we will create an atmosphere where diverse human resources can play an important role. I would like us to create this kind of virtuous circle, where the talented individuals we gather together under our banner lead to greater profit, and vice versa.

Initiatives for Employee Health

To maintain and improve the health of our employees and to give this issue top priority, we issued our Employee Health Declaration in February 2017. Our efforts are focused on three principles: promoting individual health, supporting a good work-life balance, and creating places where people can, and want to, work.

In fiscal 2017, we:

- Measured employees' EPA/AA ratio as part of the IMARK S 100-Day Challenge
- Removed smoking areas from our head office
- Introduced a cafeteria plan
- Tried a teleworking system

Employee Health Declaration

At the Nissui Group, we consider our employees to be our most valuable asset, and we want to see all employees be able to fully demonstrate their abilities. We also aim to improve the quality of life of our employees and their families by ensuring proper workplace conditions and by actively supporting both mental and physical health. As a company that works with resources from the sea, we offer suggestions for healthy diets, try to maximize the use of functional components derived from seafood, and aim to contribute to the healthy lives of people everywhere, from our employees and their families to customers around the world.

For Our Employees

EPA/AA Health Rankings and the IMARK S 100-Day Challenge

To reduce the risk of employees developing lifestyle-related diseases, since fiscal 2016 we have included the measuring of EPA/AA ratios* in our employees' regular health checks. We have announced these health rankings for each division, an average of its employees' EPA/AA ratios, and awarded the top five healthiest divisions.

To improve our employees' ratios, we conducted the IMARK S 100-Day Challenge. For the one hundred days prior to their regular health check, employees were able to sample the Nissui “Food for Specified Health Use” product, IMARK S, which contains EPA. The result of the campaign was that participants' EPA/AA ratio rose by 0.2% point from the previous year.

*The EPA/AA ratio expresses the balance between eicosapentaenoic acid and arachidonic acid in the body. It can be an indicator of circulatory disease occurrence.

Introduction of a Cafeteria Plan That Supports Individual Working Styles

From February 2018, we launched a new cafeteria plan, “N-Café,” to benefit our employees. The system not only reinforces our employee health measures by helping to improve worker health and minimize the risk of disease, it also supports workers who also care for children or relatives. Employees are given a points allowance that can be used to choose from a menu of employee benefits. The name of the system, N-Café, was selected from suggestions from within the company.

Implementation of a Teleworking Trial

Over the course of October and November 2017, Nissui trialed a teleworking system. Under the system, employees were able to use information and communications technologies to work in a way that isn't limited by time or location. Combining regular work patterns with working from home or mobile working, Nissui trialed its use to see how it could flexibly match different working styles. Taking the results of the trial into consideration, we are currently investigating the possibility of a full-scale rollout of the teleworking system.

Recognition from Society

First in the Marine Products Industry to Receive the DBJ's Highest Health Management Rating

On March 29, 2018, Nissui was awarded the highest rank in the Development Bank of Japan's DBJ Employee's Health Management Rated Loan Program, the first given in the marine products industry, which led to our receiving financing. The first of its kind in the world, the DBJ's Health Management Rating adds a condition to its financing that evaluates and identifies companies that take measures that demonstrate excellent consideration and measures for ensuring the health of its employees. Nissui was praised for the public announcement of its Employee Health Declaration, its stress check program for all employees, and the analysis of its results.



Chosen as a “White 500” Company

On February 20, 2018, Nissui was recognized as a “White 500” company in the large enterprise category of the 2018 Certified Health and Productivity Management Organization Recognition Program. Under the system, the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi award companies that display exceptional health management as a way of highlighting exemplary health management initiatives. The program also aims to make it easier for employees, job applicants, associated companies and financial bodies to socially evaluate a company.



Activity Report **Contributing to the Region and Society**

Activities unique to the Nissui Group allow us to join in with local communities and society as a whole and help educate the next generation.

Children's Research and Artwork Competition: Umi to Sakana (co-sponsored by Nissui, sponsored and organized by Asahi Shimbun Company and Asahi Gakusei Shimbunsha)

The Umi to Sakana competition aims to instill in more children an interest in the sea and fish. Elementary school children are encouraged to submit research or original artwork on the theme of "the oceans, fish, and us." The competition was first held in 1982 and Nissui has continued supporting the competition ever since. The 2017 competition was the thirty-sixth, and saw works from all over the country, with the number of works amounting to 31,622 pieces, second only to the previous record set in the 2014 competition. Of those, 16 were selected as winners of various prizes, as well as one special prize for an international entry, and 51 schools and organizations were selected for cooperation awards.



The winner of the Nippon Suisan Kaisha Award in the original artwork category.
The Colossal Bluefin Tuna of Oma



The winner of the Nippon Suisan Kaisha Award in the research category.
Me and the Land Hermit Crab

Hands-on Learning and School Visits

As part of the same competition, we also held hands-on learning experiences and visits to schools to teach classes. In July 2017, Nissui sponsored an event where children could observe the seashore at Hayama's Isshiki Beach and try snorkeling. In August, with the cooperation of the Japan Agency for Marine-Earth Science and Technology (JAMSTEC), children were given the chance to learn about the deep-sea world and its creatures. Researchers and university professors from Nissui or the Japanese Society of Fisheries Science visited elementary schools, where they gave lessons on the sea or on the marine industry. These types of activities are opportunities to raise children's knowledge about the sea, and stimulate entries to the Umi to Sakana competition.



Initiatives for Local Communities and Society

Community Cleanup Campaign

The Nissui Group holds community cleanups at each of its business locations, thanks to the participation of its employees. For the 14th community cleanup campaign held in June 2017, a total of 1,497 employees participated from 97 group offices, and 1,425 employees from 100 offices took part in the 15th campaign held later in the year, in October. Over the course of the two campaigns, about 4,800 kilograms of rubbish were picked up.



Working Together to Clean Hiroshima's Peace Memorial Park

On July 27, 2017, 11 Nissui volunteers from branch offices in the Chugoku and Shikoku regions assembled to join in with the Hiroshima City Public Health Promotion Conference-organized cleanup of the city's Peace Memorial Park. After a moment of silence for the victims of the atomic bombing, the volunteers got to work, spending about an hour picking up small pieces of rubbish and pulling out weeds. The Chugoku and Shikoku region branch offices are currently looking into making participation in the cleanup a regular event.



Food Donations to Second Harvest Japan

Since fiscal 2008, Nissui has been collaborating with Second Harvest Japan, an NPO that provides food to people in need. Second Harvest Japan plays the role of a food bank for people who cannot get enough food, providing them with foods from manufacturers that cannot be sold, for instance when the outer box is damaged. In fiscal 2017, Nissui donated about 12.6 metric tons of frozen food, and we will continue to do this in the future.



Initiatives for Dietary Education and Popularizing Fish Consumption

The Fish Masters' "Eat Fish Project"

The Eat Fish Project was started in May 2013 to promote seafood consumption by the Nissui Group company, Yamatsu Suisan. Employees certified as "fish masters" visit local elementary and other schools, where they explain to the children how to grill and eat fish, providing a whole fish to each child and checking that the children understand where the fish bones are found at each step of the way. It's a fun and delicious way for the children to learn.



A lesson at Sasaguchi Elementary School in Niigata

Children Get to Enjoy Tours of Our Plants

We want children to see how the food they eat is made, and to take an interest in making things from an early age, as well as to understand the importance of diet, especially a fish-based one. For that reason, we have been welcoming tours of our Hachioji, Himeji, Anjo, and Tobata food-manufacturing plants by local elementary school children as part of their dietary education. Between the four factories, about 3,100 children toured our plants during fiscal 2017. The Hachioji General Plant also held food-making experiences for local children and their parents.



A tour of Anjo Plant



Making food at Hachioji General Plant

Activities to Teach the Next Generation the Importance of Diet

During February and March 2018, we visited three elementary schools, offering three different themes: "Let's learn about the importance of food: Fish and good health," "Learning about Osaka food culture and local fish and shellfish types through live fish and dissection," and "Fish classroom and hotpot cooking with dissected yellowtail." Children listened eagerly to the teachers' explanations as they learned about the value of nutritionally well-balanced meals and the positive effects of EPA and DHA found in fish.



A lesson at Miyata Elementary School in the city of Hitachi

Other Social Contribution Activities

Supporting the World Food Programme's "End Hunger: Walk the World" Initiative

The United Nation's World Food Programme holds the Walk the World charity walk as part of its efforts to put an end to children starving in developing countries. It was held in two locations in Japan in 2017, Yokohama and Osaka. This was the first time Nissui took part, with 74 people participating in Yokohama and 20 in Osaka. Participants put their minds to trying to solve the global problem of malnutrition as they strolled the coast by Yokohama or around Osaka Castle. Part of the participation fee for this event goes to the World Food Programme's School Feeding Program.



"Table for Two" Activities at Hachioji General Plant

Since March 2018, Hachioji General Plant has been running its Table For Two campaign. In the campaign, when employees purchase certain set meals or foods, a 20 yen donation is made, which, through an NPO organization, is then used to provide school meals to children in developing countries. At the Hachioji General Plant, we offer a Table For Two menu once a week, designating a fish dish rich in healthy EPA and DHA. During March, April and May of 2018, a total of 1,027 meals were sold at the plant for which money was donated to children in developing countries.



Stakeholder Dialogue

The Nissui Group, aiming to resolve key issues, conducts initiatives that reflect the opinions of our stakeholders.

In order to come up with solutions to key CSR issues, the Nissui Group takes on board the opinions and suggestions from all stakeholders. In this, our fourth stakeholder dialogue, we invited two experts to discuss the progress we are making in sustainable procurement and looked into the status of the marine resources we procure. Here we present excerpts of the experts' opinions and evaluations.



Concerning our Surveys on the Status of the Marine Resources Nissui Procures

The experts gave their take on the marine survey we conducted into marine resource procurement in fiscal 2017 (see page 6).

Survey method: Analysis of the status of procured wild-caught marine resources

Marine species were categorized as not being a cause for concern if they were marine eco-label-certified, and as a cause of concern if they were endangered, checked first with FAO resource data. Species classified as exhausted, unevaluated, or as falling outside the scope of evaluation were checked a second time with FishSource. After those checks, species labeled unclear or as a cause for concern were re-surveyed and judged by national or regional fisheries management agencies.

Survey results

- Wild-caught fish procured by the Nissui Group made up 1.6% of the amount caught worldwide.
- Almost 90% of the fish species used by the Nissui Group do not fall into the cause for concern category, with almost 40% certified by marine eco-labels.

“You’ve put together some fantastic data... going to all that trouble is rare, even globally.”

Aiko Yamauchi

You've put together some fantastic data here. Companies that would go to all that trouble are rare, even globally. Surely your stakeholders will be surprised to learn that nearly 40% of the fish species that you use is certified by marine eco-labels.

I think that including supplier questionnaires in the procurement process you are promoting plays an important part in creating ongoing communication with suppliers. Concerning Nissui's desire to put in place a robust set of guidelines, that they don't just include multi-faceted information but also consider supplier training, makes them a ground-breaking measure in my opinion.

It's also good that the data clearly shows that Nissui is being careful to procure resources that are not caught using IUU fishing.

Even for those marine species found to not be a cause for

concern, we may find that looking closely at a time five or ten years in the future, the next survey may require an even deeper study.

Announcing publicly procurement policies for sustainability of marine resources, is the first step in a shift to more sustainable marine resource procurement and for the preservation of marine biodiversity, and is also a necessary step for influencing every link in the supply chain, manufacturers and consumers. I would like Nissui to step up and play the vital role of ensuring an extended supply chain that bears responsibility for sustainability.



“Close to 40% of the marine resources Nissui procured were marine eco-label-certified. That is a result that Nissui should openly broadcast to consumers.”

Yoshioki Oozeki

For the year 2016, close to 40% of the marine resources Nissui procured were marine eco-label-certified. That is a result that Nissui should openly broadcast to consumers. By validating and using marine product certification information, Nissui is able to once more recognize its worth through its own activities and evaluation.










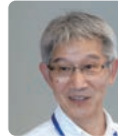
While this survey focused on wild-caught fish, the group needs to identify the regions and fish species it uses to source the ingredients that go into the feed it procures from other producers, in future. That will be a difficult survey to conduct, but a necessary and pioneering one. Such a survey would also require the cooperation of suppliers.

Marine eco-label certification is expanding. To respond to this trend with further research, the Japan Fisheries Research

and Education Agency is promoting its 'Sustainable, Healthy and "Umai" Nippon' (SH "U" N) seafood project to evaluate and identify highly regarded marine species and disseminate scientific information. The evaluation results incorporate outside comments as much as possible, such as from stakeholders and the public, and will be publicly announced.

*A project to produce a usage guide for domestic marine products, promoted by the National Research and Development Agency, Japan Fisheries Research and Education Agency



Facilitator	Experts		Nissui						
 <p>Mitsuo Ogawa President, Craig Consulting</p>	 <p>Aiko Yamauchi Leader Oceans and Seafood Group Conservation Division The World Wide Fund for Nature, Japan (WWF Japan)</p>	 <p>Yoshioki Oozeki, Ph.D. Senior Adviser Japan Fisheries Research and Education Agency</p>	 <p>Norio Hosomi Representative Board Member, Chairman</p>	 <p>Akiyo Matono Representative Board Member, President & CEO</p>	 <p>Shinya Yamamoto Board Member, Managing Executive Officer Chief Financial Officer (CFO), CSR, In charge of Corporate Administration Group</p>	 <p>Shingo Hamada Board Member, Managing Executive Officer Commissioned Food Products Business Operating Officer, In charge of Production Group and Product Research & Development Department</p>	 <p>Seiji Takahashi Board Member, Executive Officer Commissioned Fisheries Business Operating Officer and Business Supervisor in South America and President of Nippon Suisan America Latina S.A.</p>	 <p>Tomoyuki Maebashi Executive Officer In charge of Aquaculture Business Promotion Department</p>	 <p>Munehiro Ise Executive Officer Commissioned General Manager of Quality Assurance Department, In charge of Technology Development Department, Customer Services Center and CSR Department</p>

Concerning Sustainable Procurement and Combating IUU Fishing*

The experts gave their take on the sustainable procurement initiatives the Nissui Group implemented in fiscal 2017 (see page 5) and counter-measures to combat IUU fishing.

Promoting sustainable procurement

The Nissui Group put in place supplier guidelines and selected 32 supplying companies to complete self-assessment sheets. At Nissui's sustainable procurement seminar, attendees were asked to fill in the sheets, and using those answers, Nissui will proceed with initiatives to achieve concrete targets.

Combating IUU fishing

IUU fishing is fishing that is illegal, unreported or unregulated. Not only does it go against the sustainable management of marine resources, it is also a breeding ground for overfishing and forced labor, and products so caught can present companies with a great risk. While Nissui ensures, through supplier surveys, the traceability of products that it sources from its suppliers, an issue for the future will be to establish mechanisms to check whether products that are processed in factories overseas involve IUU products.

“Is Nissui doing enough to minimize the risk of IUU fishing in the supply chain?”

Aiko Yamauchi

Creating a sustainable procurement mechanism that includes suppliers is an extremely heartening move in the fight against IUU fishing. Nissui is now at the stage where it is investigating how third-party checks can enter into the equation.

The issue isn't about whether the risk of IUU fishing can be completely eliminated, but it is vital that companies put initiatives in place to deal with the two points of how to respond

to it when it is discovered, and whether they are doing enough to minimize the risk of IUU fishing in the supply chain. Effective communication with the supply chain is a way for the company to avoid that risk.



“Increasing IUU fishing counter-measures is a form of self-defense for companies.”

Yoshioki Oozeki

At present, we are getting a better understanding of the scale of IUU fishing around Japan through information from systems that use meteorological satellites to measure night-time light emissions, or from the Automatic Identification System (AIS). This information can be used for traceability, an important mechanism for avoiding risk before it occurs.

Nissui Group's IUU fishing counter-measures, in cooperation with its suppliers, are cutting-edge, even considered globally.

Increasing IUU fishing counter-measures is a form of self-defense against the issue of forced labor that is becoming a modern-day problem. As international society becomes more and more aware of the problem, how companies have been dealing with CSR activities until that point will have an influence on their continued existence.



Nissui Responds

Thank you for voicing your opinions. Through these surveys' findings, we have been able to confirm anew the progress the Nissui Group has made in its procurement of marine products that show consideration for the environment and human rights. The survey into the status of marine resources was well received by stakeholders, but there are still some resources that we don't understand fully, and our next task is to learn more about those and continue to conduct surveys, taking into account the advice we have received here. We will also work harder to acquire marine eco-label certifications, and to use and commercialize certified products to expand the scheme. Through these and other measures, we commit to providing consumers with sustainable marine resources. Also, we aim to have the resources procured by the Nissui Group confirmed as sustainable by the year 2030. Through ongoing communication with our stakeholders, we will continue our efforts to keep marine resources sustainable.