

Sustainability Report 2022




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Editorial Policy

○ Editorial Policy

Sustainability Report 2022 is published to provide information on the initiatives for sustainability of the Nissui Group to its stakeholders.

| Report Period

The report mainly covers activities conducted from April 1, 2021, to March 31, 2022. However, when appropriate exceptions to this general rule are made, as when citing past circumstances and data or using recent examples for illustration purposes.

| Report Boundary

This report targets Nippon Suisan Kaisha, Ltd. (Nissui), all of its group companies in/outside Japan.

The environmental data reports on the following.

[In Japan] Nippon Suisan Kaisha, Ltd. (Nissui), all of its consolidated and unconsolidated companies

[Outside Japan] All consolidated companies

31 companies in Japan and 15 companies outside Japan (including sub-subsidiaries).

The personnel data reports on Nissui and its 66 in/outside Japan consolidated companies.

(As of March, 2022)

| Referenced Guidelines

GRI Sustainability Reporting Standards in 2016

Environmental Reporting Guidelines (2018)

Task Force on Climate-related Financial Disclosures (TCFD)

| Issuance Period

Issued August 2022

| Reporting Cycle

Annually

| Contact Information for the Organization Publishing this Report

Sustainability Section, Sustainability Department, Nippon Suisan Kaisha, Ltd.

Nishi-Shimbashi Square, 1-3-1, Nishi-Shimbashi, Minato-ku, Tokyo, 105-8676 Japan

Fax: +81-3-6206-7080 Email: sustainability@nissui.co.jp

Message from the President

With the aim of turning the Nissui Group into a worthy organization trusted by society, we will strive to resolve issues through our businesses and help realize a sustainable and affluent society.

I am the newly appointed President & CEO, Shingo Hamada. I would like to express my heartfelt sympathy to all those affected in various ways by the global pandemic of the novel coronavirus (COVID-19) and my deep appreciation to those who are making utmost efforts to prevent the spread of infections.

People's values and mindset have been dramatically changed by events having a huge impact on the social environment -as exemplified by the pandemic- and the recent outbreak of natural disasters on a global scale. People are not only becoming more health conscious with respect to "food" and having expectations for various functions of "food," but also having greater expectations for and interest in companies' proactive efforts to reduce their environmental impact as well as initiatives for respecting human rights and promoting diversity, etc.

More than ever before, in order to coexist harmoniously with the environment surrounding these issues and make improvements in this context, we are strongly being urged to address and meet consumers' needs and social demands in earnest.



Sustainable Utilization of Marine Resources and Preservation of the Earth Environment

In the Nissui Group, we run our businesses based on the following management policy: "We will champion the sustainable utilization of marine resources and the preservation of the earth environment, continue to create diverse value 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." The Nissui Group, whose business operations rely on the bounty of the Earth and the sea, believes that climate change and the condition of marine resources are extremely significant in terms of their relationship with medium- to long-term business risks and opportunities. In addition to activities to reduce environmental impact, such as reducing CO₂ emissions, we will engage in unique initiatives for the sustainable utilization of marine resources, including conducting a resource status survey on wild-caught marine products procured by the Group and developing aquaculture technologies that mitigate the impact on the marine environment and curb the impact on the ecosystem. We will also seek to realize a seafood business in harmony with the ocean in collaboration with relevant stakeholders as a member of the Seafood Business for Ocean Stewardship (SeaBOS), an initiative aimed at sustainable seafood business.

Adapting to Changes in Needs for "Food"

We believe it is also important to flexibly adapt to "changes" in an environment where the future outlook is uncertain. For the purpose of adapting to changes in consumers' lifestyles and needs that have been brought about by such factors as self-restraint on outings and the increase in Work From Home (WFH) amid the COVID-19 pandemic, we promoted the development of convenient & ready-to-eat products and the enhancement of our lineup of health-oriented products, which have won the hearts of consumers to a certain extent. Going forward, we will continue to expand and enhance our delicious products that contribute to health on a global scale.

Human Capital Means Everything to a Company

The key to resolving social issues is to also enhance the capabilities of employees who work on them. I deliberately use the term "human capital" instead of "human resources" here; I recognize that human capital development is a major task. To this end, it is indispensable to reconstruct the education plan and career path tailored to the characteristics of the social environment and each individual, so that they will help each and every individual improve and fully demonstrate his/her capabilities. In conjunction with this, as a member of the 30% Club Japan, we will accelerate women's participation in management. We will also promote global human capital development to realize overseas business expansion, and seek to create a corporate culture in which diverse individuals who constitute our pool of human capital can demonstrate their respective capabilities with vigor and vitality.

Initiatives for Respect for Human Rights

The general public's interest further heightened in the past year with respect to consideration given to human rights in corporate activities. In 2020, the Nissui Group formulated the "Nissui Group Human Rights Policy," for the purpose of redefining its initiatives on the issue of human rights and further clarifying its approach to respecting human rights in all value chains associated with its businesses. We will further push ahead with specific initiatives to identify the current situation and reduce risks with respect to items of importance that have been identified in our human rights risk assessment. Together with our business partners, we will promote Sustainable procurement in consideration of human rights and the environment, in addition to quality and costs.

Toward the Next 100 Years

Nissui celebrated the 110th anniversary of its foundation in May 2021. As there is still a mountain of sustainability-related issues, we will engage in initiatives to resolve these issues through our businesses to continue being a company needed by society. The Nissui Group will work as one and make utmost efforts with its stakeholders to realize a sustainable and affluent society, with the aim of becoming a worthy group that is trusted by society, having inherited our predecessors' strong genes and entrepreneurial spirit to tackle difficulties.


S. Hamada


September 2021
Representative Board Member,
President & CEO
Nippon Suisan Kaisha, Ltd.

The Nissui Group's Sustainability Initiatives

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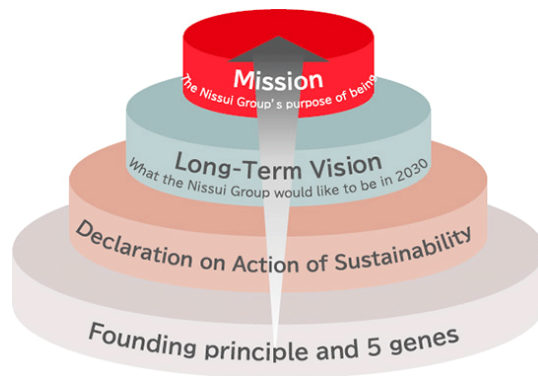
The Nissui Group's Sustainability Initiatives

The Nissui Group, together with its stakeholders, will endeavor to find solutions to social issues and aim to become a corporate group that continues to be needed by society.

Since its establishment, the Nissui Group has after monitoring on been involved in a business that utilizes a wide variety of natural resources. The sustainable business activities embody our mission as a business. We plan to work on the key issues in cooperation with our stakeholders and resolve social issues through our business activities.

The Nissui Group announced its Declaration on Action of Sustainability in March 2016 and determined its key issues in November 2016, and has since been carrying out various initiatives. Under the previous mid-term business plan "MVIP + (Plus) 2020," we have been further promoting sustainability management in order to realize sustainable growth and higher corporate value. In our long-term vision titled "Good Foods 2030" announced in April 2022, we redefined our mission and set our long-term vision at becoming "a leading company that delivers friendly foods for people and the earth." We will promote sustainability management that creates value in pursuit of a sustainable society and translate it into the enhancement of business competitiveness.

The Nissui Group, together with its stakeholders, will broadly contribute to achieving the sustainable development goals (SDGs) adopted by the United Nations and solving various social issues based on the "Nissui's genes" carried forward since the company's foundation.



Nissui's Genes

Mission, Innovation, Hands-on approach, Global, Value the customer

Related pages

[Our Founding Principles](#) >

[Management Policy \(Mission, Long-Term Vision\)](#) >

Declaration on Action of Sustainability

The Nissui Group will appreciate the earth and the sea, and create diverse values from five genes (Mission, Innovation, Hands-on approach, Global, Value the customer) inherited since its foundation and try to solve social issues through business activities.

For the Customers

- We provide safe and secure high-quality products which are valuable for the customers.
- We utilize bounty of the sea and provide the delights of foods and the rich and healthy lives through the innovation.

For the Employees

- 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 Partners

- We maintain fair and clean business relationship with all of our business partners.
- We try to build mutual trusting relationship with business partners and seek a sustainable society with them.

For the Environment

- We work hard to reduce environmental burdens and preserve the natural environment and biodiversity.
- We recognize that our business is relied on the bounty of the earth and the sea, and work hard to utilize resources in a sustainable manner.

For the Shareholder and Investors

- 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

- We work hard to develop local society and cultivate 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.

Sustainability Promotion System

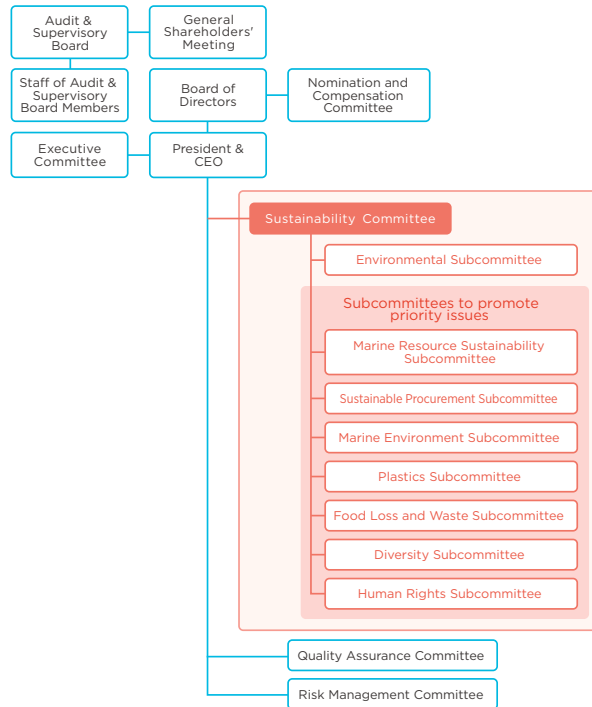
Determination of Key Issues

Stakeholder Communication

Sustainability Promotion System

○ Promotion Framework - The Sustainability Committee

We established a Sustainability Committee which reports directly to the President to promote Sustainable activities of the entire Group.



Organization >

○ The Sustainability Committee and Subcommittee

The Sustainability Committee, chaired by the President & CEO and comprising Executive Officers and Outside Board Members, is held six times a year.

It consists of seven subcommittees to promote priority issues (Marine Resource Sustainability Subcommittee, Sustainable Procurement Subcommittee, Marine Environment Subcommittee, Plastics Subcommittee, Food Loss and Waste Subcommittee, Diversity Subcommittee and Human Rights Subcommittee) and the Environmental Subcommittee, to which Executive Officers have been appointed as Subcommittee Chairpersons, with members have been appointed by Subcommittee Chairpersons.

○ Dissemination of Sustainability Activities Throughout Nissui

| The Sustainability Newsletter

Let's Listen to the Voice of the Sea, an employee newsletter, is published once or twice a month as a way of disseminating Sustainable activities throughout Nissui. The newsletter posts and shares such information as the approach to Sustainability, the progress being made by the subcommittees for each of their key issues and Sustainability events in which the employees participated. The newsletter was launched in April 2016. Each issue from the inaugural issue to the 54th issue was collected and compiled as a booklet and distributed to the Nissui Group companies. Since then, the newsletter has been distributed simultaneously to the Nissui Group companies, and in March 2022, the 119th issue was published.



| Employee Training

With the aim of instilling activities to promote sustainability and raising awareness of such activities more smoothly within the company, training is conducted periodically for "Sustainability Promotion Committee Members," one of whom is appointed in each department. Members who participated in the training are required to share the training content in their respective departments at a later date in an effort to instill activities to promote sustainability within the company. In fiscal 2021, online training was conducted twice, in which the members participated from all departments of Nippon Suisan Kaisha, Ltd. and all business locations of the Group.

	Training date	Duration	Number of participants	Content
1st session	November 8, 2021	1 hour	50	Lecture on basic knowledge of sustainability, officer's message, etc.
2nd session	February 21, 2022		51	Lecture on environmental problems and Nissui's initiatives, workshops, etc.



Online training session in progress

○ Sustainability Activities of the Business Locations and Group Companies

■ Signing of Sustainable Markets Initiative: Terra Carta (Flatfish Ltd.)

Flatfish Ltd. (UK), which is one of the Nissui Group companies outside of Japan, signed the Sustainable Markets Initiative, Terra Carta, in 2021. Terra Carta is advocated by His Royal Highness Prince Charles, Prince of Wales of Great Britain, with the aim of putting Nature, People and Planet at the heart of global value creation to accelerate the sustainable growth of industry. Opportunities to realize sustainable markets will be explored by collaborating with corporate and industry leaders worldwide, and if there are any obstacles to the creation of sustainable markets, ways to overcome them will be sought.

TERRA CARTA 

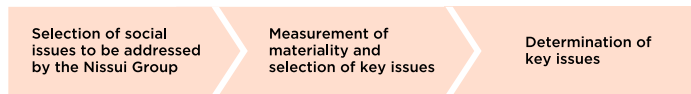
■ Publication of Articles on Topic of Sustainability (Nippon Marine Enterprises, Ltd.)

The Nissui group company, Nippon Marine Enterprises, Ltd. simultaneously distributes articles once a month as a general rule in the company (i.e., its offices and main ship) on the topic of sustainability, namely, one of the following themes: “the marine plastics problem,” “carbon-neutral society and the global warming problem,” and “work-life balance and the status of leave taken.”

Determination of Key Issues

The Nissui Group established the Declaration on Action of Sustainability upon conducting an exchange of opinions with its stakeholders to promote Groupwide sustainable activities. The Sustainability Committee has been established, and the key issues of the Nissui Group have been identified. Going forward, Nissui will continue dialogues with stakeholders and promote Groupwide sustainable activities.

The Process of Identifying Key Issues

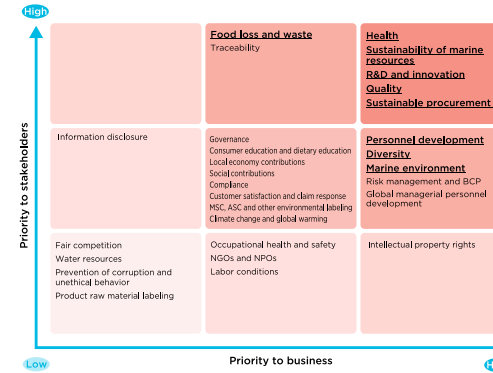


Selection of Social Issues to be Addressed by the Nissui Group

To meet diverse social demands and requirements, social issues were selected from among the expectations of society, the key issues of customers and the key issues of competitors. 29 issues to be addressed were selected, taking into consideration the Nissui Group business domains and customer base.

Measurement of Materiality and Selection of Key Issues

A questionnaire survey was conducted on the stakeholders (571 stakeholders including customers, employees, NPOs/NGOs and shareholders) on the 29 selected issues and the materiality of each issue was measured. Additionally, workshops for management were conducted and materiality was measured also from a business perspective. Key issues to be addressed were identified based on the two scales of "Stakeholder" and "Business."



(Note): Bold/underlined sections indicate items identified as key issues.

Determination of Key Issues

Based on the key issues to be addressed, three areas were identified dialogues were held with experts on these areas and opinions were received from global perspectives.

Upon deliberation by the Board of Directors, the key issues to be addressed by the Nissui Group were determined. These key issues will be reviewed periodically going forward.

Key Issues to Be Addressed by the Nissui Group

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

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 : Preservation of the "forest, river and sea", Marine Plastics, Sustainability of Marine Resources, Sustainable Procurement



Specific Initiatives

- Biodiversity Preservation >
- Human Rights >
- Reducing Environmental Impact >
- Marine Plastics >
- Sustainable Procurement >
- Sustainability of Marine Resources >
- Environmental Management >

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 100 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 : Health, R&D and Innovation, Quality, Food Loss and Waste



Specific Initiatives

- Research and Development to Enrich Lives >
- Approach to and Systems to Ensure Safety and Security >
- Initiatives to Ensure Safety and Security >
- Food Loss and Waste >

Aim to be a company where diverse human capital 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 capital play an important role.

Social Issues : Diversity, Personnel Development



Specific Initiatives

- Work Style Reform >
- Diversity >
- Training and Development >
- Labor Safety >
- Human Rights >
- Employee Health >

Connections Between the Nissui Group's Key Issues and the SDGs

While reaffirming the connections between the Sustainable Development Goals (SDGs), adopted by the UN in 2015, and the Nissui Group's key issues and priority themes, we will strive to address key issues with an awareness of achieving the SDGs.

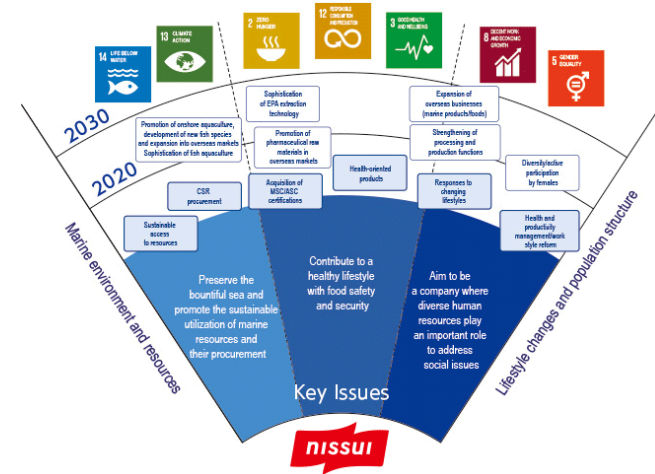
SDGs															
Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement															
Social issues to be addressed : Preservation of the "forest, river and sea", Marine Plastics, Sustainability of Marine Resources, Sustainable Procurement															
Priority Themes	Preservation of the "forest, river and sea"	14.1	13.1	6.6		15.1								17.17	
	Marine Plastics	14.1		6.3	11.6				12.5 12.8					17.17	
	Sustainability of Marine Resources	14.2 14.4		6.3									8.9	17.16 17.17	
	Biodiversity Preservation	14.1	13.1			15.1 15.2								17.17	
	Sustainable Procurement								12.2					8.7	
	Environmental Management		13.2 13.3	6.3	11.6				12.5						17.17
	Reducing Environmental Impact		13.2	6.3	11.6				12.5						17.17
Contribute to a healthy lifestyle with food safety and security															
Social issues to be addressed : Health, R&D/innovation, Quality, Reduction of Food Loss and Waste															
Priority Themes	Research and Development to Enrich Lives							3.d	2.2						
	Approach to and Systems to Ensure Safety and Security														
	Initiatives to Ensure Safety and Security														
	Food Loss and Waste							12.3 12.8						17.17	

SDGs										
Aim to be a company where diverse human capital play an important role to address the social issues										
Social issues to be addressed : Diversity, Training and Development										
Priority Themes	Diversity								5.1	8.2
	Work Style Reform								5.b	8.2
	Women's Empowerment								5.1 5.5	8.2
	Employment of Seniors, People with Disabilities, and Foreign Nationals									8.8
	Labor Safety/Training and Development									8.5
	Employee Health									
Other issues to be addressed										
Priority Themes	Governance								5.1	
	Social Contribution	14.a						12.3	2.1	8.3

(Note): Numbers in the table are target numbers of the SDGs.

Relationship Between the Key Issues and Business

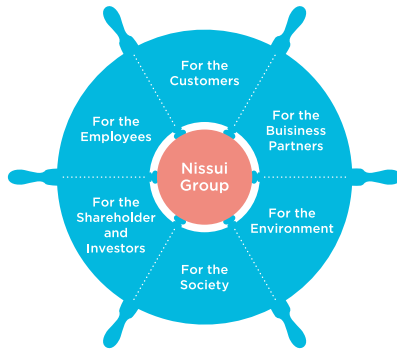
The following diagram illustrates the connection between and the breadth of the three key issues and business activities toward the year 2030, the targeted year of the SDGs.



Stakeholder Communication

○ Nissui Group's Stakeholder Communication

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.



For the Customers

The Nissui Group provides a wide variety of products globally including marine products from its fisheries and aquaculture operations, frozen foods for household and commercial use, shelf-stable foods, fish sausages and surimi-based products, EPA as pharmaceutical ingredients, Specified Health Use products with EPA and foods labeled as functional foods. Furthermore, as the Group is also engaged in marine research and the logistics business, it deals with a broad spectrum of customers ranging from individuals to corporation and to government agencies. The Nissui Group, in its Quality Assurance Code, has declared that it values dialogues with its customers and that it will make ceaseless efforts to enhance customer satisfaction.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · <u>To ensure safe and high-quality products</u> · To offer tasty and fun food and a healthy lifestyle · To provide product labeling and appropriate information on products and services · <u>To respond to and support customers</u> 	Customer Service Center (Contact Desk)	Daily
	Website	As needed
	Social media	As needed

For the Employees

The Nissui Group comprises 66 companies with 17,617 employees working both in and outside Japan (As of March 31, 2022, including temporary employees). To respond appropriately to the changing business environment, the Group values diverse values and individuality and emphasizes the importance of sustained growth through teamwork. To this end, the Group has put in place a system to listen to the voices of its employees and prioritizes communications between labor and management.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · <u>To ensure labor safety</u> · <u>To foster and utilize human capital</u> · <u>To respect diversity</u> · <u>Human Rights</u> 	Briefings on management policies	Once a year
	Harassment Desk	As needed
	Suggestion Boxes within the company	As needed
	Regular meetings between Nissui and the labor unions/Safety and Health Committee	As needed
	In-house bulletins and Intranet	Daily

For the Business Partners

The Nissui Group conducts business transactions around the world including transactions with the suppliers of raw materials and products and with the buyers of products. The Group is building fair and equal relationships as well as relationships of mutual trust with its business partners and together with its business partners is aiming to realize a sustainable society.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · To ensure fair and equal business transactions · <u>Sustainable procurement</u> · <u>Human Rights</u> 	Sustainable Procurement Seminar	Once a year
	Self-Check Sheet of Purchasing Initiatives	Once a year
	Check Sheet of Purchasing Initiatives for New Suppliers	As needed
	Check Sheet for visits	As needed

For the Environment

The Nissui Group relies on the bounty of nature for its business and recognizes the sustainability of resources to be an extremely important issue. The Group will make efforts to further reduce the environmental impact and to preserve the marine/natural environment and biodiversity. Furthermore, as a food manufacturer, it will address the problem of food loss and waste, and contribute to its reduction.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · Sustainability of marine resources · Reducing environmental impact · Food loss and waste · Biodiversity Preservation 	Stakeholder Dialogue	As needed
	Dialogues with NGOs/NPOs and research organizations	As needed
	Environmental education activities in collaboration with NGOs/NPOs	As needed
	Dialogues with the regional community and local governments	As needed

For the Shareholder and Investors

The Nissui Group has 93,503 shareholders. Its shareholder composition is characterized by a high percentage of institutional investors and overseas investors. As far as stock ownership is concerned, 40.3% is owned by Japanese financial institutions while 25.5% is owned by foreign investors (As of March 31, 2022).

The Group is making efforts to utilize the feedback obtained through dialogues such as the various briefings and individual meetings, and to disclose information in order to win the trust of its shareholders and investors, and allow them to properly assess its corporate value.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · To maintain and increase corporate value · To properly return profits · To disclose timely and appropriate information 	General shareholders meeting, Financial results briefings, Briefings for investors	Once a year/Fourth a year/As needed
	Individual meetings	As needed
	IR Information Website	Daily
	NISSUI REPORT (PR Magazine for stakeholders and business reports)	Twice a year
	Corporate Strategic Planning & IR Department, IR Section (Contact Desk)	Daily

For Society

Social issues cannot be solved by the efforts of the Nissui Group alone, and coordination with various domestic and overseas companies, NGOs/NPOs, the government agencies of each country, etc. is essential. The Nissui Group, accordingly, maintains channels of communication with various related organizations such as its participation in [SeaBOS](#).

The Nissui Group has bases in 28 countries around the world and is focused on operating in such countries while being respectful of the cultures and customs of the respective regions as well as supporting the education of future generations.

Major responsibilities and challenges	Means of communication	Frequency
<ul style="list-style-type: none"> · Dialogues toward solving social issues · Cooperation with NGOs/NPOs · Social contribution activities through its businesses 	Stakeholder Dialogue	As needed
	SeaBOS activities	As needed
	Volunteer activities in the regional community	As needed
	Dialogues with the regional community and local governments	As needed
	Factory tour	As needed


The Vision Targeted in 2030

The Vision Targeted in 2030

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The Vision Targeted in 2030


Key Issues Selected by the Nissui Group and the Vision Targeted in 2030

Each subcommittee that promotes the key issues has pronounced the visions of what they are aiming to be in 2030 and has been promoting their respective activities.



In fiscal 2021, Nissui formulated its long-term vision (i.e., Good Foods 2030) and mid-term business plan (i.e., Good Foods Recipe).

Long-term vision > Mid-term business plan >

Fiscal 2022 is the first fiscal year for Good Foods 2030 and Good Foods Recipe. As results relating to the new targets will be disclosed in fiscal 2023, the results relating to previously-announced targets are shown for now.

Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2021	Details of activities in fiscal 2020	Working group
Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement 	[Marine Resources] ●2030: The sustainability of the marine products procured by the Nissui Group will have been confirmed	●Announcing the results of the 2nd Nissui Group Handled Marine Products Resource Survey (Target: marine products procured in 2019)	●Conducted the second survey on the sustainability of marine resources procured by the Nissui Group (scope: marine products procured in 2019)	Marine Resource Sustainability Subcommittee
	[Sustainable Procurement] [Human Rights] ●2030: Group companies including overseas companies will be engaged in procurement based on the Sustainable Basic Procurement Policy	●Promote sustainable procurement to suppliers · Distributed and implemented the "Self Check Sheet for Procurement Initiatives" to 34 domestic and overseas suppliers. Analyze results and provide feedback to each company. · Confirmation of the status of respect for human rights at suppliers ●Obtained RSPO supply chain certification (Certification model: MB) at two companies in Japan	●Advancement of Sustainable procurement for suppliers · Distributed the Self-Check Sheet for Nissui Purchasing Initiatives to 36 companies in and outside of Japan, conducted a survey, analyzed the results and provided feedback to each company · Respect Human Rights in our supply chain ●Joined the Roundtable on Sustainable Palm Oil (RSPO)	

Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2021	Details of activities in fiscal 2020	Working group
	[Marine Plastics] ●Promotion of zero plastic emissions into the marine environment	●Initiatives to prevent fishing gear from flowing out into the ocean · Switching floats in marine aquaculture	●Initiatives to prevent fishing gear management rules · Reestablishment of fishing gear management rules · Set the goal switching over to floats that have a low risk of becoming plastics that outflow into the ocean by end of FY2024	Marine Environment Subcommittee
	[Plastic containers and packaging] ●Limiting the amount of plastic waste and, with recycling, the environmental impact, including with the oceans, caused by plastic is being reduced	●Reduced weight of plastic containers and packaging FY2021 33,814kg	●Nissui's original eco mark "Mirai-no Umie" ●Establishment of Nissui's Container/Packaging Selection Guidelines ●Reduced weight of plastic containers and packaging FY2020 33,465kg	Plastic Subcommittee
	[Reducing Environmental Impact] ●Medium- to long-term environmental impact reduction targets · Reduction of CO ₂ emission 15% reduction in fiscal 2030 compared to fiscal 2015 (per unit) · Reduction of water usage 10% reduction in fiscal 2023 compared to fiscal 2015 (per unit) · Reduction of waste 5% reduction in fiscal 2023 compared to fiscal 2015 (per unit) · Promotion of zero emission 100% of business locations have recycling rates of 99% or higher in fiscal 2030 · Reduction of food loss and waste: 10% reduction in fiscal 2030 compared to fiscal 2017 (per unit) · Reduction of HCFC (HFC) leakage level: Less than 1,000 tons - CO ₂ per year in fiscal 2023	●Medium- to long-term environmental impact reduction targets compared to fiscal 2015 · CO ₂ emission: 15.8% reduction (per unit) · Water usage: 15.5% reduction (per unit) · waste: 12.7% reduction (per unit) · Promotion of zero emission 100% of business locations have recycling rates of 99%: 79.4%, Number of sites achieved: Nissui 8/8, the Nissui Group companies 18/26 · Food loss and waste: 24.5% reduction (per unit) · Compared to FY2017 · HCFC (HFC) leakage level: 1,808t-CO ₂	●Medium- to long-term environmental impact reduction targets compared to fiscal 2015 · CO ₂ emission: 13.4% reduction (per unit) · Water usage: 14.3% reduction (per unit) · waste: 9.3% reduction (per unit) · Promotion of zero emission 100% of business locations have recycling rates of 99%: 76.5%, Number of sites achieved: Nissui 8/8, the Nissui Group companies 18/26 · Food loss and waste: 21.0% reduction (per unit) *Compared to FY2017 · HCFC (HFC) leakage level: 2,981t-CO ₂	Environment Subcommittee


Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2021	Details of activities in fiscal 2020	Working group
<p>Contribute to a healthy lifestyle with food safety and security</p> 	<p>[Food Loss and Waste]</p> <ul style="list-style-type: none"> ●2020: Initiatives to reduce food loss and waste across the entire supply chain have commenced ●2030: Initiatives to reduce food loss and waste across the entire supply chain are being carried out ●Medium- to long-term food loss and waste reduction targets <ul style="list-style-type: none"> · Reduction of food loss and waste: 6% reduction in fiscal 2023 compared to fiscal 2017 (per unit) · Reduction of food loss and waste: 10% reduction in fiscal 2030 compared to fiscal 2017 (per unit) 	<ul style="list-style-type: none"> ●<u>Medium- to long-term food loss and waste reduction targets compared to fiscal 2017</u> <ul style="list-style-type: none"> · 24.5% reduction (per unit) ●Prevented product damage in the logistics process and reduced the amount of waste ●<u>Food donations</u> ●<u>Set target in Japan project of WRI's "10x20x30" food loss and waste initiative</u> 	<ul style="list-style-type: none"> ●Medium- to long-term food loss and waste reduction targets compared to fiscal 2017 <ul style="list-style-type: none"> · 21.0% reduction (per unit) ●Prevented product damage in the logistics process and reduced the amount of waste ●Food donations ●Prepared for target in Japan project of WRI's "10x20x30" food loss and waste initiative 	Food Loss and Waste Subcommittee
<p>Aim to be a company where diverse human resources play an important role to address the social agenda</p> 	<p>[Employee Health]</p> <ul style="list-style-type: none"> ●Realize the Employee Health Declaration as such; aiming for all employees to become able to fully demonstrate their abilities with their mental and physical health condition, and supporting employees and their families to improve their quality of life ●2020: Achievement of the targets for each point <ul style="list-style-type: none"> · Decline in smoking rate: 29.3% (fiscal 2017) → 24.0% (fiscal 2020) · Improvement of obesity rate (male): 33.6% (fiscal 2017) → 32.0% (fiscal 2020) · Improvement of obesity rate (female): 20.9% (fiscal 2017) → 20.0% (fiscal 2020) · Improvement of the EPA/AA ratio: 0.35(fiscal 2017) → 0.40(fiscal 2020) ●Measures based on results of regular physical examinations 	<ul style="list-style-type: none"> ●External Recognition <ul style="list-style-type: none"> · Chosen for the "Health & Productivity Stock Selection 2022" ●<u>Fiscal 2021 results by item</u> <ul style="list-style-type: none"> · Smoking rate: 22.7% · Obesity rate: (male) 34.2%, (female) 20.3% · EPA/AA ratio: 0.31 ●Initiatives <ul style="list-style-type: none"> · <u>Measurement of the EPA/AA ratio and Health Ranking</u> · <u>Health Plus (+) Storage Campaign</u> · Health improvement contest · <u>Health improvement seminar</u> · <u>Towards the prohibition of smoking during working hours "No-Smoking DAYS"</u> 	<ul style="list-style-type: none"> ●External Recognition <ul style="list-style-type: none"> · Chosen for the "Health & Productivity Stock Selection 2021" ●Fiscal 2020 results by item <ul style="list-style-type: none"> · Smoking rate: 25.3% · Obesity rate: (male) 36.3%, (female) 22.7% · EPA/AA ratio: 0.33 ●Initiatives <ul style="list-style-type: none"> · Measurement of the EPA/AA ratio and Health Ranking · Health Plus (+) Storage Campaign (Elimination of under-exercising, Dietary improvement, Improvement of daily habits, More comfortable lifestyle) · Health improvement seminar · Towards the prohibition of smoking during working hours "No-Wheeze Wednesdays" · Healthy boxed lunches on a basis (Nissui head office) 	Sustainability Committee

Key issues	Vision targeted in 2030 and KPIs	Details of activities in fiscal 2021	Details of activities in fiscal 2020	Working group	
	[Human Rights]	<ul style="list-style-type: none"> ●<u>Training and Education for Employees</u> 	<ul style="list-style-type: none"> ●Established the Human Rights Subcommittee ●<u>Formulation of Human Rights Policy</u> ●<u>Initiatives for Human Rights due diligence</u> 	Human Rights Subcommittee	
	[Diversity]	<ul style="list-style-type: none"> ●2030: Nissui will be generating innovation that will lead to value creation by utilizing diverse human capital and providing opportunities for such human capital to demonstrate the fullest potential ●2020: Achievement of the targets for each item <ul style="list-style-type: none"> · Ratio of female managers: 6.7% · Ratio of female regular employees hired by new graduates (graduates/postgraduates): over 30% 	<ul style="list-style-type: none"> ●<u>Initiatives to 30%Club Japan</u> ●<u>Raised awareness through workshops, training</u> <ul style="list-style-type: none"> · Conducted an e-learning course and held a workshop to eliminate unconscious bias · Information exchange meeting to strike a balance between work and child-raising ●Discussed and determined measures to identify issues such as training and promotion and achieve the targets on a division-by-division basis ●<u>Fiscal 2021 results by item</u> <ul style="list-style-type: none"> · Ratio of female managers: 6.1% · Ratio of female regular employees hired by new graduates (graduates/postgraduates): 33% 	<ul style="list-style-type: none"> ●Joined the 30%Club Japan ●Raised awareness through workshops, training <ul style="list-style-type: none"> · Diversity management lecture · Diversity training · Held workshop for persons in charge of production division · Information exchange meeting to strike a balance between work and child-raising ●Survey on employees' awareness <ul style="list-style-type: none"> · Conducted an unconscious bias diagnosis and e-learning course ●Fiscal 2020 results by item <ul style="list-style-type: none"> · Ratio of female managers: 6.0% · Ratio of female regular employees hired by new graduates (graduates/postgraduates): 38% 	Diversity Subcommittee

Environment

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Environmental Management

The Nissui Group has established an environmental management system under the Sustainability Action Declaration and it will strive to build a sustainable society.

By utilizing this environmental management system, we will make effort to solve social issues in the areas determined to be material, particularly toward achieving sustainability in the marine environment.

Environmental Code

Environmental Philosophy

The basic corporate stance of Nissui, whose business relies on the bounty of nature, is to respect natural resources and interact with the earth and sea with gratitude.

We shall engage in global business activities which enable us to live in harmony with the global environment, and make continuous efforts to build a sustainable society.

Policies

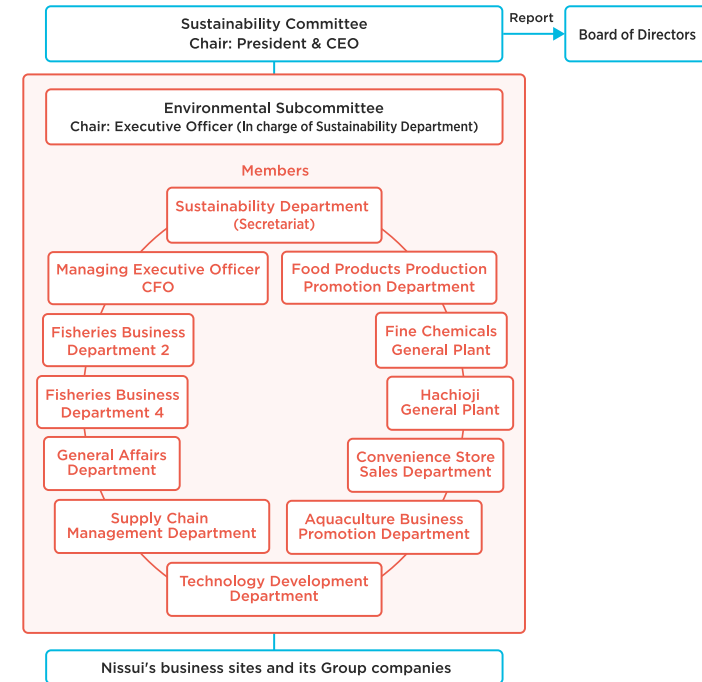
1. We will promote activities mindful of the preservation of the natural environment and biodiversity, and the sustainable use of resources.
2. we will continuously endeavor to build a recycling-oriented society by practicing energy conservation, resource saving, waste reduction, reducing volume of packaging&containers, environmentally friendly procurement, and other activities which alleviate environmental impact.
3. We will build and effectively operate an environmental management system. We will also conduct environmental audits and strictly enforce compliance with environment-related laws, regulations, etc.
4. We will raise the environmental awareness of each and every one of our employees by offering environmental education.
5. With respect to society, we will carry out environmental communication activities, and strongly emphasize environmentally friendly coexistence with the local community.
6. We will share this Environmental Code with companies affiliated with the Nissui Group.

Enactment Date : June 1, 2003

Revision Date : February 20, 2014

Promotion Framework - The Environmental Subcommittee

The Environmental Subcommittee is chaired by an Executive Officer who has been designated by the Sustainability Committee. It deliberates the following matters and gives progress reports to the Sustainability Committee.



Environmental Subcommittee

The Environmental Subcommittee, chaired by an Executive Officer who has been designated by the Sustainability Committee, is convened. It deliberates the following matters and gives progress reports to the Sustainability Committee.

- Formulation of various measures to ensure that the Environmental Code functions effectively
- Responses to newly-emerging environmental problems that need to be addressed
- Progress management on the environmental targets of each department
- Important matters to be submitted to the Sustainability Committee

Sustainability Department

Functions as the secretariat of the Environmental Subcommittee and convenes periodic meetings for persons in charge of the environment.

Environmental Education

The persons in charge of the environment from approximately 80 business sites are gathered and a meeting of persons in charge of the environment is convened once a year.

- Monitors the progress of activities in each business; exchanges information
- Develops good practices horizontally
- Confirms the status of legal compliance
- Shares social trends and topics

Environmental Audit

Acquisition of ISO 14001 Certification

The Nissui Group maintains a broad range of business sites including production plants for foods and marine products, fine chemical plants, logistics centers, research and development facilities and ship-building companies. While the type of business may vary, the importance of environmental activities, such as mitigating the environment burden by reducing CO₂ emissions, water usage and waste and protecting the natural environment in the areas surrounding the business sites, remains the same. The Nissui Group is systematically operating its environmental management system by having each business site acquire ISO 14001 certification and by building a system for ongoing checks led by the Environmental Management Committee.

Status of ISO 14001 certification

	Number of certified business sites
Business sites in Japan	52/75 sites
Business sites outside Japan	2/15 sites

As of March 2022
Scope: Nippon Suisan Kaisha, Ltd. (Nissui), and its all consolidated companies in and outside Japan. Administrative offices have been excluded

Audits by the Internal Audit Department

Check items relating to the environment have been included in the operational audits conducted by the Internal Audit Department on Nissui plants. The audits confirm the progress made in the achievement of targets for reducing the environment impact.

Environmental Management at Business Sites in Japan

Hachioji Site Environment Council

At the Hachioji General Plant, management-level employees and persons in charge of the environment of Group companies located on the same premises (Hachioji Site) (Chillydy Co., Ltd. and Carry Net Co., Ltd.) and the Tokyo Food Order Section are invited to the Environment Council, which is held on a quarterly basis. Actual initiatives made by each person to reduce the environmental load and the progress made in the achievement of environmental targets are reported and effective case studies are proactively shared. Additionally, members are familiarized with any revisions to environmental laws and regulations or the implementation of any new laws, and environmental management for the entire Hachioji Site is promoted.

Himeji General Plant Eco-promotion Team

The Himeji General Plant has launched the Eco-promotion Team comprising the heads of the Human Resources & General Affairs Section, the Frozen Foods Plant, the Processed Foods Plant and the Himeji Food Order Section. It meets once a month to make the employees more aware of the environment, while at the same time promoting environmental activities close to home, such as encouraging employees to use the stairs within the facility, and collecting plastic bottle caps.



Himeji General Plant Eco-promotion Team

Environmental Management by a Nissui Group Company Outside Japan (Gorton's, Inc.)

Energy management in a company requires sustainable ways to reduce energy usage.

The Nissui Group company, Gorton's, Inc. (USA), began a new Continuous Energy Improvement (CEI) initiative in 2019. This program aims to achieve even better results from energy management initiatives through organizational commitment coupled with the repetition of the processes of planning & implementation and measuring & reporting. As part of this commitment toward continued energy savings, Gorton's has entered National Grid's (Note) CEI energy cohort with seven other companies in the American Northeast. This 3-year program is designed to assist companies in developing energy management programs that will yield even more results in various aspects, including greater energy and cost savings. In 2021, Gorton's completed its second year in National Grid's CEI program.

Achievements in 2019

- Assembled an internal energy management team and developed an energy management policy
- Identified 26 opportunities for energy reduction and prioritized them in order
- Utilized an energy management tool to record energy usage in production plants along with other data such as weather conditions and production quantity (to be used in analyzing conditions when issues related to energy usage occur)
- Worked on developing new energy management tools

| Achievements in 2020

- Integrated operation of Gorton's site in Gloucester and real-time energy-tracking software
- Improved the efficiency of electricity use by 7.5% and natural gas use by 13% (relative to 2018)
- Received recognition for its GHG reduction program and was approved as one of the Giga-Gurus in Project Gigaton of Walmart Inc. (Note 2) for its achievement at the highest level

| Achievements in 2021

- Reviewed electricity use and reduced carbon footprint by approx. 90t-CO₂
- Continued to receive approval as one of the Giga-Gurus in Project Gigaton of Walmart Inc. for its achievement at the highest level

(Note 1): An energy company supplying electricity and gas whose business location in the USA is in Massachusetts, where Gorton's is also located.

(Note 2): An initiative by Walmart Inc. to reduce greenhouse gas emissions in the global value chain by 1 billion metric tons (i.e., a gigaton) by 2030.

Initiatives for TCFD Recommendations

○ Disclosure of Information Based on TCFD Recommendations

The basic corporate stance of Nissui, whose business relies on the bounty of nature, is to respect natural resources and interact with the earth and sea with gratitude. Conservation of the global environment is indispensable for business continuity, among others. In November 2021, Nissui declared its support for recommendations by the Task Force on Climate-related Financial Disclosures (TCFD) and joined the TCFD Consortium with the understanding that tackling climate change is an important management issue. We will identify the risks and opportunities related to climate change, assess the impact on businesses as well as financial effects through scenario analysis and take countermeasures to enhance business sustainability.

We will also disclose information in line with the TCFD recommendations on four disclosure elements, i.e., "governance," "strategy," "risk management," and "metrics and targets."

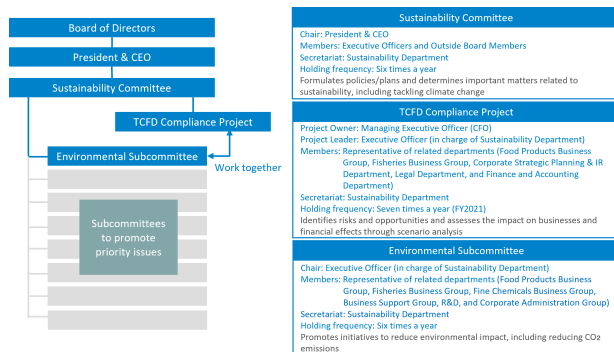
| Governance

The Nissui Group is promoting sustainability management aimed at realizing sustainable growth and higher corporate value. As an organization serving as its driving force, Nissui established the Sustainability Committee, which consists of all Executive Officers and Outside Board Members and is chaired by the President & CEO.

In each of the eight subcommittees set up on a theme-by-theme basis under the Sustainability Committee, the subcommittee's chairperson (i.e., Executive Officer) designated by the Committee's chairperson and members appointed by the subcommittee's chairperson address each sustainability-related issue in a cross-departmental manner. At the meeting of the Sustainability Committee, which is convened six times a year, specific targets, policies and measures for sustainability-related issues are examined based on reports and proposals made by each subcommittee, and the Board of Directors' opinions and advice are reflected in its initiatives through periodic reports made to the Board of Directors.

In regards to the climate change problem, risks and opportunities are analyzed and countermeasures are studied in the "TCFD Compliance Project," which was launched in fiscal 2021 as a cross-departmental project in which the Managing Executive Officer (CFO) serves as the project owner. Findings of its studies are reported to the Board of Directors following deliberation at the Sustainability Committee, and the Board of Directors' opinions and advice are reflected. A meeting of the TCFD Compliance Project was convened seven times in fiscal 2021.

As for measures to mitigate climate change, such as reducing CO₂ emissions, the Environmental Subcommittee under the Sustainability Committee promotes initiatives of the Nissui Group as a whole.



Also, Nissui revised its officers' compensation system in fiscal 2022 to fulfill its vision targeted in 2030 and its business plan, adding the level of achievement of non-financial (sustainability) targets—such as the sustainability of marine resources and the reduction of CO₂ emissions at the Nissui Group's business locations—to the list of performance indicators for Executive Board Members' variable compensation component.

| Strategy

In fiscal 2021, Nissui conducted an analysis of two climate change scenarios based on the TCFD recommendations with respect to the Fisheries Business Group and the Food Products Business Group, identified climate change risks and opportunities, assessed the financial impact and looked into countermeasures against them. We will take countermeasures against significant risks and opportunities that have been clarified to help reduce risks and steadily seize opportunities in pursuit of a climate change resilient state.

[Overview of Scenario Analysis in Strategy >](#)

| Risk Management

Nissui has established the risk management rules to prevent risks that may hinder business activities from arising, minimize the occurrence of losses and make best efforts to preserve its management resources and continue its businesses. The Risk Management Committee, which is chaired by the President & CEO, builds and operates a risk management system and periodically makes reports to the Board of Directors. Significant business risks, including the impact of climate change (global temperature rise), are deliberated and updated by the Board of Directors each year.

[Risk Management >](#)

[Business Risks >](#)

| Metrics and Targets

In its long-term vision "Good Foods 2030," the Nissui Group has presented its aim to reduce total CO₂ emissions by 30% in 2030 compared to the fiscal 2018 level and realize carbon neutrality by 2050. To fulfill the target on a Group-wide, global scale, we will engage in initiatives proactively by formulating a CO₂ emissions reduction plan, such as implementing energy-saving measures at each business location, replacing equipment with highly efficient units with low energy usage, and using renewable energy sources. We calculated Scope 3 emissions by dividing emissions into 15 categories in accordance with the guidelines by the Ministry of the Environment, which are consistent with the Greenhouse Gas Protocol. Going forward, we will pursue greater accuracy of data, look into ways to reduce Category 1 emissions -which are large in volume- and make other such efforts to further promote the reduction of CO₂ emissions in the Nissui Group. Furthermore, we will promote initiatives also with respect to wild-caught marine resources to be procured, plastics, food loss and waste, water, etc. by announcing their respective targets and measures to realize sustainable use.

CO₂ Emissions (Scope 1 and Scope 2) Reduction Target: Compared to Fiscal 2018/Total Emissions

Nissui Group will aim to reduce CO₂ emissions by 10% by 2024 and 30% by 2030 and achieve carbon neutrality by 2050.

Targets and Measures to Realize Sustainable Use

[Long-Term Vision >](#)

[The vision Targeted in 2030 >](#)

Overview of Scenario Analysis in Strategy

In 2021, the Nissui Group conducted a climate change scenario analysis in accordance with the TCFD recommendations. We broadly analyzed the value chain as a whole, focusing on the Fisheries Business Group and the Food Products Business Group, which account for over 90% of sales. Using a 1.5°C/2°C temperature-rise scenario and a 4°C temperature-rise scenario for the world, we identified the risks and opportunities, assessed the financial impact in 2030 and looked into countermeasures against them.

As a result, we found that in the 1.5°C/2°C scenario, operating costs attributable to the introduction of carbon tax serve as an obstacle to business growth, but efforts to proactively reduce greenhouse gas emissions and improve the efficiency of production activities and the acquisition of new customer demand can translate into business growth. In the 4°C scenario, we found that the physical risks associated with the increasing severity of natural disasters serve as an obstacle to business growth, giving rise to the need to minimize the impact on earnings by dealing with such risks through initiatives to make the aquaculture business more sophisticated. Moving forward, we plan to proceed with analysis by expanding its scope to include other businesses.

Definition of Scenarios' Outlook of the World

In the scenario analysis, the outlook of the world in the two scenarios was defined by referring to RCP2.6 (a scenario in which temperature rise is below 2°C) and RCP8.5 (a scenario in which temperature rise is 4°C) by the United Nations' Intergovernmental Panel on Climate Change (IPCC) and the scenario by the International Energy Agency (IEA).

Scenario	Description of Outlook of the World
1.5°C/2°C scenario (RCP2.6)	<ul style="list-style-type: none"> Social demand for decarbonization leads to tougher regulations and stronger requests to take action for decarbonization targeting the corporate sector and value chains as a whole Social demand for decarbonization gives rise to the need to procure raw materials produced through carbon-free processes and engage in sustainable fishery and aquaculture operations Due to changes in preferences among consumers and retailers, low-carbon manufacturing/products and transaction and sale of items from sustainability-conscious sources are required
4°C scenario (RCP8.5)	<ul style="list-style-type: none"> In conjunction with the increasing severity of natural disasters, aquaculture, manufacturing, logistics and other business sites are at a higher risk of being struck by disasters, and there is a higher risk of suspension of supply/operation, etc. in the event that they are struck by disaster Changes in flora and the marine environment brought about by the increasing severity of natural disasters and the rise in temperature lead to a higher risk of the harvest of crops and the catch /production volume of marine resources decreasing Frequent occurrence of natural disasters leads to higher demand for disaster foods, and changes in temperature lead to deterioration in people's health, making them want more products that meet their needs in terms of health

1.5°C/2°C Scenario

Risks / Opportunities	Classification	Main risks and opportunities that are expected	Impact on business	Timing of impact	Financial impact	Main countermeasures
Transition risk	Regulations	Impact of tougher environmental regulations	Increase in costs of dealing with introduction of carbon pricing	Medium-term	High	<ul style="list-style-type: none"> Set emissions reduction target for each business location Introduce renewable energy sources more widely, invest in energy-saving equipment

Risks / Opportunities	Classification	Main risks and opportunities that are expected	Impact on business	Timing of impact	Financial impact	Main countermeasures
			Increase in costs of dealing with tougher regulations on energy-saving, greenhouse gas emissions, etc.			<ul style="list-style-type: none"> Reduce plastics in containers and packaging Execute modal shift and improve transportation efficiency Consider introducing ICP (Note 1)
			Growing requests to become HFC-free due to tougher regulations against HFCs	Short-term	Medium	<ul style="list-style-type: none"> Switch to natural refrigerants
	Reputation	Deterioration in reputation among investors and financial institutions in cases where action against climate change is inadequate	—	Short-term	High	<ul style="list-style-type: none"> Set CO2 emissions reduction target, including emissions up to Scope 3 Proactively disclose information on action against climate change
Opportunities	Products and services	Changes in consumers' purchasing behavior (greater environmental awareness, consideration for sustainability)	Increase in demand for sustainability-conscious products	Short-term	High	<ul style="list-style-type: none"> Continue to conduct survey on status of procured marine resources Handle more environmentally-friendly products and certified products
			Increase in demand for alternative protein sources due to growing demand for low-carbon products	Medium-term	High	<ul style="list-style-type: none"> Develop and expand alternative protein products
			Increase in demand for marine resources as a low-carbon food source	Long-term	Medium	<ul style="list-style-type: none"> Conduct LCA (Note 2) and proactively disclose information

Timing of impact was divided into short-term (within 3 years), medium-term (3 to 10 years) and long-term (10 to about 20 years).
 (Note 1) ICP: Internal Carbon Pricing
 (Note 2) LCA: Life Cycle Assessment

4°C Scenario

Risks / Opportunities	Classification	Main risks and opportunities that are expected	Impact on business	Timing of impact	Financial impact	Main countermeasures
Physical risk	Acute	Increase in business suspension risk and administrative costs due to increasing severity of wind and flood disasters	Damage due to manufacturing/logistics sites being struck by disaster	Short-term	High	<ul style="list-style-type: none"> Hedge risks by dispersing bases Review the content of insurance to prepare against physical damage Review BCP and conduct in-house drills
			Damage due to destruction of aquaculture facilities	Short-term	Low	<ul style="list-style-type: none"> Introduce submergible fish cages and reinforce facilities Enhance on-land aquaculture solutions
		Procurement risk of raw materials due to abnormal climate	Higher cost of procurement of raw materials	Short-term	Medium	<ul style="list-style-type: none"> Reduce risks by dispersing places of production and diversifying suppliers
	Chronic	Procurement risk of marine resources due to changes in marine environment	Decrease in catch of wild-caught fish and farmed fish	Medium-term	Medium	<ul style="list-style-type: none"> Build procurement networks Enhance on-land aquaculture solutions Develop high-temperature-tolerant breeds and explore places suited to aquaculture
			Decrease in catch and increase in procurement cost of fish serving as the ingredient for aquaculture feed	Medium-term	Medium	<ul style="list-style-type: none"> Develop alternative feed (low-fishmeal formula feed)

Risks / Opportunities	Classification	Main risks and opportunities that are expected	Impact on business	Timing of impact	Financial impact	Main countermeasures
Opportunities	Products and services	Increase in demand through products and services for dealing with disasters and climate change	Increase in aquaculture demand in association with decrease in natural resources	Short-term	High	<ul style="list-style-type: none"> Enhance on-land aquaculture solutions Develop high-temperature-tolerant breeds and explore places suited to aquaculture
			Decrease in costs based on smart aquaculture solutions	Short-term	Medium	<ul style="list-style-type: none"> Improve efficiency and save labor by utilizing AI and IoT
		Greater awareness of health in association with temperature rise	Increase in demand for products that meet demand for health	Short-term	Medium	<ul style="list-style-type: none"> Expand sales of products in the field of health Pursue functionality of marine products

Timing of impact was divided into short-term (within 3 years), medium-term (3 to 10 years) and long-term (10 to about 20 years).

Impact of Carbon Pricing

For carbon pricing, whose impact was particularly large in terms of financial impact, estimates were made on the premise of the following basis of calculation.

Future CO₂ emissions (Scope 1 and Scope 2) were calculated based on the sales forecast for 2030, and the amount of impact in terms of operation cost was calculated by multiplying it with the carbon price according to IEA's forecast with respect to each scenario, i.e., 2°C scenario and 4°C scenario. This revealed that a reduction in total CO₂ emissions by 30%, which is our target for 2030, will translate into a Group-wide reduction amounting to 3.82 billion yen in the 2°C scenario and 1.75 billion yen in the 4°C scenario.

2°C Scenario		4°C Scenario	
Without Countermeasures (Note 1)	With Countermeasures (Note 2)	Without Countermeasures (Note 1)	With Countermeasures (Note 2)
▲7.26 billion yen	▲3.44 billion yen	▲3.33 billion yen	▲1.58 billion yen

Carbon tax: Assumed to be USD120/t-CO₂ in the 2°C scenario and USD55/t-CO₂ in the 4°C scenario, assuming an exchange rate of USD1.00=JPY115 in both scenarios (Note 1) Without Countermeasures: With respect to Scope 1 and Scope 2 emissions, per-unit CO₂ emissions released are assumed to be at a similar level as in the base year, i.e., fiscal 2018. (Note 2) With Countermeasures: With respect to Scope 1 and Scope 2 emissions, CO₂ emissions are assumed to be reduced by 30% from the fiscal 2018 level through the achievement of the 2030 target.

Reflection in Strategy

In response to the scenario analysis results, Nissui has been reflecting the countermeasures—starting with high-priority ones—in its mid-term business plan “Good Foods Recipe1,” which commences in 2022, to ensure consistency with its strategy.

Basic Strategy	Item	Description
Sustainability Strategy	Reduction of greenhouse gas emissions	<ul style="list-style-type: none"> Switch fuels, utilize renewable energy sources, promote energy-saving and promote modal shift Shift from designated CFCs to natural refrigerants Expand sale of alternative protein products
	Reduction of plastics	<ul style="list-style-type: none"> Switch all aquaculture floats to a lower risk of outflowing out into the ocean Reduce plastics in containers and packaging, switch to biomass-based materials, etc. Reduce plastics in distribution materials, promote recycling Suppress release of waste plastics associated with business activities
	Sustainable use of marine resources	<ul style="list-style-type: none"> Survey on sustainability of marine resources Enhance acquisition rate of various marine eco-label certifications and expand handling of certified raw materials
	Boosting appeal in terms of health	<ul style="list-style-type: none"> Expand products in the field of health Pursue functionality of materials
Global expansion strategy	Business growth centering on the U.S. and Europe	<ul style="list-style-type: none"> Enhance ability to access resources
New business development strategy	New businesses	<ul style="list-style-type: none"> Expand products in the field of health Expand alternative protein products
	Enhancement of existing businesses	<ul style="list-style-type: none"> Commercialize on-land aquaculture
Innovations of productivity strategy	Differentiation in priority growth fields	<ul style="list-style-type: none"> Refine aquaculture business model Shift to smart factories

Mid-Term Business Plan “Good Foods Recipe1” >

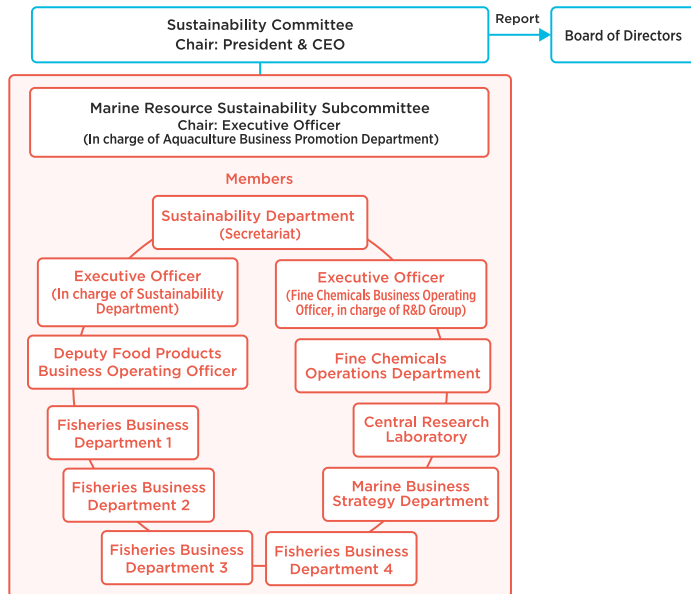
Sustainability of Marine Resources

Policy and Promotion Framework

As there are concerns over the depletion of the world's marine resources, the preservation and sustainable use of marine resources is a pressing issue for the Nissui Group, which is engaged in businesses that utilize the bounty of the sea. We will promote the establishment of businesses that are sustainable in the medium- to long-term, through the handling of marine products whose resource status has been checked, the development of aquaculture technology with low environmental impact, and the acquisition of marine eco-label certification. To meet market demand into the future, we will endeavor to utilize marine products in a sustainable manner.

○ Promotion Framework - The Marine Resource Sustainability Subcommittee

The Marine Resource Sustainability Subcommittee is to identify the resource status of marine products handled by the Nissui Group and promote the sustainable use of resources. The Subcommittee is engaged in initiatives to improve the sustainability of marine resources while collaborating with various organizations, including the Seafood Business for Ocean Stewardship (SeaBOS) and other NGOs, as well as research institutes such as universities.



○ Target and Result

■ The Vision Targeted in 2030

2030: The sustainability of the marine products procured by the Nissui Group will have been confirmed.

■ Result

We conducted the second Survey of Procured Marine Resources Sustainability targeted at marine products procured in 2019.

Please see the following link for details. [▶](#)

Support for SeaBOS

SeaBOS, which stands for Seafood Business for Ocean Stewardship, is an initiative for promoting the preservation of the marine environment and marine resources and the sustainable use of resources advocated at the "Keystone Dialogue," a conference hosted by the Stockholm Resilience Centre at Stockholm University (Sweden) in November 2016. SeaBOS is distinctive for its activities based on collaboration among ten of the largest seafood companies in the world (eight companies at the time of its establishment) while receiving support in scientific aspects as well. In December 2016, Nissui became a signatory to and joined SeaBOS, and at the Tokyo Sustainable Seafood Symposium held in 2017, Nissui expressed its support for the thinking behind SeaBOS and declared its commitment to promoting initiatives for SeaBOS as part of its promoting activities of sustainability.

Efforts are being made to resolve issues in pursuit of a sustainable marine business, together with leading companies in the seafood industry and scientists worldwide, including those in Japan, Norway, Thailand, USA and South Korea.

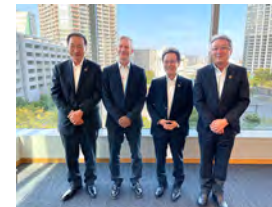
Participation in the Sixth SeaBOS Dialogue

In October 2021, the Sixth SeaBOS Dialogue was held online. Discussions were held on each main theme of task forces, including such topics as the elimination of illegal, unreported and unregulated (IUU) fishing and forced, bonded and child labor, the reduction of antimicrobials use in aquaculture, the marine plastics problem and the climate change problem, and an agreement was made regarding their respective targets and plans.

Theme	Matters agreed upon (2020)	Progress and new matters agreed upon (2021)
Elimination of IUU fishing and forced, bonded and child labor	<ul style="list-style-type: none"> Confirm that our fishery and aquaculture operations are not involved in IUU fishing, forced labor or child labor. Implement measures to address those issues in their supply chains - with public reporting on progress in 2022 and 2025 	<ul style="list-style-type: none"> Confirmed that our fishery and aquaculture operations are not involved in IUU fishing, forced labor or child labor
Work on endangered species	<ul style="list-style-type: none"> Agree on a strategy for reducing impacts on endangered species 	<ul style="list-style-type: none"> Decided to promote initiatives to prevent the bycatch of endangered species, starting with sharks, rays and seabirds, in fishery and aquaculture businesses. Plans to expand the scope in the future
Marine plastics problem	<ul style="list-style-type: none"> Extend the collaboration with the Global Ghost Gear Initiative (Note) Address to solve the problem of lost and abandoned fishing gear; and combine to clean up plastics pollution from our coasts and waterways 	-

Theme	Matters agreed upon (2020)	Progress and new matters agreed upon (2021)
Reduction of antimicrobials use in aquaculture	<ul style="list-style-type: none"> Agree on a strategy for reducing use of antimicrobials 	<ul style="list-style-type: none"> Adopted the policy to basically not use antibiotics in the form of Critically Important Antimicrobials (CIAs) prescribed by WHO. Even in cases where the use of CIA drugs is permitted by law, as in the case of Japan, consider measures not to use such drugs through collaboration with the authorities, research institutes, pharmaceutical companies, etc. Establish a Code of Conduct (COC) on the management of antimicrobials use by October 2022 Formulate a roadmap for reviewing the use of the aforementioned CIA drugs by October 2023
Climate change problem	<ul style="list-style-type: none"> Set CO₂ emissions reduction goals and reporting approaches from each company 	<ul style="list-style-type: none"> Set a CO₂ emissions reduction target for each company by May 2022.
Communications	-	<ul style="list-style-type: none"> Enhance communication within SeaBOS and proactively release information on initiatives and accomplishments of SeaBOS widely outside SeaBOS

(Note): Global Ghost Gear Initiative (GGGI) is an initiative aimed at taking measures against ghost gear (i.e., fishing gear remaining in the ocean due to being lost, abandoned or otherwise discarded). GGGI creates databases of ghost gear and prepares guidelines for curbing the generation of ghost gear.



Meeting held in October 2021. From left: Shingo Hamada (President of Nissui), Henrik Österblom (Science director of Stockholm Resilience Centre), Makoto Inoue (President of Kyokuyo Co., Ltd.), Masaru Ikemi (President of Maruha Nichiro Corporation)

Additionally, a panel discussion on SeaBOS took place at the "Tokyo Sustainable Seafood Summit 2021," held online in October 2021. Nissui took the podium along with Dr. Henrik Österblom, Science Director of Stockholm Resilience Centre, as well as Maruha Nichiro Corporation and Kyokuyo Co., Ltd. Mr. Martin Exel, Managing Director of SeaBOS, also joined online and engaged in discussions on such topics as Japan's sustainable procurement, marine resources surveys and the marine plastics problem.

○ Features of SeaBOS

▮ Connecting science and business

One of the major features of SeaBOS is the collaboration by scientists and the major companies of the seafood industry to work toward sustainability with a scientific basis. For example, the companies which form the membership of SeaBOS are selected based on the traditional concept of “Keystone species” in ecological research. “Keystone species” are thought to have a major effect on the ecosystem and serve as the key of each species (The word “keystone” denotes the central stone at the summit of an arch). Based on this concept, SeaBOS believes that the major global seafood companies may become the “Keystone actors” which will have an immense effect on the marine ecosystem and that if these companies assumed leadership in sustainability initiatives, it would have a chain effect on the seafood industry as a whole, and as a result, it would largely improve the management of marine resources and the marine ecosystem.



Keystone Species (From SeaBOS materials)

▮ Areas addressed by SeaBOS

SeaBOS has several task forces dedicated, for example, to eliminating IUU fishing and the problem of marine plastics, and engages in various initiatives for the sustainability of marine resources.



The Task Forces of SeaBOS (From SeaBOS materials)

Sustainable Use of Natural Marine Resources

The world's marine resources are being depleted and according to a report by the Food and Agriculture Organization of the United Nations (FAO), the stock of only 7% of marine resources of the world was stable, while the stock of 60% had been fully exploited and the stock of 33% had been overexploited. We believe that the status of marine resources is extremely important in terms of medium- to long-term business risks and opportunities for the Nissui Group, which is engaged in businesses that utilize the bounty of the sea.

For this reason, we conduct a survey on the status of marine resources procured by the Nissui Group as a whole, for the purpose of getting a grasp of the resource status of its procured fish and identifying the issues to be addressed. In addition, we promote initiatives aimed at the sustainable use of marine resources on a Group-wide scale.

○ Second Survey of Procured Marine Resources Sustainability (2019)

Nissui has conducted a resources survey based on the results of the volume of wild fish procured by Nissui and its Group companies (20 in and 20 outside Japan) in 2019. The total volume of wild-caught fish handled by the Nissui Group totaled approximately 2.71 million tons (live weight equivalent), which corresponds roughly to about 2.7% of the world's total wild catch.

Since the previous survey undertaken in 2017, we have expanded and refined our survey methodology to include fish species, catch areas, country of origin, weight (in terms of live equivalent), as well as fishing methods and equipment used. We also added fish oil and compound feed ingredients, which were not included in the first survey, to the scope of this latest survey. Analysis of the survey data was outsourced to the Sustainable Fisheries Partnership (SFP) (Note) to ensure that the results were independently verified.

(Note) Sustainable Fisheries Partnership (SFP): USA-registered NGO that promotes the sustainable production of seafood throughout the supply chain.

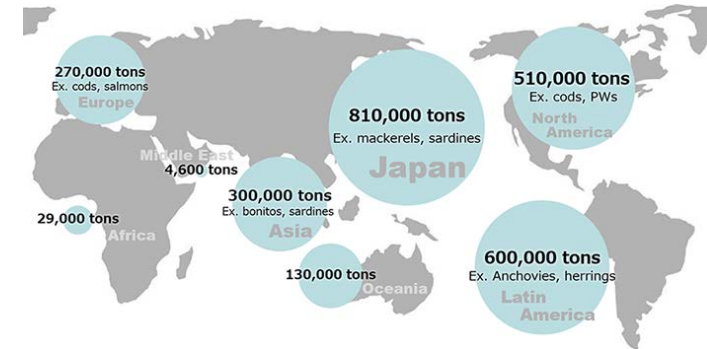
▮ Resources Sustainability Survey Methodology and Results

	The 1 st survey (2017)	The 2 nd survey (2020)
Purchase	2016	2019
Group Company	38 (Nissui, Japan 21, Outside Japan 16)	41 (Nissui, Japan 20, Outside Japan 20)
Not include	Seaweed, Fish oil. Fishmeal used in formula feed	Seaweed
Analysis, evaluation	In-house	Third Party (SFP)
Based on	FAO (Note 1) Fisheries and Aquaculture Technical Paper No. 569, Rome, FAO, 2011. SFP FishSource (Note 2) (Score 4)	SFP FishSource (Score 1-5) ⓄMethod by ODP (Ocean Disclosure Project) (Note 3)

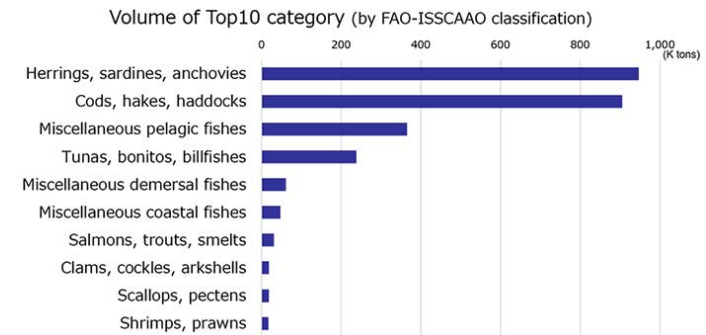
(Note 1) FAO: Food and Agriculture Organization of the United Nations

(Note 2) FishSource: An international resource assessment database established by the SFP in 2007. The database was developed based on information on fishery resources from administrative agencies in various countries.

(Note 3) ODP: Online reporting platform for voluntary disclosure of seafood sourcing established by the SFP in 2015.



The survey found that the Nissui Group's procurement regions and volumes are as shown in the figure above, with Japan being the largest, at approximately 810,000 tons, followed by South America and North America.



The largest volume in terms of fish species handled was comprised of herring and sardines, which are used as raw materials for fishmeal and fish oil, followed by white fish such as cod and hake, and pelagic fish such as mackerel, horse mackerel and yellowtail. The top two categories accounted for approximately 68% of the total.

▮ Assessment Results of the State of Resources Management

Survey results were sent to an external, third-party organization (Sustainable Fisheries Partnership) to assess the state of resources. FishSource, an international resource assessment database managed by the same organization (see note below), assigns a score out of 10 for each of the following five score categories, which include the state of the resource and the fishery management system, and based on these scores, the state of resource management was evaluated on a four-stage scale according to the method specified by the Ocean Disclosure Project (ODP).

(Note) FishSource: An international resource assessment database developed based on fishery resource information from administrative agencies in various countries.

● FishSource Scores

- Score 1: Management Strategy
- Score 2: Managers' Compliance
- Score 3: Fishers' Compliance
- Score 4: Current Health
- Score 5: Future Health

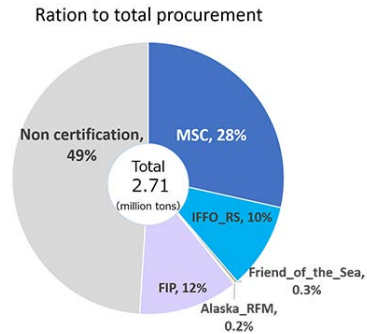


ODP Analysis method (by FishSource score 1-5)

- Well Managed**
: all FishSource scores ≥ 8
- Managed**
: all FishSource scores ≥ 6
- Needs improvement**
: at least one FishSource score < 6
- Not Scored**
: don't have FishSource score

The SFP analysis showed that about 71% of the procured items were in a state of being "well managed" or "managed". Conversely, 8% of resources were shown to be in need of improvement, and 21% could not be scored and therefore not assessed.

▮ Third-party Programs to Promote Sustainable Marine Products Use



- MSC**
: Fisheries ecolabel certification system operated by MSC (Marine Stewardship Council) headquartered in the UK.
- Alaska RFM**
: Alaska's Responsible Fisheries Management (RFM) Program.
- Friend of the Sea**
: Fisheries ecolabel certification system operated by an environmental NGO headquartered in Italy.
- IFPO RS**
: A factory certification standard that guarantees responsible manufacturing and raw material procurement. Marin trust certification.
- FIP**
: Fishery improvement project in which stakeholders work together to improve the sustainability of the fishery.

In addition, procurement derived from third-party programs that promote the sustainable use of seafood, such as eco-labels, accounted for about 51% of the total catch. Of the approximately 770,000 tons of MSC-certified products, Alaska Pollock accounted for more than 90%, or 720,000 tons.

▮ Establishment of Fish Species for Consideration

The Nissui Group considers the two following categories of procured marine products to be particular challenges and is discussing future initiatives with a priority on species with a large handling volume.

(1) Endangered Species

As a result of the survey, we found out that some of the marine products we handle contain fish species that fall under the category of Critically Endangered Species I (CR and EN in the IUCN Red List) as defined by the IUCN (International Union for Conservation of Nature).

	Species	Science name	Volume (ton)
CR 0.8 t	European eel	<i>Anguilla Anguilla</i>	0.8
	Japanese eel	<i>Anguilla japonica</i>	6
EN 316 t	southern bluefin tuna	<i>Thunnus maccoyii</i>	157
	winter skate	<i>Leucoraja ocellata</i>	116
	sea cucumber	<i>Apostichopus japonicus</i>	22
	shortfin mako	<i>Isurus oxyrinchus</i>	8
	atlantic halibut	<i>Hippoglossus hippoglossus</i>	6
	japanese eel	<i>Anguilla japonica</i>	6

For this survey, we also looked at endangered species II (VU), and found that the top species included golden threadfin bream, Atlantic cod, and haddock. A portion of the Atlantic cod and haddock catch is MSC certified, and currently more than 60% of the fish species included in the survey are certified. For these fish species, we will make efforts to progressively switch to certified products, and for those that are difficult to switch to, we will consider involvement in the FIP (see note) and promote initiatives to ensure sustainability.

For fish species that are included in the IUCN Red List, in addition to verifying whether or not they are certified, we will consider how to deal with them on a case-by-case basis while keeping a close eye on resource health and fishing regulations.

(Note) FIP: Fishery improvement project, in which fishermen, companies, distributors, NGOs, and other stakeholders work together to improve the sustainability of fisheries.

(2) Species not scored

Many of the fish species used as ingredients in formula feeds have been identified as being in this category. We will strive to enhance traceability in cooperation with external parties, including participation in supplier roundtable discussions. With regard to other unidentified fish species, we will closely monitor the status of resources and the IUU (illegal, unreported and unregulated) fishing practices of each fishing country, and make recommendations to each country for scientific resource management via SeaBOS.

Implementation of Ongoing Surveys

The Nissui Group does not handle resources that are clearly unmanaged or that continue to be unidentified, nor does it handle resources IUU (illegal, unreported, unregulated) fishing or forced labor are suspected to be involved. We will implement fishery resource surveys on a regular basis so that we can maintain an understanding of the ever-changing state of marine resources. Furthermore, we are committed to the sustainable use of marine products to meet market demand in the future.

Click here to see detailed results of the First Survey [PDF](#)

Participating in the “Pacific Bluefin Tuna Conservation Pledge” by WWF Japan

By participating in the “Pacific Bluefin Tuna Conservation Pledge” by WWF Japan, Nissui makes its intention clear to promote further global agreement in regard to the management of Pacific Bluefin Tuna resources together with other Japanese companies supporting this cause.

Please find details at WWF Japan HP [PDF](#)

RFVS Certification

Acquisition of RFVS Certification

Australian Longline Pty Ltd. (Australia), which is one of the Nissui Group companies outside of Japan, is primarily engaged in Toothfish fishing in the Antarctic Ocean (subject to Marine Stewardship Council (MSC) certification).

In January 2021, Antarctic Discovery—a vessel owned by Australian Longline—became the world's first to acquire the Responsible Fishing Vessel Standard (RFVS) certification. RFVS is a fishing vessel-based certification program and is operated on a global scale by non-profit organization Global Seafood Alliance (GSA). Audits are conducted with respect to the safety and well-being of employees working on board the vessel from the viewpoint of human rights, in addition to fishing vessel management and catch traceability. Having acquired RFVS certification, Australian Longline has demonstrated to the general public that it abides by high standards in terms of welfare and safety for crew members on board its vessel and is not involved in illegal practices such as slave labor and poor living conditions. Australian longline acquired the RFVS certification for their new vessel Antarctic Aurora as well, in February 2021.

Recommendation of RFVS Certification

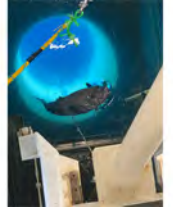
Flatfish Ltd. (UK), which is also one of the Nissui Group companies outside of Japan, contributed to RFVS as a member of the Technical Working Group of RFVS by such means as serving as a peer reviewer of RFVS in 2019 and 2020. Flatfish, which had been in favor of this certification scheme not only since the beginning at the time of its launch in 2006 but also upon its subsequent resumption in 2016, provided ongoing support toward its realization. Also, Flatfish believes that RFVS—which consists of two core principles, namely, “vessel management & safety systems” and “crew rights, safety and wellbeing”—is an extremely important standard for the welfare of fishing boat crew and recommends the adoption of RFVS certification across its entire supply chain.

Initiative to Prevent Incidental Capture of Seabirds

In fishery operations, incidental capture of seabirds in place of fish intended to be captured has become an issue. Nissui Group companies engaged in fishery operations are striving to prevent the bycatch of seabirds, having introduced tori lines (Note 1) and moon pools (Note 2).

(Note 1) Tori line: A device that prevents birds from approaching the bait by towing a rope to which streamers and tapes are attached from the tip of a long pole fixed at the stern of the fishing boat; also called tori pole (Source: World Wide Fund for Nature (WWF) website).

(Note 2) Moon pool: A round well in a vessel's hull through which a longline is hauled in a longline fishing boat, which lowers the risk of wild birds being entangled than when the task is performed on the deck. It also helps ensure the safety of crew members.



Moon pool in vessel of Australian Longline Pty Ltd.

Partnership with New England Aquarium

Gorton's has been forming partnership with New England Aquarium (NEAq), Boston MA, USA, to preserve marine environment and secure sustainable marine resources. The partnership started in 2008 when Gorton's asked evaluation of its seafood products from scientific and sustainable points of view and marked its 13th year in December 2021.



Along with Monterey Aquarium, NEAq has global knowledge of marine resource research and provides scientific and meaningful advice and support including movement of fishery, aquaculture, fish feed and breeding in the conduct of making efforts to promote sustainable fishery.

In addition, Gorton's itself developed Sustainability Action Plan, and has been promoting the plan by exchanging opinion with NEAq and implementing progress management by setting KPI.

Based on the strong trust with NEAq until now, Gorton's, member of the Nissui Group, will make efforts toward sustainable usage of resources and preservation of the environment in a positive manner.

○ Development of a New Fishing Method (PSH) (Sealord Group, Ltd.)

In order to enhance the sustainable use of marine resources, innovations will also need to be made to the methods of fishing. The problems of fishing methods that destroy the marine environment and bycatch, i.e. the incidental capture of non-target species have been raising concern, and the development of fishing methods that cause the minimum amount of damage to living organisms and the environment has become imperative, for the sake of preventing the marine ecosystem from deteriorating.

The Sealord Group, Ltd. (New Zealand), the Nissui Group company, in partnership with major domestic fisheries companies, Aotearoa Fisheries, Ltd. and Sanford, Ltd. and the research institute, Plant & Food Research, Ltd. which studies sustainable agriculture and fisheries business, has successfully developed the PSH (Precision Seafood Harvesting) fishing method, which reduces bycatch and allows the targeted fish to be caught alive.



The PSH method uses fishing equipment made of flexible PVC which inflates into a tube shape once seawater flows in, allowing fish to be landed live and still swimming, while undersized or smaller species escape through specifically sized holes along the length of the fishing equipment.

Scientific tests have shown that snapper harvested with the PSH system have a 100% chance of survival if they are fished from a depth of 0 to 20 meters. While the survival rates tend to decline with increasing depth, tests have proven that fish caught with the PSH system have better survival rates than those caught using other conventional fishing methods. Hence, it is believed that the PSH system will be an effective method for studying deep sea organisms and catching fish in the deep depths of the ocean.

The four companies, mentioned above, through repeated trial and error including investigative research over the approximately ten years from the project's launch in 2005, were finally able to commercialize (practical application) the PSH fishing method in 2016. The Sealord Group, Ltd. is currently expanding the use of the PSH fishing method and making efforts to contribute to the spread of sustainable fishery.

Promoting Aquaculture

Global seafood consumption has been increasing and demand is expected to continue growing in the future. In order to deliver safe, secure and delicious fish to its customers, the Nissui Group has been focusing on its aquaculture business both in and outside Japan. Outside of Japan, the Group is engaged in the aquaculture of salmon and trout, while in Japan the Group operates the aquaculture businesses of yellowtail, greater amberjack, tuna, coho salmon and mackerel, among others. Furthermore, the Oita Marine Biological Technology Center of the Central Research Laboratory is conducting research and development specializing in aquaculture that translates into the sustainability of marine resources.

Map of the Nissui Group's Aquaculture-related Business Locations and Aquaculture Sites



Framework for Research and Management of Fish Health

Research Hub: Oita Marine Biological Technology Center, Central Research Laboratory

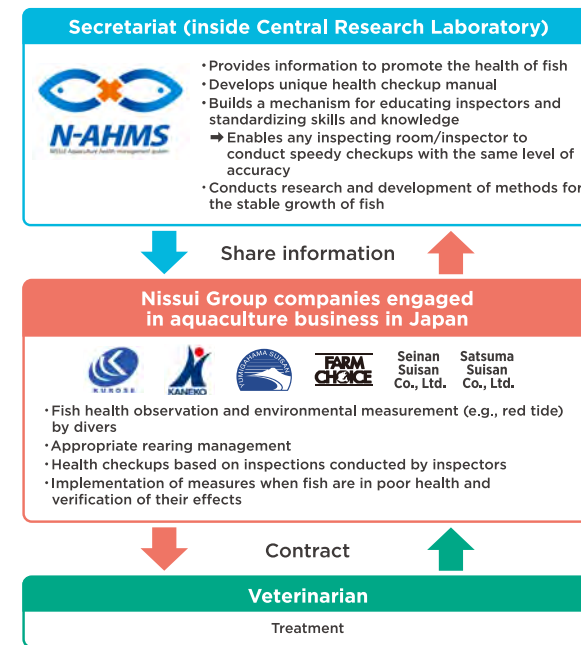
The Center contributes to the Nissui Group's aquaculture business by conducting research on problems that threaten the stable growth of fish.

[Example of Topics Tackled by Oita Marine Biological Technology Center, Central Research Laboratory]

- Fish health management
- Research and development of aquaculture methods without relying on antimicrobials

Nissui Group's Fish Health Management: N-AHMS

The Nissui Group has built a system to manage the health of fish in Japan named N-AHMS (NISSUI Aquaculture health management system). Under N-AHMS, standardization of inspection quality is pursued through the establishment of an in-house certification scheme for grade-A inspectors in charge of checking the health of fish, their instructors, etc. aimed at improving the accuracy and reliability of health checkups of fish.



Number of persons who received in-house certification for health checkups of fish

	FY2020 (persons)	FY2021 (persons)
Instructors (Note 1)	12	11
Grade-A inspectors (Note 2)	21	25

As of the end of March each year

Scope: Nissui Group's all consolidated subsidiaries in Japan (aquaculture companies)

(Note 1) Instructors: Capable of training apprentice inspectors into grade-A inspectors.

(Note 2) Grade-A inspectors: Capable of arriving at the correct outcome by conducting health checkups of fish reared in fishing grounds.

Collaboration with Veterinarians

The Nissui Group has entered into a contract with veterinarians, under which they provide treatment based on the results of health checkups performed by inspectors, manage the use of fisheries medicine and give guidance on epidemic prevention and health management.

Reducing the Impact on the Marine Environment

Escaped fish

[Approach to Fish Escape Prevention]

The Nissui Group aims to reduce the escape of fish to zero with the understanding that fish escaping from farming sites has the risk of affecting the ecosystem. For this purpose, the Nissui Group will engage in the following initiatives.

1. Inspection of facilities
Facilities will be inspected in day-to-day operations. At farming sites that are susceptible to the impact of typhoons, facilities will be inspected before and after the development of typhoons.
2. Identification of escaped fish
If any fish has escaped, all such fish will be identified, recorded in books and tallied regardless of the scale of the escape.
3. Analysis of cause and prevention of recurrence
If any fish has escaped, the analysis of the cause of the escape and measures to prevent its recurrence will be examined, the content of which will be put in writing each time fish has escaped.
4. Employee training
Opportunities for training will be created for employees aimed at preventing fish from escaping (at least once a year)

Number of escaped fish

Region/country	Fish species	2020		2021	
		Number of escape incidents	Number of fish	Number of escape incidents	Number of fish
Japan	Yellowtail	0	0	1	198
	Greater amberjack	0	0	1	10
	Bluefin tuna	2	14,139	0	0
	Coho salmon	1	28,683	1	20,983
Chile	Trout	0	0	0	0
Total		3	42,822	3	21,191

Scope: All consolidated companies of the Nissui Group in Japan (aquaculture companies only)

Reducing the Impact of Fish Feed/Feeding on the Marine Environment

Ordinary feeding methods in aquaculture may cause deterioration in water quality at farming sites and their surrounding areas due to leftover feed. To address this, the Nissui Group is promoting the development of aquaculture technologies that alleviate the impact on the marine environment and minimize the effect on marine ecosystems, such as formula feed "EP feed," which is highly digestible and not easily dissipated into the sea during feeding, and automatic feeding control system "Aqualingual" which provides the appropriate amount of feed according to the appetite of the fish.



EP feed



Aqualingual® Feeding System in Otsuchi-cho, Iwate Prefecture

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

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

On-land Farming Attempts to Minimize the Impact on the Marine Environment

Fish species	Region/country	Initiatives
Vannamei (white) shrimp	Japan (Kagoshima prefecture)	Research (i.e., feasibility study) is conducted on on-land farming based on the "closed biofloc method." This reduces the amount of water used to the bare minimum required for raising shrimp and uses aggregates of microorganisms (i.e., bioflocs) in the rearing tank for water treatment.
Chub mackerel	Japan (Tottori prefecture)	The Nissui Group and Hitachi Zosen Corporation are engaged in the joint development of land-based recirculating aquaculture technology for chub mackerel. The environment is optimally controlled in terms of water temperature and water quality with the use of underground seawater and a recirculating water treatment system. As it does not use seawater sourced from the open sea, it reduces the risks of parasites such as anisakis.
Atlantic salmon	Denmark	In April 2020, Nippon Suisan (Europe) B.V., together with Marubeni Corporation, acquired a capital stake in Danish Salmon A/S, a company engaged in the business of farming salmon using recirculating aquaculture systems ("RAS") in Denmark. It plans to complete expansion work in 2022 to increase its production scale from the current harvest volume of 1,000 tons to 2,700 tons.

Countermeasures against Marine Plastics

Marine Plastics >

Improvement of Health and Welfare of Fish

Fish Disease Management

[Skin Parasites]

One of the diseases that pose a problem in the ocean farming of yellowtail, etc. is skin parasites, namely, capsalids, which parasitize the surface of the body of fish. Jointly with a veterinary pharmaceutical company, the Oita Marine Biological Technology Center has developed and put to practical use a method of removing skin parasites (capsalids) by bathing fish in a low-concentration hydrogen peroxide solution (1/3 of the concentration in normal use) in consideration of the safety of fish as well as the environment.

[Sea Lice]

The spread of sea lice is a major challenge for the vast majority of businesses in the salmon farming industry worldwide. In Chile, where Nissui Group company Salmones Antártica S.A. ("SA") runs an aquaculture business, a nationwide monitoring and control program is implemented by the National Fisheries and Aquaculture Service (Sernapesca) to prevent the spread of sea lice infections through farming sites.

SA participates in the government's control program and takes countermeasures against sea lice. In addition, SA is working on the following strategies to further improve the countermeasures against sea lice going forward:

- Evaluation of medicinal benefits of naturally-derived ingredients; and
- Joint research and development of alternative technologies with a Chilean university.

Killing and Prior Stunning of Fish According to Animal Welfare Standards

In Nissui Group's aquaculture operations, 100% of the total harvest volume (t) of all fish species is killed by brain-spiking in a short time which minimizes stress on fish. Furthermore, with respect to 96% of the total harvest volume (t), stunning (Note) is successfully executed in advance, or the execution of stunning is promoted by looking into improvements in the work procedures. In salmon farming, stunning is executed before killing the fish with respect to 100% of the total harvest volume (t).

(Note) Stunning: Desensitizing the fish by rendering it unconscious before killing it to prevent it from getting stressed.

Utilization of AI and IoT Technology for Animal Welfare

In collaboration with NEC, which possesses cutting-edge artificial intelligence and Internet of Things technology, Nissui Group 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. The Nissui Group will continue to deliver safe, secure and delicious farmed fish by expanding the scope of AI and IoT utilization.

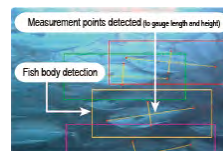


Image Showing AI Detection of Yellowtail

Use of Medicinal Products

Approach to Use of Medicinal Products

When using antimicrobials, an appropriate medicinal product is administered under the supervision of a veterinarian/specialist after the diagnosis of the fish disease.

Initiative to Review the Use of Antimicrobials through SeaBOS

As a member of the Seafood Business for Ocean Stewardship (SeaBOS; an initiative aiming at sustainable fishery business), the Nissui Group is working on reducing the use of antimicrobials in aquaculture.

Support for SeaBOS >

Antimicrobial Usage in Salmon Farming

Fish species	Region/Country	Antimicrobials (g)/Harvest volume (t)	
		2020	2021
Coho salmon	Japan	0	0
	Chile	53	8
Total		53	8
Trout	Chile	565	306
Total		565	306
Aggregate total		439	229

Scope: Farming of coho salmon and trout by Nissui Group's consolidated companies in and outside Japan (accounting for 68% of harvest from all aquaculture operations in terms of weight (2021))

Marine Eco-Labels

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.

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

Seafood certification programs such as MSC determine their criteria on the basis of the "Code of Conduct for Responsible Fisheries" and the "Guidelines for the Ecolabelling of Fish and Fishery Products from Marine Capture Fisheries" of the Food and Agriculture Organization of the United Nations (FAO) but with the widespread acceptance of the concept of sustainable seafood, the number of certification programs has multiplied and it has become necessary to ascertain the value of such certifications. Consequently, the GSSI (Global Sustainable Seafood Initiative), a third-party benchmarking agency to verify that certification programs meet FAO guidelines, was established. GSSI is an international partnership that verifies programs assessing the sustainability of marine products. In April 2017, Nissui became the first Japanese company to become a Funding Partner which promotes global resource sustainability. As of March 2022, six companies of the Nissui Group are registered as Funding Partners. As a company engaged in the marine products business, Nissui Group will address the issue of sustainable use of marine resources, as well as contribute to the realization of responsible fishery.



Funding Partners of the GSSI in the Nissui Group

- Nippon Suisan Kaisha, Ltd.
- UniSea, Inc.
- Gorton's, Inc.
- King & Prince Seafood Corp.
- Nordic Seafood A/S
- Glacier Fish Company, LLC

○ Promoting the Acquisition of ASC Certification

ASC certification, which is operated by the Aquaculture Stewardship Council (ASC), is a certification scheme to certify that aquaculture business is operated by sustainable methods and its seafood is "responsibly farmed seafood" in which consideration has been given to the surrounding natural environment and local communities. This certification scheme is one of the social mechanisms for alleviating the environmental impact of aquaculture itself while complementing the sustainable use of natural resources, and for supporting the daily lives of people in the local communities engaged in aquaculture business that gives consideration to them.



ASC-C-01759

| Acquires World's First ASC Certification for Buri Yellowtail

Kurose Suisan Co., Ltd., a Nissui Group company, became the first in the world to acquire ASC certification for its Buri Yellowtail on December 16, 2017, and acquired Chain of Custody (CoC) certification (Note) for its processing plant on November 30, 2017. Kurose Suisan is one of the largest operators of Buri Yellowtail aquaculture in Japan, and its "Kurose Buri (Yellowtail)" brand is distinctive for its firm flesh. Kurose Suisan provides a stable supply of fatty, high-quality Buri Yellowtail throughout the year, thanks to Nissui Group's aquaculture technology.

| Acquires ASC Certification for Salmon/Trout

Salmones Antartica S.A. (SA) (Chile), a Nissui Group company, acquired ASC certification for its salmon/trout on March 5, 2019, and received Chain of Custody (CoC) certification (Note) for its processing plant on its head office's premises on March 4, 2019. The certified farm is Bahía Acontilada Sector 1, Aisen Region. Salmon/trout and coho salmon handled by Salmones Antartica, which are distributed to markets worldwide through Nissui Group's sales networks, have become familiar among consumers as the "FIVE STAR" brand.

(Note)Chain of Custody (CoC) certification: This is a certification managed and operated by the Marine Stewardship Council (MSC) with respect to the management of processing and distribution processes (i.e., Chain of Custody). It certifies that its certified seafood has been managed appropriately, has not been contaminated with non-certified ingredients and is free from mislabeling throughout all processes of production, processing and distribution of the products.

○ Promoting the Acquisition of BAP Certification

Best Aquaculture Practices (BAP) certification, the operation of which was launched by nonprofit organization Global Aquaculture Alliance (GAA) in 2002, is a third-party certification program which certifies that consideration has been given to the environment, social responsibility and animal welfare and food safety has been ensured in each stage of the aquaculture supply chain, i.e., hatchery, feed mill, farm and processing plant. BAP certification is distinctive in that it certifies the aquaculture supply chain on a process-by-process basis; the four respective processes of the hatchery, feed mill, farm and processing plant are subject to certification on an individual basis, and the number of "stars" on the BAP label represents the combination of the certified processes.

| Acquires "Four-star" BAP Certification for Salmon/Trout

Salmones Antartica S.A. (SA) (Chile), a Nissui Group company, acquired BAP certification for its feed mill (Los Ángeles, Bio Bio Region) in August 2018, processing plant (Isla de Chiloé, Los Lagos Region) in January 2019, seawater aquaculture farm (Bahía Acontilada Sector 1, Aisen Region) in March 2019, and fresh-water aquaculture farm (Los Tambores fresh-water aquaculture farm in La Unión, Los Ríos Region) in August 2019. Having been certified for all four processes (i.e., hatchery (fresh-water aquaculture farm), seawater aquaculture farm, feed mill, and processing plant), Salmones Antartica acquired "four stars," the highest level of BAP certification.

○ Promoting the Acquisition of MSC Certification

MSC certification is a certification program operated by the Marine Stewardship Council (MSC) for sustainable fisheries in which fish are caught by protecting marine nature and resources, and is one of the most prominent marine eco-labels. Marine products caught by MSC-certified fisheries are internationally traceable, which translates into appropriate marine resource management. MSC certification is recognized for its trustworthiness and rigorosity and is approved by the Global Sustainable Seafood Initiative (GSSI). The Nissui Group has acquired MSC certification for multiple fishing grounds and species, including Alaska Pollock. According to the second resource status survey on marine products procured by the Nissui Group conducted in 2020, 28% of wild-caught fish procured by the Nissui Group were caught by fisheries that had acquired MSC certification.



MSC-C-51733

■ MSC Certification Acquired for *Merluccius Australis* Fishery

Merluccius australis (Chile Austral hake) bottom trawl and midwater trawl fishery/longline fishery operated in Chile Fishing Areas X, XI and XII by Empresa de Desarrollo Pesquero de Chile S.A. (EMDEPES) (Chile)—a Nissui Group company—and three other companies acquired MSC certification (Fisheries Certification Requirements (FCR) version 2.0) on September 24, 2019. In June 2020, EMDEPES acquired CoC certification for its two vessels, "UNIONSUR" and "UNZEN," as well as its logistics facilities. EMDEPES produces mainly H&G (Headed and gutted) and filleted *Merluccius australis*, etc. and sells them primarily to the Spanish market. Having acquired CoC certification, EMDEPES will be able to produce and sell them as MSC-certified products.

○ Promoting the Acquisition of MEL Certification

MEL is a certification scheme to promote the initiatives by producers who proactively engage in sustainable use of marine resources and activities to protect the ecosystem, as well as the initiatives of processors and distributors who proactively handle the marine products of such producers; and to ensure the transparency of the handling of marine products at each stage including fishery, aquaculture, processing and distribution and to contribute to the selection by and the gaining of trust of related operators and consumers. This scheme is operated by Marine Eco-Label Japan, which was launched in December 2016, with three types of MEL certification: (1) Fisheries certification, (2) Aquaculture certification and (3) Chain of Custody (CoC) certification.

In 2019, "MEL," was recognized by the GSSI (Global Sustainable Seafood Initiative), a benchmarking agency for international marine eco-labels, marking the first time an Asian marine eco-label scheme has received recognition. Marine eco-labels approved by GSSI (e.g. MSC and ASC) are, in effect, international standards, that are adopted as procurement standards by the world's major retailers.



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○ Acquisition Status of Marine Eco-Labels

To enhance the sustainability of marine resources, the Nissui Group is making efforts to acquire and spread marine eco-labels.

Acquisition status of marine eco-labels

Name of certification	FY2019		FY2020		FY2021	
	Number of products	Total sales volume (tons/year)	Number of products	Total sales volume (tons/year)	Number of products	Total sales volume (tons/year)
MSC (Note 1)	25	2,352.2	20	1,662.1	29	5,417.6
ASC (Note 2)	4	32.2	2	33.3	2	30.6

(Note 1) Scope of data: Products for which applications were made by Nippon Suisan Kaisha, Ltd. (As of May of each year)

(Note 2) Scope of data: Products for which applications were made by Nippon Suisan Kaisha, Ltd. and its Japanese group companies (As of February of each year)

Reducing Environmental Impact

In fiscal 2018, the Nissui Group formulated its medium- to long-term targets by setting CO₂ emissions, water use and waste production as three important benchmarks, and has since been making efforts to reduce environmental impact. In fiscal 2021, we formulated our long-term vision (i.e., Good Foods 2030) and mid-term business plan (i.e., Good Foods Recipe1) and set even more ambitious targets for reducing environmental impact, among others.

[Long-term vision](#) > [Mid-term business plan](#) >

Fiscal 2022 is the first fiscal year for Good Foods 2030 and Good Foods Recipe1. As results relating to the new targets will be disclosed in fiscal 2023, the results relating to previously-announced targets are shown for now.

Medium- to long-term environmental impact reduction targets (Compared to FY2015)

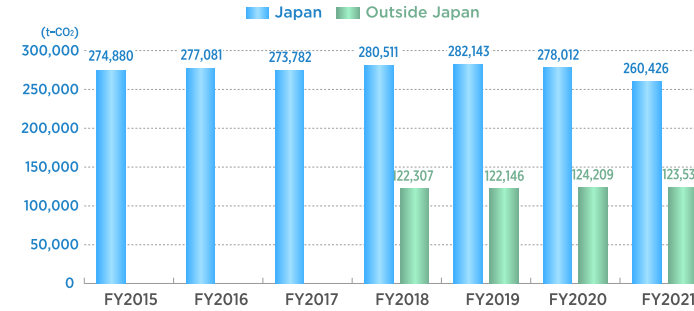
Environmental benchmarks	Scope	Medium-term targets (to FY2023)		Long-term targets (to FY2030)
			Results in FY2021	
CO ₂	Nippon Suisan Kaisha, Ltd. (Nissui) and all of its consolidated and unconsolidated companies in Japan	Reduction of 10% (Per unit)	Reduction of 15.8% (Per unit)	Reduction of 15% (Per unit)
Water		Reduction of 10% (Per unit)	Reduction of 15.5% (Per unit)	-
Waste		(i) Reduction of 5% (Per unit) (ii) Zero emission Raise the percentage of plants with 99% or higher zero emission rate to 75%	(i) Reduction of 12.7% (Per unit) (ii) Percentage of plants with 99% or higher zero emission rate: 79.4% Number of sites achieved : • Nissui 8/8 • the Nissui Group companies 19/26	Raise the percentage of plants with 99% or higher zero emission rate to 100%
HCFC (HFC) leakage level	Nippon Suisan Kaisha, Ltd. (Nissui)	Less than 1,000 tons-CO ₂ /year	1,808t-CO ₂	-

[Click here for medium- to long-term food loss reduction targets.](#) >

[Click here for ESG environmental data.](#) >

CO₂

CO₂ Emissions



Reduction of CO₂ Emissions in Cold Storage Warehouses: Switching to Natural Refrigerants

The Nissui Group is switching the refrigerants used in cold storage warehouses at its production plants and logistics centers to natural refrigerants with low environmental impact (such as CO₂ and NH₃). Our track record in replacing refrigerants with natural refrigerants and newly introducing natural refrigerants with the use of government subsidy projects is as follows.

	Number of introduced cases	Example of introducing business location	Example of subsidy name	Example of natural refrigerant type	CO ₂ emissions reduced (t-CO ₂)
FY2020	6 cases	Himeji General Plant (Nissui), etc.	FY2020 Subsidies for CO ₂ Emission Reduction Countermeasures Projects "Project to Accelerate Introduction of Energy-saving Natural Refrigerant Equipment for Early Realization of HFC-free/Low Carbon Society"	CO ₂ /NH ₃	1,401
FY2021	3 cases	Nissui Logistics Corporation, etc.	FY2021 Subsidies for CO ₂ Emission Reduction Countermeasures Projects "Project to Accelerate Introduction of Energy-saving Natural Refrigerant Equipment for Early Realization of HFC-free/Low Carbon Society"	CO ₂ /NH ₃	1,910

Reduction of CO₂ Emissions during Transportation

Carry Net Co., Ltd., which is one of the Nissui Group companies in Japan, is a transportation company with eleven sales offices (excluding the head office) across Japan. Its role is to deliver Nissui products to our business partners on a daily basis. Centering on frozen transport, Carry Net is capable of executing transportation adapted to all temperature zones such as cold and ambient temperatures. It not only performs deliveries in the respective local areas of its sales offices but also carries out wide-area transportation across Japan by utilizing its fleet of vehicles as well as networks based on its partnership with collaborating companies.

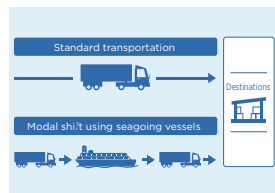
[Modal Shift (Utilization of ferries and other non-international coastal trading vessels)]

Carry Net is making efforts to reduce CO₂ emissions by performing transportation utilizing ferries.

In FY2021, Carry Net's modal shift (converting part of transportation operations to marine transportation using RORO ("Roll-on, Roll-off") vessels mainly used for freight transportation owned by partner company, MOL Ferry Co., Ltd.) was recognized by the Ministry of Land, Infrastructure, Transport and Tourism under the Act on Advancement of Integration and Streamlining of Distribution Business, which promotes the integration and efficiency of distribution operations. By reducing the distance of land transportation between Kawasaki and Fukuoka from approx. 1,100 km to approx. 120 km, CO₂ emissions can be reduced by 71%. In addition, the time required for a driver to be on the road can be reduced by 87.4%.

Section	Fiscal year	Number of boarded vessel services subject to modal shift	CO ₂ emissions reduced (t-CO ₂)
Between Kansai and Fukuoka 460km	FY2015	949	461.2
	FY2016	896	435.5
	FY2017	1,188	577.4
	FY2018	1,564	760.1
	FY2019	1,586	770.8
	FY2020	1,586	770.8
	FY2021	1,590	1,831.5 (Note)
Between Kawasaki and Fukuoka 1,100km	FY2021	146	383.4 71% reduction on previous amount

(Note): Since 2021, the calculation method has been changed under the guidance of the Transport Bureau.



Specialized Carry Net truck boarding a MOL Ferry RORO vessel

[Trailer Transportation]

Carry Net executes mass transportation based on trailer transportation (Note 1) between frozen food plant depots. Carry Net also conducts switch operation (Note 2), which helps improve drivers' working environment as well.

(Note 1) Trailer transportation: Capable of loading approx. 1.3 times more cargo than large vehicles. Can load 40 sheet pallets.

(Note 2) Switch operation: Operation by switching the head and the trailer.

[Utilization of Double-Deck Trucks]

Double-deck trucks make it possible to realize diversified transportation through partitioning (e.g., frozen temperature in the front compartment and chilled or ambient temperature in the rear compartment), and optimize the inside of the vehicle according to customers' needs. For the transportation of products in different temperature zones, multiple vehicles had to be organized by temperature zone in the case of conventional trucks, whereas with double-deck trucks, the number of vehicles can be reduced by transporting them at once.



Trailer 40 feet



Inside the container

Reduction of CO₂ Emissions at Production Plant

[Switching to Green Energy (Flatfish Ltd.)]

Flatfish Ltd. (UK), which is one of the Nissui Group companies outside of Japan, is engaged in the manufacture and sale of fresh fish and processed seafood products. In 2021, Flatfish changed its electricity supplier in order to reduce CO₂ emissions from its business locations. Electricity shared by the new supplier is generated entirely from renewable energy sources, namely, hydraulic power, solar power and wind power. Such change in the supplier translates into a reduction of 266t-CO₂/year.

Reduction of CO₂ Emissions through Eco-Cars

[Introduction of Eco-Cars into Company Sales Fleet]

Nissui has been promoting the introduction of hybrid vehicles, PHVs and EVs in its sales fleet in an effort to reduce CO₂ emissions. Nissui's targets and results of the introduction of eco-cars as a percentage of its sales fleet are as follows.

	Target		Results	
	Medium-term targets (to FY2024)	Long-term targets (to FY2030)	FY2020	FY2021
Introduction of hybrid vehicles	100%	100%	89.7%	89.7%
Introduction of PHVs/EVs (Note)	-	10%	0%	0%

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

(Note) PHV: Acronym for Plug-in Hybrid Vehicle. PHV is a hybrid vehicle that can be charged by using an external power source and has a large battery capacity. Even when charged by electricity alone, PHV is capable of traveling longer distances than conventional hybrid vehicles.

EV: Acronym for Electric Vehicle.

Renewable Energy

Solar Power Generation

	Name of company/name of business location	Description of business	FY2021	
			Power generated (MWh)	CO ₂ emissions reduced (t-CO ₂)
Japan	Hachioji General Plant (Nissui)	Food production	21	9.4
	Himeji General Plant (Nissui)	Food production	55	20.6
	Tokyo Innovation Center (Nissui)	R&D	80	35.5
	Hachikan Co., Ltd.	Food production	195	92.7
	Nippon Cookery Co., Ltd.	Food production	94	41.8
	Nissui Logistics Corporation	Cold storage management / freight transportation	522	202.1
	Nissui Marine Industries Co., Ltd.	Contractor for offshore engineering	11	4.0
Outside Japan	Thai Delmar Co., Ltd. (Thailand)	Frozen food production	1,263	581.7

Calculating CO₂ Emissions for the Entire Supply Chain (Scope 3)

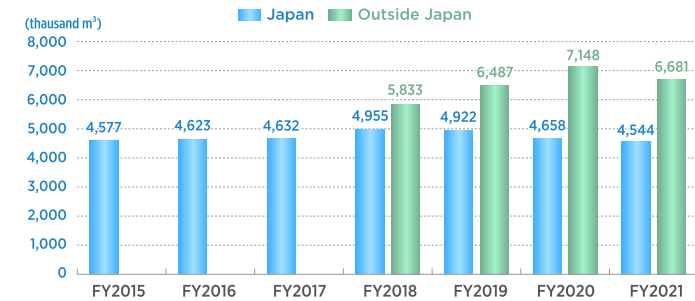
It is becoming increasingly necessary to calculate and reduce greenhouse gas emissions not only for the Nissui Group's own operations, but also in the entire supply chain. Nissui has calculated the amount of CO₂ emissions from upstream and downstream in its supply chain, otherwise known as Scope 3 (Note) emissions, which refers to emissions other than those generated by fuel combustion or the consumption of electricity during production.

[Click here for Scope 3 \(Environmental Data\) >](#)

(Note) Scope 3 emissions: Other indirect emissions not covered by Scope 1 and Scope 2 (emissions from other companies related to the company's business activities).

Water

Water Use



Reduction of Water Use in Production Plant

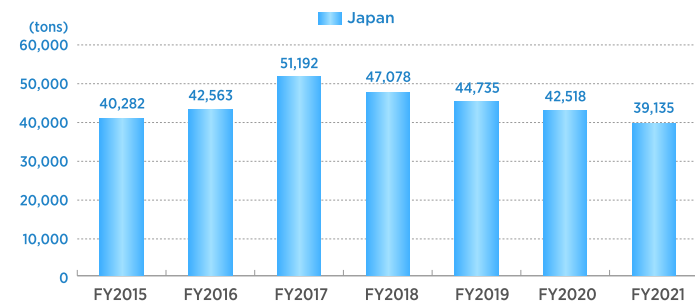
[Recycling of Used Water at a Plant (Thai Delmar Co., Ltd.)]

Thai Delmar Co., Ltd. (Thailand), which is one of the Nissui Group companies outside of Japan, is engaged in the manufacture of frozen foods. It is necessary to keep the walls of the plant's building clean by periodically washing them with water. Furthermore, the land owned by Thai Delmar that is expected to be used in the future has been turfed, the maintenance of which also requires water.

In 2021, a team of engineers looked into recycling the water used at Thai Delmar. After verifying that the water released from the effluent treatment facility above a certain water quality level can be produced, maintained and managed on an ongoing basis, a water recycling pipeline was installed to actually release such water. Thai Delmar has been able to recycle 6% of annual water supply usage in terms of weight by using such water for cleaning its building and watering the turf.

Waste

Waste Generated



Initiatives Related to Waste Reduction

[Click here for the reduction of food loss and waste >](#)

[Click here for initiatives to prevent fishing gear from flowing out into the ocean >](#)

[Click here for the reduction of plastic containers and packaging >](#)

Food Loss and Waste

Food loss and waste refers to food that can still be eaten but is thrown away. It is said that there are food loss and waste with 1,300 million tons each year globally (Note 1). And while Japan has a low food self-sufficiency rate at around 37% and depends largely on imports for its food (Note 2), more than 6.12 million tons thrown away each year (Note 3). On the other hand, the problem of hunger also continues to exist in the world. There are thought to be about 800 million people without access to adequate nutrition (Note 4).

The Nissui Group, as part of its corporate responsibility of a company handling food, has designated food loss as one of its key issues. Mainly through the Food Loss and Waste Subcommittee, we are addressing this issue throughout the supply chain, including raising the awareness of its employees and activities involving the general public, as well as reducing loss in the conventional stages of production, distribution and consumption.

(Note 1): FAO (Food and Agriculture Organization of the United Nations) "Global Food Losses and Food Waste" (2011)

(Note 2): Ministry of Agriculture, Forestry and Fisheries, "FY2018 food supply and demand table (final report)" (2020)

(Note 3): Ministry of Agriculture, Forestry and Fisheries, Ministry of the Environment, "FY2017 estimate"

(Note 4): FAO (Food and Agriculture Organization of the United Nations) "The State of Food Security and Nutrition in the World 2019" (2019)

Reduction of Food Loss and Waste Throughout the Supply Chain

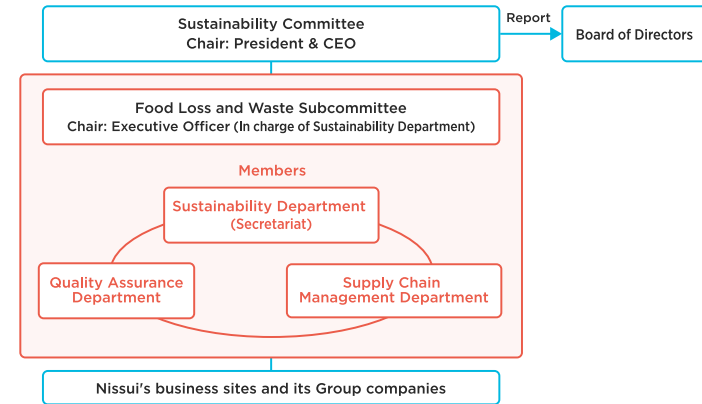


* Food bank: A group which brings together food products with no quality problems but are unsuitable for sale, and people who can't obtain enough food.

In Japan, the Act on Promoting Food Loss and Waste Reduction (Food Loss and Waste Act) was promulgated in May 2019 (enacted in October 2019). We are making more proactive efforts than ever before to contribute to the SDGs target of halving global food waste by 2030 mentioned in the above Act, as well as to seriously address our obligations as a business operator under the law.

Promotion Framework - The Food Loss and Waste Subcommittee

The Food Loss and Waste Subcommittee, chaired by the Executive Officer, is engaged in initiatives to reduce food loss and waste in the businesses across the Group companies in Japan and to raise the awareness of the employees.



Medium- to Long-term Targets for Food Loss and Waste Reduction

The Nissui Group's vision for 2030 is to have initiatives in place to reduce food loss and waste throughout the entire supply chain, and we have begun working toward this goal. We also set a target for reduction of waste from animal and plant residues (excluding inedible parts of fish, vegetable cores, outer leaves, and similar wastes arising in the production process).

Medium- to long-term food loss and waste reduction targets (Compared to fiscal 2017)

	Scope	Medium-term targets (to fiscal 2023)		Long-term targets (to fiscal 2030)
			Results of progress in fiscal 2021	
Initiatives to reduce food loss and waste	Nippon Suisan Kaisha, Ltd. and its group companies in Japan (including 5 unconsolidated affiliate companies in Japan)	Reduction of 6% (Per unit)	Reduction of 24.5% (Per unit)	Reduction of 10% (Per unit)

[Click here for ESG environmental data.](#) >

○ Initiatives to Extend Best-before Periods and Switch to Year/Month Labeling

Nissui is going forward with initiatives to change the labeling of best-before periods in an effort to reduce food loss and waste. All tinned food products excluding private-brand items manufactured on and after July 1, 2019 are labeled with best-before periods expressed in year/month (labeling format has changed from the conventional year/month/day to year/month.) In this labeling process, storage tests were carried out to check how long quality can be maintained, and it was confirmed that the best-before periods could be extended. As a result of these efforts, we can expect more efficient distribution as well as the reduction of food loss and waste on the entire supply chain.

"Osakana sausage (fish sausage)" and "Komiyaki (surimi products)" have been extended the best-before periods as shown in the table below. The Nissui Group has also made efforts to significantly extend the best-before periods of other products including frozen prepared foods for retail and commercial uses, bottled foods, and pre-packed foods.



Products with extended best-before periods

Product Name	Production Switching Date	Best-before Periods		Number of Days of Extension
		Before	After	
Osakana sausage (fish sausage)	February 15, 2021	120days	150days	30days
Komiyaki (surimi products)	February 7, 2022	45days	60days	15days

○ Food Donations

┃ Donations to Second Harvest Japan

Since fiscal 2008, Nissui has been donating frozen food to Second Harvest Japan, a 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 that have no quality problems but cannot be sold due to being sub selling standards. Going forward, Nissui will continue these activities that lead to providing support to orphanages and mother and child living support facilities, while at the same time reducing the discarding of still-edible food.



	FY2017	FY2018	FY2019	FY2020	FY2021
Actual donations	12.6	9.4	7.9	9.0	7.7

┃ Donations to Other Organizations

Donations Conducted in Fiscal 2021 by Nissui's Business Locations

Name of business location	Donation destination	Donation content	Date of donation
Fine Chemicals General Plant Tsukuba Plant	Food Drive Campaign in Tsukuba	· Food brought by employees (installation of Kizuna BOX in the cafeteria) 3kg in Total	October 15 - 27, 2021



Fine Chemicals General Plant Tsukuba Plant



Fine Chemicals General Plant Tsukuba Plant

Donations Conducted in Fiscal 2021 by Nissui group company

The Nissui Group company, F.W. Bryce, Inc., donated several hundred pounds of Salmon, Cod and Haddock to the local food pantry which was then give out to local community. They donated 3 different times throughout the year.

○ Participation in Food Loss and Waste Initiatives

┃ Participation in Japan Project of WRI's "10x20x30" Food Loss and Waste Initiative

In conjunction with the participation of AEON Co., Ltd. in the "10x20x30" Food Loss and Waste Initiative advocated by the World Resources Institute (WRI) in December 2019, Nissui joined the "Japan project" led by AEON as one of the partner corporations. In this project, the specifics of the initiatives will be determined in consideration of the company's issues by using examples of spearheading initiatives outside of Japan and other cases as reference, based on the "Target-Measure-Act" approach to initiatives put forth by WRI. Through such initiative, Nissui will further promote the reduction of food loss and waste in the supply chain as a whole.

┃ Participation in WRAP (Flatfish Ltd.)

Flatfish Ltd. (UK), which is one of the Nissui Group companies outside of Japan, pledged our support to WRAP (the Waste and Resources Action Programme) in 2021. WRAP is an initiative founded in the UK in 2000 which provides tools and guidance for reducing food waste as one of its efforts. Flatfish started measuring food waste in 2021 and has set a goal of reducing it by 50% by 2030.

Biodiversity Preservation

In recognition of the importance of the preservation of biodiversity, the Nissui Group revised its [Environmental Code](#) in 2014 and upholds preservation of biodiversity in its Policies.

The preservation of the sea is crucial for the Nissui Group, whose business relies on its bounties. In order to sustainably utilize marine resources, efforts to maintain the health of the sea itself and to aid its recovery, as well as resource management, are essential. To this end, we are engaged in preservation activities that take a holistic approach to the “forest, river and sea.”

It all started with a lecture titled “What oysters taught me” given at Nissui’s head office in February 2011. The lecturer, Mr. Shigeatsu Hatakeyama who was operating an oyster farm in Kesenuma, Miyagi Prefecture, taught us about “Uotsukirin (fish-breeding forest),” a traditional idea of Japanese fishers, and how abundant forests are the very source of abundant seas.

Since then, Nissui has been engaged in activities based on the concept of a coordinated preservation of the “forest, river and sea” at various locations.



Mr. Shigeatsu Hatakeyama Talking About Tree Planting to Protect the Sea

○ Participation in “Tottori Kyosei-No-Mori (Tottori Co-Existence Forest)”

! The Forest that Protects Spring Water Nurturing Fish and the Sea

Tottori Prefecture is the home of the Nissui Group companies Yumigahama Suisan Co., Ltd., which is engaged in the aquaculture and processing businesses and Kyowasuisan Kabushiki Kaisha, a fishery company. The farming-related facility of Yumigahama Suisan is located at the foot of Mt. Senjozan which is in Daisen-Oki National Park of Kotoura Town, Tottori Prefecture and trees in certain parts of the surrounding broad-leaved forest have died and required maintenance.



On October 30, 2018, Tottori Prefecture, Kotoura Town and Nissui entered into a forest preservation and management agreement in order to preserve the surrounding 5.933 hectares of forest as the “The forest that protects spring water nurturing fish and the sea.”

On April 7, 2020, the Nissui Group was certified as a collaborative business by the Japan Committee of the United Nations Decade on Biodiversity (UNDB-J) for this forest preservation activities.

! Preservation Activities

Continual preservation work is essential to protecting forests.

At the Nissui Group, ever since we entered into the Agreement, we have been conducting employee participation-based preservation activities on a yearly basis. For the participants, these activities become a valuable formative experience in which they get a real sense of the interrelatedness of the “forest, river, and sea,” and their relationships to them. Moreover, through interactions with the people of Tottori Prefecture involved, it is an opportunity for participants to gain familiarity with the local culture and are able to cultivate relations among members of Group companies.

No. of participants to date

fiscal year	FY2018	FY2019	FY2020	FY2021
Participants	86	104	31	27 (Green Scouts + Supervisors/ Prefectural staff, etc.)

No. of trees planted to date (Selected from local tree species)

	Japanese horse chestnut	Painted maple	Yamazakura cherry
FY2018	110	105	110
FY2019	10	10	10

Since FY2021, we have been collaborating with Tottori University to conduct a forest survey with the aim of making our conservation activities more scientific. The results of the study showed that about 80% of the seedlings planted in our activities in FY2018-2019 were active and growing well as of 2021. We will undertake another survey of the vegetation inside and around the “Forest that Protects Spring Water Nurturing the Fish and the Sea,” and plan to make further use of local species of trees in our tree-planting activities in FY2020 and beyond. We hope to further improve our activities so that we can establish a forest that is closer to one that would naturally occur and that we can preserve the forest in a practical manner.

Due to the impact of the COVID-19 spread in FY2021, the Nissui-sponsored preservation event was cancelled; however, the “Green Scouts (Note) Exchange Meeting” organized by the Tottori Prefecture Planting Trees Promotion Committee was held on September 11, and representatives from Nissui/Kyowa Fishery participated in a meeting held online. During the lecture portion of the meeting, in addition to introducing the Nissui Group’s business, we explained the connection between forests, rivers, and the sea, and conveyed the motivation behind a fisheries company’s involvement in forest conservation. Sixteen 5th and 6th graders from Tottori Prefecture participated in the exchange meeting, and after taking part in woodworking and other activities, they then worked up a sweat for about an hour clearing underbrush in the Nissui Forest.

(Note) Green Scouts: The Green Scouts are an organization sponsored by the Tottori Prefecture Planting Trees Promotion Committee. Its purpose is to get the children who will eventually lead the next generation of society to familiarize themselves with greenery, develop an affection for it, and protect and nurture it, and in doing so cultivate an attachment to their home communities and grow into people with well-rounded minds and the capacity to love their fellow human beings.



○ Preservation Activities of Utsunuki Green Zone

"The Utsunuki Green Zone" is a "satoyama (village forests)" adjacent to [the Nissui Tokyo Innovation Center](#), which was built in 2011.

Every year since 2013, activities have been conducted, under the instruction of the "Utsunuki-Midori-no-Kai," to preserve the natural environment in areas surrounding the business location and to promote co-existence with the regional community. The activities begin with a classroom lecture at the log house within the zone, in which participants learn about the connection between the "forest, river and sea," as well as the flora and fauna of the "satoyama," which is followed by various tasks such as mowing the underbrush in the "satoyama."

On November 14, 2020, activities were conducted for the eighth time. Having downsized the activities as a measure against COVID-19 infections, twelve Nissui employees participated. On the day, participants repaired the stairs and cleared the underbrush in the Green Zone. The program could not be implemented in FY2021 due to the spread of COVID-19 infection, but we are planning to resume the program in FY2022 and beyond.



Nissui has been a supporting member of "Utsunuki-Midori-no-Kai" since fiscal 2015.

Plastic Problems

Policy and Promotion Framework

Plastics are light and durable materials that makes our lives more convenient, yet they are also associated with such societal issues as the problems of waste, marine plastics, and global warming.

As part of its initiatives to address the problems associated with plastics, the Nissui Group is rigorously promoting the management of plastic fishing equipment used in its fisheries and aquaculture business. For plastics used in plants of production and plastic containers and packaging for food products, we are concurrently promoting 3R+R (Reduce, Reuse, and Recycle, plus Renewable) activities and studying the use of alternative materials. In addition, we are committed to tackling this issue not just as a company, but through the actions of every employee. We clean up public areas around our offices as well as beaches and rivers with a shared sense of purpose, specifically:

- Giving back to the local community
- Picking up garbage that is the result of littering or that has washed ashore, including plastics, thereby preventing those things from outflowing into ocean

○ Nissui Group Establishment of Basic Policy to Address the Problem of Plastics

Nissui Group's fundamental approach regarding the problems of marine plastics and the use of plastics was deliberated, and a policy was established.

! Nissui Group Basic Policy Regarding the Problem of Plastics

We will work alongside other stakeholders to combat the problem of marine plastics as well as other global environmental issues, and to preservethe bountiful sea

1) Plastics outflowing to the ocean

Regarding plastic fishing equipment used in the fisheries and aquaculture businesses, we will prevent them from becoming microplastics and ghost gear (Note) by the use of alternative materials and assiduous management of the use of plastics

2) Waste from the production stage

We will work to reduce plastic waste from our production plants and promote recycling

3) Waste from the consumption stage

We will work to reduce the impact on the environment from our food containers and packaging, making use of plastic's quality retention ability and other capabilities

- Reduce the amount of plastic through continued review of product design
- Use (substitute with) plant-based resources (biomass-based plastic), easily recyclable containers and packaging, and recycled material

4) Initiatives by every employee

Through participation in cleanup campaigns, employees will work to reduce plastic waste in the community, river, and sea, and preserve the marine environment

(Note)Ghost gear: Fishing equipment that is lost or abandoned and remains in the marine environment

Enactment Date : February 21, 2020

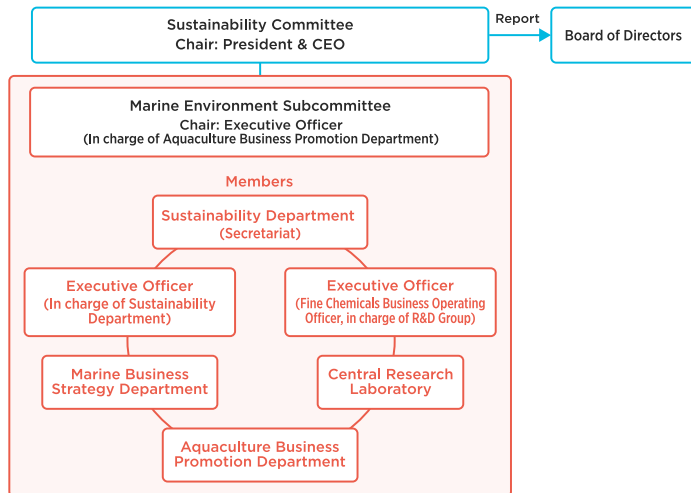
○ Promotion Framework - The Marine Environment Subcommittee/The Plastics Subcommittee

In February 2019, the Subcommittee was established, due to concerns over the impact of marine plastics on Nissui Group's businesses, against the backdrop of social issues including the progression of serious marine pollution on a global scale caused by marine plastics among others, the concerns for the impact of marine plastics on the marine ecosystem and human beings, and the failure of recycling to function as a result of the reduction in the effective utilization of waste plastic.

■ The Marine Environment Subcommittee


The Marine Environment Subcommittee is promoting zero emission of plastics in the marine environment.

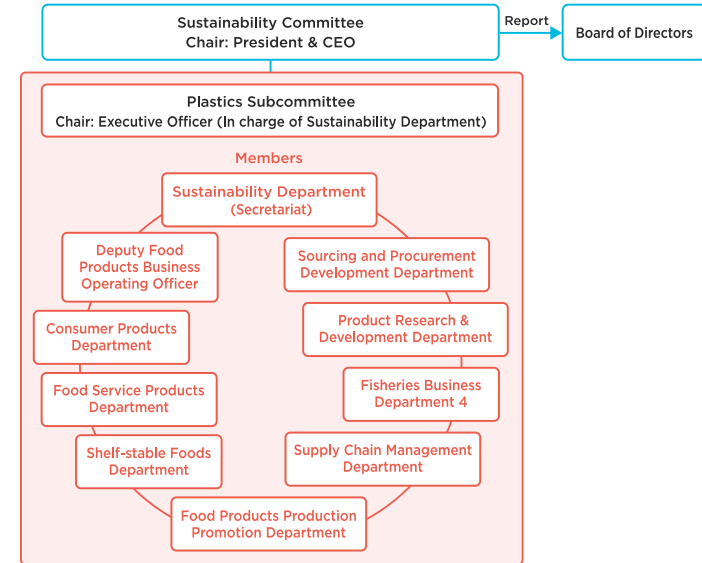
- Monitoring of the management status of plastics used in the fisheries and aquaculture businesses, making improvements and commitments
- Investigation of the actual outflow of microplastics and promoting activities to stop such outflow
- Promoting cleanups on land and activities to collect marine debris and other waste
- Review of the use of antimicrobials in aquaculture (new issue from fiscal 2021 onwards)



■ The Plastics Subcommittee

The Plastics Subcommittee is promoting the 3R + R (Reduce, Reuse, Recycle + Renewable) of plastic resources.

- Promoting reduction and recycling of plastics at plants, at home (disposable plastic packaging) and each stage of distribution
- Participation in and cooperation with outside organizations (CLOMA ) and information gathering



Marine Plastics

○ Initiatives to Prevent Fishing Gear from Flowing Out into the Ocean

At present, some of the sources of marine plastic litter are known to be lost and abandoned fishing gear, which is referred to as "ghost gear," "ALDFG" (Note 1), etc. Through SeaBOS (Note 2), Nissui has joined GGGI (Note 3) and is also making efforts to prevent fishing gear used by fishery companies and aquaculture companies in the Nissui Group in Japan from flowing out into the ocean. Furthermore, in the unlikely event that fishing gear has been lost or abandoned, this information will be shared within the Nissui Group, and efforts will be made to prevent its recurrence.

(Note 1): Abandoned, Lost or otherwise Discarded Fishing Gear.

(Note 2): Seafood Business for Ocean Stewardship.

(Note 3): Global Ghost Gear Initiative. An international body working to prevent fishing gear from flowing out into the ocean.

┃ Enhancement of Fishing Gear Management Rules

The Nissui Group will manage fishing gear in a thoroughgoing manner not only to prevent fishing gear from flowing out into the ocean but also to help reduce accidents involving the breakage of fishing gear (operation loss, escaped cultured fish and other factors that affect the ecosystem) and work-related accidents.

We are enhancing fishing gear management rules at all aquaculture companies and fishery companies in the Nissui Group in Japan. Our existing fishing gear management rules at the individual company level have been reviewed afresh from the viewpoint of preventing fishing gear from flowing out into the ocean by using GGGI's "Best Practice Framework for the Management of Fishing Gear" (a guideline for fishing gear management targeting persons involved in fishery business, consisting of prevention, mitigation and remediation) as reference. These fishing gear management rules include equipment condition checks, employee education, appropriate disposal of used fishing gear, and reporting procedures, etc., in the unlikely event that fishing gear has been lost or abandoned.

┃ Initiatives

[Initiatives: Prevention]

- Sorted items to be checked in terms of fishing gear equipment condition and replacement criteria: Reconfirmed items to be checked in inspections and replacement criteria for each fishing gear on an individual company basis (i . Visual inspection, ii . Useful life, iii. Numerical criteria)
- Introduced maintenance records: Utilized fishing gear maintenance records for managing fishing gear
- Appropriate disposal of used fishing gear: Confirmed the appropriate disposal of used fishing gear as industrial waste in compliance with the law
- Pre/post-typhoon checks: Checked fishing gear before/after a typhoon has passed at farming sites that are susceptible to the impact of typhoons
- Conducted employee education: Established a rule to conduct education on the marine plastics problem targeting employees at each company (at least once a year). The results are as follows.

Employee education	FY2021				
	Number of educating companies	Number of times conducted	Example of targets	Example of content	Total number of participants
All aquaculture companies in the Nissui Group in Japan	6 out of 6 companies	13 times	All employees in aquaculture department	Necessity of fishing gear management/marine plastics problem	243 persons
Fishery companies in the Nissui Group in Japan	1 out of 1 company	2 times	Employees in purse seine fishery department/marine affairs department/vessel department, etc.	Appropriate disposal of waste generated inside vessels	21 persons

[Initiatives: Mitigation]

We standardized reporting procedures and matters to be reported in the unlikely event that fishing gear has been lost or abandoned. Within the Group, it is mandatory for the staff at the site of each aquaculture company/fishery company to report such an incident to the company representative, who must then report it to Nissui's executive officer. Outside the Group, a report must be made to relevant organizations, etc. Matters to be reported are standardized among all companies, including basic information (i.e., when, where, what, how and why), in addition to the recoverability of such fishing gear and preventive measures for the future.

[Initiatives: Remediation]

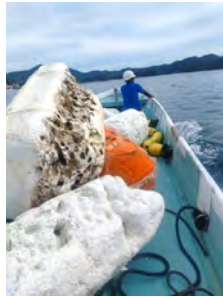
Objects washed ashore after a natural disaster (e.g., typhoon) pose a big problem. These include plastics, including fishing gear such as floats, which not only affect the scenery and the coastal environment but are also costly and require a lot of manpower to deal with them. Farm Choice Co., Ltd., a Nissui Group company in Japan, collected polystyrene foam floats stranded on tetrapods together with its clients around its sea-surface farming site in Amakusa City, Kumamoto Prefecture after typhoons passed the region in summer.

	FY2021	
	Region/Country	Number of units recovered
Recovery of objects washed ashore (polystyrene foam floats)	Japan	10 to 15 units, including fragments (Note)

(Note): Polystyrene foam floats have never flowed out from Farm Choice's farming site; these floats are owned by other business operators.



Float stranded on a tetrapod



Transporting a recovered float

Switching over to Floats That Have a Low Risk of Becoming Plastics That Outflow into the Ocean

Goal of the Nissui Group

By the end of FY2024, the Nissui Group will cease the use of polystyrene foam floats in nylon covers for use in aquaculture and completely switch over to floats that have a lower risk of becoming plastic that outflows into the ocean.

The Nissui Group is engaged in the farming of salmon and trout outside Japan, and of yellowtail, tuna, coho salmon, mackerel, red sea bream, and others in Japan. Traditionally, mostly polystyrene foam floats wrapped in nylon covers have been used in marine aquaculture operations in Japan (Note 1), but compared to other types of floats, the nylon covers inferior in terms of strength, and there are concerns over the risk that, if they happen to tear, the polystyrene inside them could break apart and outflow into the ocean. Given that problem, in FY2019, we conducted a study on the number of nylon-covered polystyrene foam floats owned and their use by the Group as a whole. Furthermore, we made the decision to cease the use of such floats entirely throughout the Nissui Group by the end of FY2024 and replace them with floats that have a lower risk of outflowing into the ocean. (Note 2) The Group as a whole will continue to study the use of fishery gear with a lower risk of outflowing out into the ocean and to work to address the problem of marine plastic through our businesses.



Floats used in marine aquaculture



Before switchover: Nylon-covered polystyrene foam floats



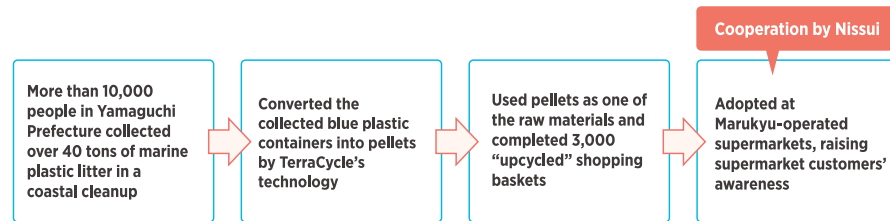
Post-switchover example: PE-coated polystyrene foam floats

(Note 1): We were able to confirm that the marine aquaculture fisheries of Group companies outside Japan are not using nylon-covered polystyrene foam floats.
 (Note 2): PE-coated polystyrene foam floats or hollow resin floats.

○ Participating in Marine Plastic Litter Upcycling Project

“Upcycling” means utilizing waste, items no longer needed and other things that would have otherwise been discarded and transforming them into other products. In fiscal 2021, Nissui worked jointly with the Yamaguchi Prefectural Government, Marukyu Co., Ltd. and TerraCycle Japan on “ONE FOR OCEAN,” a private-public upcycling project utilizing marine plastic litter. This project has been adopted as a model project in the “FY2021 Local Blue Ocean Vision Project” of the Ministry of the Environment.

Flow of “ONE FOR OCEAN”



Presentation event
[From left] Masamitsu Ono (General Manager of Chushikoku Branch, Nissui), Tsugumasa Muraoka (Governor of Yamaguchi Prefecture), Yasuo Tanaka (President of Marukyu Co., Ltd.) and Eric Kawabata (APAC General Manager of TerraCycle Japan)



"Upcycled" shopping basket



"ONE FOR OCEAN" poster

○ Support of a Venture Addressing the Problem of Plastics Flowing into the Ocean (Pirika Inc.)

Marine litter including plastics is said to originate from the land, mainly from the cities but its discharge routes are not known. From fiscal 2018, Nissui has been a supporter of Pirika Inc., which is committed to the Albatross Project that aims to investigate the facts surrounding plastics flowing into the ocean and has commenced concrete approaches in dealing with the problems of the marine environment and the problem of plastics flowing into the ocean, which are directly connected to Nissui's business.

Details of the Albatross Project which aims to investigate the facts surrounding the problem of plastics flowing into the ocean

●STEP1

Development of research methods : Develop an effective method of research on the flow of plastics into the ocean.


●STEP2

Clarification of the flow mechanism : Study the mechanism of plastics flowing into the ocean (flow routes and flow items) and narrow down the problem.

●STEP3

Study and implementation of measures : Study, prioritize and implement measures to combat the problem of plastics flowing into the ocean.



Pirika Inc. 

Containers and Packaging/Waste

○ Nissui's Original Eco Mark "Mirai-no Umie"

In March 2021, Nissui began marking its product packaging with its eco mark "Mirai-no Umie" (meaning "For the future ocean"). The purpose of this eco mark is to make Nissui's environmentally-friendly initiatives widely understood and known among customers through the packaging so that they can select environment-friendly products. "Mirai-no Umie" started appearing on new products and updated products released on March 1, 2021.

I Intention Behind the Design



This eco mark was designed in the motif of "∞" (i.e., infinity), symbolizing the circulation of water in forests, rivers and the ocean. The left part of the eco mark represents eco-initiatives, whereas the right part denotes the bountiful sea. The eco mark signifies that environmental friendliness will bring about the ocean's bounty, and in turn, translate into people's healthy and energetic lives and a hopeful future.

I Marked Products

All Nissui-branded products are within the scope of being marked with "Mirai-no Umie"; products can bear the eco mark when environmentally-friendly efforts have been made in their containers and packaging. Marking-related environmental friendliness criteria are prescribed in Nissui's "[Container/Packaging Selection Guidelines](#)" as well as marking criteria for the "Mirai-no Umie" mark.

I Marking Criteria and Example of Presentation (One Example)

The eco mark is displayed on the individual packaging, label, etc. of the product along with a description of their environmental friendliness in concrete terms, such as "plastic usage has been reduced in this tray (xx% less than before)."

Reduce	Plastics reduced (film, tray, etc.)		
	Tray-less		
Replace	Plant-derived materials used		
	Recycled materials used		
Replace	Plastics replaced with paper		
Recycle	Non-aluminum-metallized film		
Other forms of environmental friendliness (other than plastics)	Plant-derived ink		

Product Bearing "Mirai-no Umie" Mark (One Example)



Establishment of Nissui's Container/Packaging Selection Guidelines

In fiscal 2020, Nissui established the Container/Packaging Selection Guidelines, in consideration of the impact of plastics on the global environment, such as the marine plastics problem and global warming. One of the objectives is to reduce the volume of plastics used in containers and packaging to the extent possible, while taking advantage of their roles and functions, including protecting products and maintaining their quality. The Guidelines are applicable to all Nissui-branded products (i.e., frozen prepared foods, surimi-based products, shelf-stable foods, marine products and fine chemical products).

Container/Packaging Selection Guidelines

	Description of initiatives	Specific examples
Reduce	Suppress the volume of plastics used in containers and packaging (minimization)	<ul style="list-style-type: none"> • Packaging size adapted to the content size • Films and trays with limited thickness • Keep the number of parts low
Replace	Adopt plant-derived and recycled materials and replace existing materials with them	<ul style="list-style-type: none"> • Biomass-based composite materials (including biomass-derived biodegradable plastics) • Recycled materials (e.g., recycled PET) • Paper materials
Recycle	Adopt and switch to easy-to-recycle materials	<ul style="list-style-type: none"> • Aluminum-free • Conversion to single material (i.e., mono-material) • Design/structure that allows easy waste separation
Other forms of environmental friendliness (other than plastics)	Pursue environmental friendliness also for materials other than plastics, such as adopting plant-derived ink and paper certified by the Forest Stewardship Council (FSC).	<ul style="list-style-type: none"> • Plant-derived ink • FSC-certified paper

Inclusion into Product Development Flow

Nissui has prepared a "Container/Packaging Selection Checklist" in accordance with the Guidelines and implements it as part of the product development flow. It serves as a mechanism that enables us to check whether or not appropriate environmental friendliness has been examined in terms of the materials, size, thickness, etc. of containers and packaging.

○ Use of Containers and Packaging

In Japan, an obligation to recycle waste in the form of “containers” and “packaging” generated from households is imposed on business operators who used, manufactured and/or imported them. Nissui and its group companies in Japan pay a recycling commission to the Japan Containers and Packaging Recycling Association in accordance with the Containers and Packaging Recycling Law (Note), which stipulates the aforementioned obligation.

	FY2018	FY2019	FY2020
Plastics (t)	4,074	4,158	4,374
Paper (t)	356	347	356
Glass bottles (t)	3,397	3,438	3,122

Scope: Nippon Suisan Kaisha, Ltd. (Nissui). Containers and packaging “discharged from households” set forth in the Containers and Packaging Recycling Law made of materials defined in said Law are subject to recycling.

(Note): This law was created for the purpose of recycling containers and packaging (e.g., glass bottles, PET bottles, paper boxes and film bags for sweets, shopping bags) of products discharged as waste from ordinary households in Japan.

○ Reduction of Plastic Containers and Packaging

At Nissui, the Plastics Subcommittee and the Container/Packaging Eco-Project play a central role in reviewing the use of plastics in all of its products.

■ Nissui's Initiative (Reduction)

	FY2018	FY2019	FY2020	FY2021
Reduced weight of plastic containers and packaging for products sold by Nissui (kg)	4,896	15,630	33,465	33,814

■ Nissui Group Companies' Initiatives (Reduction)

[Aquaculture Companies' Initiatives]

Aquaculture companies in the Nissui Group in Japan are reviewing the use of expanded polystyrene boxes (fish boxes) for transporting marine products and considering the use of alternative materials.

As an alternative, the use of water-repellent cardboard boxes is being promoted mainly during periods other than summer when the temperature is high.

Shipping using fish boxes of alternative materials

Company name	Alternative material	FY2020	FY2021
All aquaculture companies in the Nissui Group in Japan	Paper material (highly water-repellent cardboard boxes) (unit: cases)	42	6,907
	Paper material + expanded polystyrene (Note) (unit: cases)	1,610	678

(Note): This is a material in which cardboard and expanded polystyrene are layered, making it possible to limit the volume of plastics used compared to ordinary expanded polystyrene boxes.

[Food Production Companies's Initiatives]

Company name	Description of business	Results of Initiatives
Flatfish Ltd. (UK)	Manufacture and sale of fresh fish and fishery products	<p>Reduced plastic containers and packaging used in Flatfish's products. Results in 2021 were as follows.</p> <ul style="list-style-type: none"> Reduced fresh food trays and films by 25% in terms of weight compared to before, leading to a reduction of plastics amounting to 13 tons overall. Reduced processed food (fish pie) trays by 20% in terms of weight compared to before, leading to the reduction of plastics amounting to 1.5 tons overall.
Thai Delmar Co., Ltd. (Thailand)	Frozen food production	<p>Engaged in an initiative targeting shrimp ingredients, which are the main ingredients at Thai Delmar. Launched a project jointly with eight suppliers in Thailand with the aim of reducing cardboard and plastic waste derived from the ingredients. Results in 2021 were as follows. Results in 2021 were as follows.</p> <ul style="list-style-type: none"> Led to the reduction of cardboard and plastics by 6.3 tons and 1.2 tons, respectively.

○ Recyclable Plastic Containers and Packaging

In many cases, plastic containers and packaging for foods are made by pasting together multiple materials. They vary in size and thinness, as well as the degree of contamination after use. The reality is that these factors make it difficult to recycle food containers and packaging. It is thus important to adopt a recyclable design from the development stage, and in cases where the containers and packaging are recyclable, make it known to consumers in an easy-to-understand manner so that it will lead to collection and recycling after use.

I Nissui Group Companies' Initiatives (Recyclable Design)

Company name	Results of Initiatives and Plans/Targets
Gorton's, Inc. (USA)	<p>Since 2019, Gorton's, Inc. has started reviewing existing materials and testing recyclable new materials in collaboration with suppliers in relation to two major container and packaging formats in its products (i.e., SURPs (stand-up resealable pouches) and direct-filling containers/packaging).</p> <p>In 2020, Gorton's determined the following targets for containers and packaging of products for retail. [Targets]</p> <ul style="list-style-type: none"> • Make 100% of containers and packaging bear the How2Recycle label (Note) by 2023; and • Make at least 95% of containers and packaging (based on weight) recyclable by 2025. <p>In 2021, the results of initiatives related to containers and packaging of products for retail were as follows.</p> <ul style="list-style-type: none"> • 27% of containers and packaging carried the How2Recycle label. • Gorton's identified new recyclable materials for SURPs. Recyclable containers and packaging accounted for 32% of all containers and packaging (and are expected to account for 60% in 2023).
Flatfish Ltd. (UK)	<p>In 2020, Flatfish Ltd. promoted the introduction of plastic containers that can be recycled by consumers in the majority of its products. In 2021, Flatfish will further promote this initiative in accordance with the plan below. [Plans]</p> <ul style="list-style-type: none"> • Promote the replacement of non-recyclable containers and packaging with recyclable alternatives. <p>In 2021, Flatfish identified the water absorbent pad that accompanies trays as an obstacle to recycling containers and packaging (it is unsuitable for recycling as it is made of different plastic material from the tray). Flatfish developed new trays that no longer require any water absorbent pad and switched to a recyclable design, which translated into a reduction of plastics by 2.9 tons.</p>



(Note): How2Recycle is a label in USA/Canada indicating whether or not the container/packaging is recyclable. At Gorton's, all laminated pillow bags with zipper already bear this label as of December 2020.

Initiatives by Every Employee

○ Nissui Group Cleanup Campaign

Twice a year since 2010 the Nissui Group has been carrying out the "Cleanup Campaign," activities to clean up the areas surrounding the Group's domestic business locations around the country. In the advance information given prior to the cleanup, the participants learn that litter could potentially flow into the rivers and reach the ocean and that this activity is not merely a cleanup exercise but a way to prevent litter from flowing into the ocean, and are made aware of the relationship between this activity and Nissui's business. In FY2021, due to the impact of the spread of the new coronavirus, the entire group did not participate in the program, but 121 people from 10 business sites took part, picking up a total of 279 kg of trash.



■ Cleanup Activities in outside Japan

Nissui Group companies in outside Japan are also carrying out activities to clean up the areas surrounding its business locations.



Nissui (Thailand) Co., Ltd. (Thailand)



Salmones Antártica S.A. (Chile)

○ Arakawa Environmental Seminar

Since 2017, Nissui, with the cooperation of the NPO, The Arakawa River Clean-aid Forum, has been learning about the river environment, experiencing biodiversity and conducting cleanup activities to pick up litter. These activities have been incorporated into the seminar for new employees since fiscal 2018. In the classroom, the participants listen to a lecture on the social issues surrounding the problem of marine plastics based on the latest data and come face-to-face with the problem in the subsequent fieldwork conducted on the riverbed. It gives participants the opportunity to think about the tasks that could be done by each person close to home in order to solve this problem.

Number of participants

	FY2017	FY2018	FY2019	FY2020	FY2021
Seminar for new employees	-	48	25	33	48
Other employees (including their families, etc.)	21	24	51	-	-



Training for new members: classroom lecture 1



Training for new members: classroom lecture 2



Training for new members: Clean-up activities 1




Training for new members: Clean-up activities 2



Social

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Human Rights

The Nissui Group believes that corporate activities are premised on respect for human rights and will thus promote initiatives to help realize a sustainable society in which “no one will be left behind.”

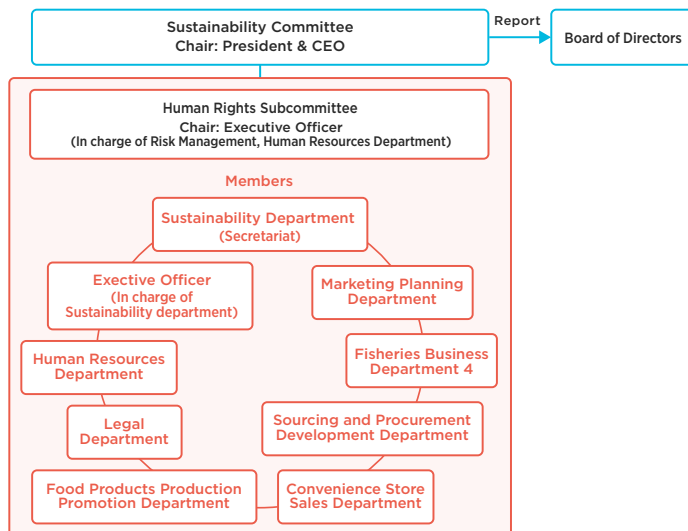
Formulation of Human Rights Policy

In September 2020, the Nissui Group formulated the “Nissui Group Human Rights Policy” in compliance with the United Nations Guiding Principles on Business and Human Rights in order to further clarify its approach to respecting human rights in all value chains associated with its businesses.

[The Nissui Group Human Rights Policy](#) >

Promotion Framework - The Human Rights Subcommittee

Chair: Executive Officer (In charge of Risk Management, Human Resources Department, Legal Department and General Affairs Department) Members: Human Resources Department, Legal Department, Sourcing and Procurement Development Department, Food Products Production Promotion Department, Convenience Store Sales Department, Fisheries Business Department 4, Marketing Planning Department, and Sustainability Department (Secretariat).



Initiatives for Human Rights Due Diligence

Human Rights Risk Assessment

The Nissui Group conducted a human rights risk assessment in the form of a cross-departmental workshop in December 2020, in order to get a grasp of potential human rights risks in its value chains. This involved identifying risks in each process of its value chains from two perspectives, namely, “general and cross-industrial human rights risks” and “human rights risks specific to the fisheries industry and the Nissui Group,” and in particular, analyzing the latter risks while incorporating the viewpoint of risks by country and risks by fish species as well. Risks were narrowed down by conducting an “impact assessment” with respect to the identified risks, based on likelihood and severity in the event that the risks are materialized.

	Procurement	R&D/Production	Logistics	Sales/Distribution	Customer Use	Disposal/Recycle
Nissui Group employees		<ul style="list-style-type: none"> - Work environment of foreign technical intern trainees (Japan) - Labor incidents and accidents (fishery & aquaculture) - Unemployment resulting from AI implementation - Violence occurring during labor disputes 	<ul style="list-style-type: none"> - Labor incidents and accidents 			
		Recruitment-Evaluation, Working Conditions & Promotion-Retirement				
		<ul style="list-style-type: none"> - Inequalities in opportunities and discrimination in recruitment/career development/promotion - Harassment - Equal pay for equal work (preferential treatment based on type of employment, nationality, gender, etc.) - Privacy violations through surveillance of conduct while teleworking and at production sites 				
Suppliers	<ul style="list-style-type: none"> - Unfair terms of contract against small and micro business partners - Health hazards caused by agricultural and other chemicals 	<ul style="list-style-type: none"> - Forced labor & child labor - Labor incidents and accidents (fishery & aquaculture) 				
Customers		<ul style="list-style-type: none"> - Labor incidents and accidents (fishery & aquaculture) 		<ul style="list-style-type: none"> - Misleading representation - Marketing that accelerates unhealthy diets 	<ul style="list-style-type: none"> - Quality incidents - Health hazards 	
Local community residents	<ul style="list-style-type: none"> - Forced removal/eviction as a result of farm development - Health hazards caused by agricultural chemicals - Destruction of indigenous people's livelihoods - Environmental pollution 	<ul style="list-style-type: none"> - Environmental pollution 				<ul style="list-style-type: none"> - Biodiversity damaged by marine plastics; hardships in the livelihood of people in fisheries - Environmental pollution with plastic waste
Others	<ul style="list-style-type: none"> - Involvement in bribery/corruption 			<ul style="list-style-type: none"> - Advertising featuring discriminatory expressions 		

Having identified the following three risks as items of importance to be addressed specifically as a matter of priority, the Nissui Group launched specific initiatives from Fiscal 2021 onwards in order to confirm their actual situation and mitigate such risks.

[Identified potential human rights risks]

- 1) Forced labor and child labor relating to raw materials of marine products (from procurement of raw materials to production)
- 2) Work environment of foreign technical intern trainees in Japan(production)
- 3) Labor Safety and Health (fishery and aquaculture)

Respect Human Rights in our supply chain

In accordance with the Nissui Group Basic Procurement Policy and Supplier Guidelines, the Nissui Group is promoting sustainable procurement in order to prevent human rights risks among suppliers with which it has dealings. Its primary initiatives include holding a seminar for suppliers and requesting suppliers to respond to a self-check sheet survey. The results of the survey are tallied and presented in the form of a graph, and feedback sheets are returned to suppliers, with comments focusing on their understanding of and initiatives toward "Respect for Human Rights," informing each supplier of the areas in which they are encouraged to further reinforce their efforts going forward. Some suppliers are also subject to visits and interviews aimed at confirming their intentions behind their responses as well as their actual situations. As the confirmation task has not been completed with all suppliers at this point in time, the Nissui Group will build a system that allows more suppliers to respond to the survey and build a system that considers the entire supply chain. In conjunction with this, the Nissui Group will make risk mitigation efforts by performing on-site checks with respect to second-tier suppliers, third-tier suppliers and so forth in consideration of the human rights risk identification results.

[Sustainable Procurement >](#)

Stakeholder Engagement

The Nissui Group has been engaged in numerous external communications with stakeholders and promoting activities while reminding ourselves to not become complacent. Since the first stakeholder dialogue held in 2016, the Nissui Group has held a stakeholder dialogue five times in total, including human rights in the fisheries industry's supply chain in its theme.

[Stakeholder Dialogue >](#)

Remediation System (Grievance Mechanism)

Contact points for employees

The Nissui Group has established a whistleblowing system in which internal and external points of contact are made available to receive reports. Consultation requests, opinions, reports, etc. from employees are accepted regarding acts in breach of the Code of Ethics, acts in violation of laws and regulations and acts in breach of internal rules, including irrational discrimination and harassment based on race, religion, sex, age, nationality, social status, etc. The confidentiality of the whistleblower is protected and unfair treatment of the whistleblower is prohibited under the provisions of Nissui Group's regulations.

[Initiatives to Identify Compliance Issues >](#)

Training and Education for Employees

Code of Ethics Awareness

The Guidelines of Ethical Conduct set out in Nissui's Code of Ethics states "respect our frank and openhearted communication environment and make an effort to maintain a sound and effective system of internal checks and balances," and to respect fundamental human rights of individuals as well as prohibit all forms of discrimination and harassment. This Code of Ethics is posted on Nissui's internal portal site and shared with its employees to instill awareness of the prevention of discrimination and harassment among them.

Measures Against Harassment

In order to prevent incidents of harassment, harassment study groups (seminars, E-learning, and similar) are being conducted. A Harassment Desk has also been set up for employees to consult, and a structure to handle any problems has been established.

On June 1, 2020, the revised power harassment prevention law (Act on Comprehensively Advancing Labor Measures, and Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives) came into force; in conjunction with this, the President delivered a message to all employees of the Nissui Group in Japan, strongly urging them once again to eliminate workplace harassment. On April 1, 2022, when the power harassment prevention law became applicable to small and medium-sized enterprises as well, the President newly announced "Nissui's Declaration to Eliminate Harassment," taking it as an opportunity to send an even stronger message than before, including Group companies. Nissui also conducts harassment-related training targeted at department/section heads, distributes a handbook on the prevention of harassment to employees and holds read-through sessions in each department, among others.

Fiscal 2021 Initiatives

The Nissui Group launched internal education on business and human rights to its management layer, for the purpose of not only preventing discrimination and harassment at workplaces as in the past but also instilling respect for human rights in all value chains associated with its businesses and the responsibility to respect human rights among its employee. The training seminar was conducted online, in order to prevent the spread of COVID-19 infections.



Scenes from the Seminars

Date of the training seminar	Details of the training seminar	Target	Participants
June 2021	Business and human rights seminar	Executive Officers and department managers (Nissui)	67
September 2021	Business and human rights training seminar (Lecture and group discussion)	Business management department managers (Nissui group), Executive Officers and department managers (Nissui)	82
September 2021	"Communication and teaching methods for human resources from outside Japan to work mainly" seminar	Persons involved in the production department (Nissui group in Japan)	67
October 2021	Panel discussion "Initiatives to respect human rights (work environment of foreign technical intern trainees in Japan)"	CEO (Nissui group in Japan), Executive Officers and department managers (Nissui)	80

Formulation of Basic Guidelines for Receiving Foreigners

The Nissui Group has formulated its "Human Rights Policy" based on the understanding that respect should be given to human rights as a matter of top priority in all value chains relating to its businesses. The Nissui Group supports human rights set forth in the "International Bill of Human Rights" and the "International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work" and is engaged in initiatives to put them into practice, based on the United Nations' "Guiding Principles on Business and Human Rights."

Nissui has formulated the "Nissui Group Basic Guidelines for Receiving Foreigners" in support of the "Basic Guidelines for Receiving Foreigners" established by the Federation of Consumer Goods Industries & Consumer Associations (Seidanren), of which Nissui is a member.

[Nissui Group Basic Guidelines for Receiving Foreigners >](#)

Seidanren "Basic Guidelines for Receiving Foreigners (in Japanese)" (342KB)

For the Customer

Approach to and Systems to Ensure Safety and Security

Since its founding, Nissui has been utilizing its unique technology to turn the bounty of the sea into valuable products and to deliver them to its customers. Over the years, what has remained constant is our commitment to "food safety and security." We wish to treasure the "delicious taste" and "freshness" of materials, provide individual consumer with safe and high-quality products and thus helping them to develop healthy, rich eating life style. To gain consumers' confidence and empathy, every member of NISSUI's staff will perform his or her duty to maintain product quality and will make every effort to obtain consumers' satisfaction.

Quality Assurance Code

The Nissui Group Quality Assurance Code, based on the concept of quality assurance, sets out quality policies and action guidelines under which the criteria related to quality assurance are regulated, so that all executives and employees take action supporting the same concepts.

[Quality Assurance Code >](#)

Quality Assurance Systems

In order to produce products to the customers' satisfaction, quality assurance systems are in place, including the Customer Service Center, Quality Assurance Department and Food Safety Research Department, which have been established as part of the QA (Quality Assurance) Group.

[Quality Assurance Systems >](#)

International Standards Certification for Food Safety Management Systems

Acquisition of GFSI Certification

The Nissui Group is working to strengthen its quality assurance capabilities by promoting the acquisition of food safety management system certification, and the number of business sites that have acquired GFSI-approved standards (Note), such as FSSC22000, BRC and IFS is as follows:

Status of acquisition of GFSI-approved standards

	Type	Number of certified sites					Number of targeted sites	Ratio of certified sites
		FSSC22000	BRC	IFS	BAP	Total		
2021	Food products	8	7	5	-	20	25	80%
	Marine products	4	2	-	1	7	17	41%
	Fine chemicals	2	-	-	-	2	3	67%
	Total	14	9	5	1	29	45	64%
2022	Food products	8	7	5	-	20	16	77%
	Marine products	4	3	-	1	8	18	44%
	Fine chemicals	2	-	-	-	2	4	50%
	Total	14	10	5	1	30	48	63%

Scope: Nippon Suisan Kaisha, Ltd. (Nissui), and all consolidated companies in and outside Japan (production and processing sites only)

(Note) GFSI: Global Food Safety Initiative, a private organization of global food companies that work collaboratively to approve food safety management standards in order to improve food safety and strengthen consumer confidence.

Participation in Food Safety-related Association

Nippon Suisan Kaisha, Ltd. is pleased to announce that it has become a member of the Japan Food Safety Management Association.

Japan Food Safety Management Association 

Initiatives to Ensure Safety and Security

Based on the philosophy and policies of quality assurance, Nissui and the Group companies are engaged in all manner of initiatives to deliver tasty, safe and secure products. Our commitment is indispensable in providing “quality” that satisfies our customers.

- ✓ (1) “Employee Training” to ensure compliance with rules and standards and taking the right action
- ✓ (2) “Quality Control” on the production site
- ✓ (3) “Inspections” to confirm the safety of raw materials and merchandise
- ✓ (4) “Communication” to convey accurate information to customers

(1) Employee Training

Nissui conducts various types of education and training so that all employees, as members of a food manufacturer, become aware of their roles to be fulfilled toward quality and become capable of acting based on a higher level of knowledge.

○ Training Sponsored by the Quality Assurance Department

The Quality Assurance Department conducts periodic training so that employees who handle products can accurately acquire the required knowledge. The content of the training is reviewed each year and efforts are made to always share the latest information. Since fiscal 2020, courses in streaming video format and online training seminars have been introduced. In video-streamed courses, participants watch a video and check their level of understanding by working on assignments (mini-exams) on an individual basis. While taking a course, participants are provided with support from their boss and senior colleagues to help them further improve their understanding.

Track Record in FY2019

Name of the seminar	Target <Rough Guide>	Details of the training seminar	Duration of the training seminar	Frequency	Participants
Basic Quality Assurance Seminar	Persons in charge at the plants; mainly employees who have been with Nissui for 10 years or less	General basic knowledge for employees working at the production plant <ul style="list-style-type: none"> • General hygiene control • In-house quality control standards • Labeling standards 	1 day	Once a year	30
HACCP Seminar	Employees engaged in HACCP system operations at the plants (E.g. general hygiene control, in-house quality control standards)	Seminar based mainly on acquiring knowledge on the HACCP system and the general hygiene control program which is the base of the HACCP system, and experiencing the HACCP method through hazard analysis drills conducted in groups	1.5 days	Twice a year	44
Seminar on Certification Standards of Nissui Plants	Persons in charge of quality control, operational managers and chief of engineer at the plants	Understanding and practice of the purpose and concept behind the certification standards of Nissui plants, and the specific details of the standards	1 day	Once a year	20
Quality Seminar for Marketing Staff	Marketing staff	Awareness-raising education on food labeling in order to prevent the recurrence of the inappropriate labeling incidents of the past; the latest trends in food administration and quality assurance; and key points in dealing with complaints	1.5 hours	Once a year	450



Scenes from the Seminars

Track Record in FY2020 and FY2021

Name of the seminar	Target <Rough Guide>	Details of the training seminar	Delivery method	Participants in FY2020	Participants in FY2021
Online HACCP Course	Operational managers	Gaining basic knowledge related to HACCP and utilizing HACCP at production sites <ul style="list-style-type: none"> Building the HACCP system General hygiene control Gist of hazard analysis 	The course is divided into five segments, in which a total of 15 videos (approx. 10 to 20 minutes per video) are streamed. Participants are required to watch the videos and work on assignments on an individual basis in two to three weeks per segment, to complete the course in a total of four months.	21	72
Course for Quality Trainers at Production Plants	Plant managers, persons responsible for quality control, site supervisors and other persons in a position to promote quality training at plants (i.e., those in a position to train participants in the "Online HACCP Course")	Learning the risk management approach at production sites, watching lecture videos on quality training targeting operational managers and putting them into practice	The course is divided into two segments, in which a total of 8 videos (approx. 10 to 25 minutes per video) are streamed. Participants are required to watch the videos and work on assignments on an individual basis in approx. two weeks per segment, to complete the course in a total of two months.	-	83
Quality Seminar for Marketing Staff	All sales business department staff	<ul style="list-style-type: none"> Matters related to hygiene control to be heeded by a food products business operator Raising awareness of food labeling Things to keep in mind when dealing with customer complaints Making the outline of marine eco-labels and things to keep in mind upon their implementation widely known 	Materials are distributed to participants, and their level of understanding is checked through a test conducted on the Web (i.e., e-learning system). The seminar is divided into four segments, to be completed in a total of four months.	790	-

Schedule for FY2022

Name of the seminar	Target <Rough Guide>	Details of the training seminar	Delivery method
Online HACCP Course	Operational managers	Gaining basic knowledge related to HACCP and utilizing HACCP at production sites <ul style="list-style-type: none"> Building the HACCP system General hygiene control Gist of hazard analysis 	The course is divided into five segments, in which a total of 15 videos (approx. 10 to 20 minutes per video) are streamed. Participants are required to watch the videos and work on assignments on an individual basis in two to three weeks per segment, to complete the course in a total of four months.
Seminar on Raw Materials-related Standards	Persons in charge of development/quality control/purchasing at development departments/raw materials departments/production promotion departments and production plants, etc.	Understanding raw material product certificates and related quality assurance standards	A presentation meeting will be held online. After participating in the presentation meeting, participants' understanding will be checked through a test conducted on the Web (i.e., e-learning system).

○ Training at the Plants

Plant workers who actually come into contact with the products and support manufacturing receive a training that is more in line with the production site. Even new employees on their first day of work have the duty to maintain quality. There is no room for compromise. Such a production site is created by the concerted efforts of all employees.

| New Employee Training

This basic seminar is attended by all employees assigned to work at the plant. They learn the basics which are required of employees who are responsible for maintaining quality including appropriate clothing, rules for entering the plant, hand-washing, etc., not to mention labor safety.



Matters Relating to Quality Communicated at the Sites

The plants operate every day and produce numerous products. Employees at the sites, when they come to work, always receive communications on quality-related topics and precautions from their site leader. Nissui ensures that such matters are communicated to all employees at the production sites which operate every day.

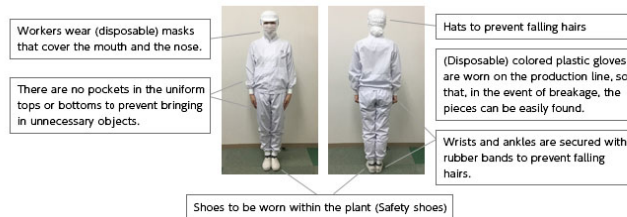


(2) Quality Control

The factory sites receive raw materials and manufacture products. The quality of the products to be delivered to customers are created at strictly-controlled production sites.

Employee Clothing

All employees change into the prescribed work uniforms before entering the production sites. These work uniforms also play a part in maintaining quality.



Rules on Entering the Plant

There are rules that must be followed when entering the plant. These rules must be followed even when the worker is in a hurry.

Health Check Chart

The health of the worker is checked every day. Does the worker have a fever? Does the worker have diarrhea? Is there a cut on the hand? And so on. The worker must check multiple items before entering. The plant cannot have product contamination by even one worker who is ill. To maintain one's health every day is also another important mission of a worker who works at the plant.



Hair Roller

Hairs stuck to the work uniform are removed using a sticky roller.

There are also rules for using the roller. The rules are illustrated so that foreign workers who do not speak Japanese will also understand. Additionally, each worker checks the mirror to confirm that the uniform is not disheveled and that no hairs are sticking out of the hat.



Hand-Washing

There are also rules for washing their hands, which is important for workers handling food. Workers wash their hands according to a timer which has been set to a designated time. These rules are also illustrated with photos so that they are easily understood.



Objects Which May Be Brought into the Plant

Workers basically enter the plant without bringing anything in. However, there are certain things which are required in the course of operations, such as when records or photos must be taken, that are allowed on site. All objects must be made of metal to prevent fragments from entering the product, in the unlikely event that the object breaks.

(Note): As all products go through a metal detector in the final process, any metal contaminant will be found.

○ Checking System

Various checks are carried out in the plant. Several dozen items are checked in the process of making a single product, including the type of raw materials, the weight, the composition, the order, the time, the heating temperature, the cooling temperature, the print on the wrapping, the condition of the machine, etc. All of these items are double-checked, including person-to-person checking and machine-to-person checking. Furthermore, subsequent checks of the records are made by the administrator.

Errors will inevitably occur if checks are conducted by a single person. Machinery may also malfunction if we depend solely on machines. We have a system in place in which checks are always conducted by several different eyes at every stage, in the case of emergencies.

○ Food Defense

As many employees work in vast spaces within the plant, early detection of “anything out of the ordinary” is essential. To this end, cameras have been set within the plant to guard the employees so they can work properly.

Furthermore, storage areas for detergents used in washing and drugs used in testing are strictly kept under lock and key and only a few people are allowed the use of the key. In such cases, also, records of opening and closing the locks are taken.

Moreover, a number of production plants have vein authentication and fingerprint authentication management systems to monitor who came into the plant and at what time. More of the domestic plants of the Nissui Group will adopt this system down the road.



(3) Inspections

Nissui only uses raw materials that have been confirmed for safety in manufacturing its products. It also conducts inspections at each stage from raw materials to the finished product to confirm that it conforms to the standards. These inspections encompass a wide variety of items and inspection methods, and require specialized knowledge and technology. Therefore, in order that inspectors are always able to carry out proper inspections, Nissui promotes “Excellent Lab” program, a system that allows inspectors to acquire the necessary knowledge and inspection skills.

○ Excellent Lab

The Nissui Group production plants nationwide all have inspection offices. Excellent Lab program is carried out mainly by the Food Safety Research Department in order to enhance the reliability of the inspection offices. Through standardized inspection manuals, the setting of facility standards, skill certification of the inspectors, precision control tests, and level-specific seminars, we are raising the level of the entire Excellent Lab. Excellent Lab program has also been introduced at certain overseas plants including China, as well as Japan.

I Inspection Manual

The contents of the manuals are periodically revised and the manuals are distributed to each inspection office always in their latest updated state. To ensure that inspections are conducted at all inspection offices with the same level of accuracy, we specify the culture media and reagents used in cultures and the culture medium is a dedicated medium for the Excellent Lab. This medium is packaged in single-use packets eliminating the need for measuring as well as preventing errors on the part of inspectors and saving time.



I Certification of the Inspectors' Skills

To ensure that inspections are carried out by inspectors with a certain level of knowledge and skills, inspectors are registered and the skills of each inspector undergo certification. When employees are first assigned to the inspection offices, they receive instruction under the inspection office's OJT program. After the employee becomes capable of carrying out most inspections on his or her own, he or she is certified as an A-level Inspector. Proficient inspectors who have acquired a certain level of experience are certified as M-level Inspectors and inspectors capable of carrying out even higher-level tests are certified as E-level Inspectors. Inspectors must undergo written and skill tests to be promoted to the next level of inspector. In fiscal 2021, seminars for M-level Inspector certification were held remotely to provide inspectors with the opportunity to upgrade their skills through lectures and lab work.



Number of Inspectors by Level

	A-level Inspector	M (Master)-level Inspector	E (Excellent)-level Inspector
Definition	Capable of carrying out designated tests	Capable of providing instructions to inspectors aiming to become A-level Inspectors	Capable of carrying out tests of a high degree of difficulty, and is proficient in all required tests
As of March 31, 2019 (Number of inspectors)	36	53	25
As of March 31, 2020 (Number of inspectors)	42	59	24
As of March 31, 2021 (Number of inspectors)	36	59	22

Communications Between Inspectors

The Excellent Lab emphasizes communications between the inspectors through various exchange events and the exchange of information. Inspectors periodically gather at venues around the nation and hold Excellent Lab Promotion Meetings. In fiscal 2021, Excellent Lab Promotion Meetings were held remotely but more frequently than in the previous year to make it easier for inspectors to participate, resulting in an increase in participants from 41 inspectors in 7 Meetings to 78 inspectors in 14 Meetings. Efforts are being made to maintain the standard of inspections through the exchange of opinions, including coordinating testing methods and judgment criteria and checking matters to be heeded on an ongoing basis.



Precision Control Tests

In order to confirm the testing precision of the inspection offices, precision control tests are conducted once a year. Each inspection office individually tests the specimens distributed by the Food Safety Research Department and sends back the test results to the Food Safety Research Department. The data on test results sent in from the inspectors nationwide are statistically analyzed and fed back to the inspectors. The tests are useful in confirming the ongoing workmanship of the inspection offices and improving the test procedures.

Overseas Development

The overseas plants that manufacture the products imported into Japan are also upgrading the abilities of their inspection offices using similar systems. In China, Qingdao Nissui Food Research and Development Co., Ltd. and in Thailand, the Quality Control Section Thailand of the Quality Assurance Department are leading efforts to provide testing instructions to local plants.

(4) Communication

We stress the importance of listening to the candid comments of the customers, and also believe that providing accurate information to customers is essential. We aim to create superior products based on the voices of the customers in order to enhance customer satisfaction.

System for Listening to Customer Comments

The Nissui Customer Services Center is where we can speak directly with the customers who have purchased our products. Currently, we receive comments by phone and via email. We not only receive complaints but also questions, confirmations and commendations. Whatever its content, each comment is a valuable piece of information for us.
Nissui Customer Services Center (Phone number): 0120-837-241

Product Development Based on the Voices of the Customers

The "Customer Satisfaction Improvement Subcommittee" is held six times a year to share the comments provided by the customers. There are many cases in which product specifications were changed as a result of the discussions by the subcommittee. We value the perspectives that are unique to the general customer and utilize such perspectives in creating superior products.

Health and Nutrition Initiatives

Many industrialized countries, including Japan, are entering the stage of an aging society. While the average life expectancy continues to increase, there is a growing interest in not just increasing the average life expectancy, but also how to extend what is called “healthy life expectancy.” The Ministry of Health, Labour and Welfare’s “Healthy Japan 21 (2nd stage)” strategy calls for the extension of healthy life expectancy as its first basic direction, and primary prevention—the prevention of diseases before they occur—is of crucial importance to achieving this.

As a food company, the Nissui Group has a responsibility to deliver health to everyone through food. We are committed to research and development of healthy ingredients and products that make use of the bounty of the sea, and contribute to solving a variety of challenges when it comes to health.

Ministry of Health, Labour and Welfare’s “Healthy Japan 21 (2nd stage) (in Japanese)” [□](#)
 National Institute of Health and Nutrition [□](#)

○ Basic Approach/Objective and Promotion Framework

| Basic Approach

The Nissui Group states as follows in its Declaration on Action of Sustainability: “We utilize bounty of the sea and provide the delights of foods and the rich and healthy lives through the innovation.” Based on this approach, we will take advantage of our unique technology and bring health to people around the world from sustainable marine resources.

| Target and Promotion Framework

The Nissui Group has set the resolution of health issues as one of its long-term priority management themes until 2030. We will launch projects in-house and seek to expand Nissui products in the field of health.

[Declaration on Action of Sustainability >](#)

[Long-term vision >](#)

○ Initiatives for Solving Health and Nutrition-related Issues

1. Initiatives Linked to Targets of the “Healthy Japan 21 (2nd stage)” Strategy

| Target: Nutrition and Dietary Habits; Cardiovascular Disease; and Achieving Extension of Healthy Life Expectancy

<EPA (Eicosapentaenoic Acid)>

EPA is a type of n-3 highly unsaturated fatty acid found abundantly in the fat of fish, and is an essential fatty acid that the body cannot easily produce. Using our own food processing technology, Nissui has developed fish sausages and other healthy products that contain EPA and other functional ingredients derived from fish, which we then offer to our customers. In addition, Nissui contributed to the development of the world’s first EPA pharmaceuticals (therapeutic agents for hyperlipidemia and arteriosclerosis obliterans) through joint research with Chiba University School of Medicine since the 1980s and with Mochida Pharmaceutical Co., Ltd. Currently, Nissui is responsible for supplying raw materials for high-purity EPA pharmaceutical products.

<Sodium reduction>

Excessive sodium intake raises the risk of diseases such as hypertension, stroke, and stomach cancer. Since processed marine food are associated with high salt content, we have started basic research on aroma and taste. We are working on the development and practical application of ingredients that provide a strong salty taste and methods for manufacturing products that do not lose their flavor despite a reduction in the sodium content.

| Target: Children’s Health; Mental Health

<DHA (Docosahexaenoic acid)>

DHA, like EPA, is a type of n-3 highly unsaturated fatty acid found abundantly in the fat of fish, and is an essential fatty acid that is not readily produced by the body. It is found in abundance in the human brain and in the nervous system, and is considered to be a particularly important nutrient for children during their developmental stages. At Nissui, we utilize DHA as a raw material for infant formula and also provide DHA drinks that are easy for children to drink.

| Target: Health of Elderly People; Extension of Healthy Life Expectancy; and Nutrition and Dietary Habits

<Alaska pollock fast muscle protein>

One health issue faced by an aging society is the problem of sarcopenia, which is the loss of muscle mass due to aging, and frailty - a decline in physical function. Our research on the fast-twitch muscle protein found in Alaska pollock has shown that eating pollock protein increases muscle mass and strength, and we are developing products that use these ingredients.

<DHA (Docosahexaenoic acid)>

Decline in cognitive function is also a challenge for an increasingly aging society. DHA has been reported to have a positive effect on the maintenance of cognitive functions, and Nissui has developed a DHA-based drink that takes advantage of this feature. By utilizing the technology we have developed to suppress the odor of fish oil and the processing technology to suppress the progress of oxidation, we have created a product that is easy to incorporate into daily life.

2. Other Initiatives

For Customers Who Wish to Choose a Vegetarian Diet

In response to the diversification of attitudes toward food and the growing interest in health, processed foods that replace livestock meat with plant-based ingredients are gaining attention. Nissui has launched a series of products using its proprietary soybean meat, "VEGETABLE MEAT," and is actively working to make it an option for customers who want to choose a vegetarian diet.

Responsible Labeling, Promotion, and Marketing

Policy

The Nissui Group states in Article 1-7 of its "Quality Assurance Code" that: "Information about the origin and source of the raw materials, allergenic substances, nutritional components, and production processes etc. shall be provided correctly and clearly to the consumers."

Furthermore, we have established a "Basic Policy" within the "Standard of labeling" in the "Quality Assurance Standards." The "Standard of labeling" also sets various other standards for labeling, including product names, product descriptions, bulk labeling, nutritional information labeling, and allergy labeling.

In addition, the Ethical Behavior Standards states in the section entitled "Compliance with the Act against Unjustifiable Premiums and Misleading Representations" that: "We will comply with legal requirements when offering goods, money, or other premiums to customers. In addition, we will advertise and label our products and services truthfully and will not mislead consumers."

[Quality Assurance Code](#) >

[Standard of Labeling - Basic Policy](#) >

[Ethical Behavior Standards](#) >

List of Japanese Laws Regarding Labeling that the Nissui Group Must Comply With

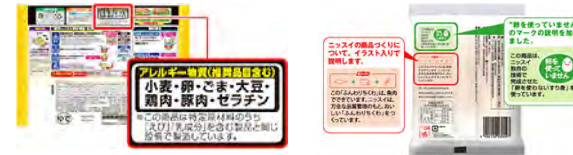
Item	Law
Product claims labeling	Act against Unjustifiable Premiums and Misleading Representations, Unfair Competition Prevention Act, Trademark Act, Design Act, Copyright Act, Fair Competition Code (other than bulk labeling), Health Promotion Act, Local government ordinances
Bulk labeling, allergy labeling	Food Labeling Act, Measurement Act, Fair Competition Code (related to bulk labeling)
Caution indications, warning indications	Product Liability Act
Identification labeling of containers and packaging	Containers and Packaging Recycling Law, Law for Promotion of Effective Utilization of Resources
Pharmaceutical labeling	Pharmaceutical and Medical Device Act

Bulk Labeling, Allergy Labeling

Product information is communicated to customers through product packaging. We have established internal standards for conveying product information with an emphasis on easy-to-understand and easy-to-read packaging.

Allergens, including the 28 required to be listed, are displayed in large, easy-to-read colors also outside the batch labeling of ingredients.

In addition, our fish sausages and paste products do not contain eggs. For those who are allergic to eggs, we put an "egg free" mark on the package to inform them that our products are safe to eat.



Text Size

In accordance with the Food Labeling Act, bulk labeling and nutritional information labeling for all products are generally written in 8-point type or larger. However, if the display area of the container or packaging is 150cm² or less, 5.5-point type or larger can be used.

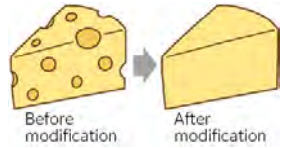
| Avoiding Misleading Illustrative Representations

When creating illustrations of product materials, etc., we take care to correctly depict the ingredients. To avoid depicting the wrong type of product or ingredient, we always check the actual ingredients before representing them in an illustration.

[Example]

(Before modification) To identify it more easily as cheese, holes were added to the surface.

(After modification) After checking, it was found that the actual cheese used was one without holes in its surface. Therefore, the illustration was corrected to show cheese without holes.



| Employee Training

In the “Basic Quality Control Seminar”, one of the employee education programs provided by the Quality Assurance Department, we also conduct training on labeling standards (once a year).

Training Sponsored by the Quality Assurance Department >

| Auditing

Through the acquisition and renewal of FSSC22000 and other certifications, we also undergo external inspections for our labeling.

See here for the status of business locations that have acquired certification >

| Whistleblowing System

We have established a Whistleblowing System to identify any violations of standards.

Initiative to Identify Compliance Issues “Overview of Whistleblowing System” >

Research and Development to Enrich Lives

○ Technology for a Tasty Way to Cut Back on Salt

As society ages, it has become more important than ever to prolong one's healthy life-span, i.e. the period in which one is able to live in a healthy condition. Salt (sodium chloride) not only is an essential nutrient for man but also plays an indispensable role in making foods and beverages "tasty." However, when consumed in excess, it can lead to a host of illnesses including high blood pressure.

This is the reason why Nissui came up with its unique technology to boost the taste of salt. Previously, reducing the salt used in foods and beverages had the effect of compromising the taste. However, with this technology, ingredients that boost the taste of salt are added and as a result, the taste of salt can be fully enjoyed even when the amount used is reduced. It is a technology that allows for the taste of salt to be enjoyed while cutting back on the salt content.

[Taste Research for a Better-tasting, Healthier Daily Diet >](#)

○ Research of the Functions of White Fish

Since 2009, Nissui has been taking part in the Cabinet Office's Cross-ministerial Strategic Innovation Promotion Program as a cooperating company and conducting research on the functions of white fish. Research has proven that the protein in Alaska pollock has numerous benefits.

In March 2018, Nissui launched the Alaska Pollock Protein Society, establishing a research framework comprising 12 universities and research institutes, and has been engaged in joint research. Nissui presented the results of five research projects of this Society at the Japanese Society for Amino Acid Sciences held in October 2019.

[Related press release \(in Japanese\) >](#)

! On the Muscle Augmentation Effects of Alaska pollock Protein

In human clinical trials with women of 65 or older, who are said to lose on average 1.0 to 2.0% of fat-free mass (an index for muscle mass, represents total mass including organs and muscle) a year, as test subjects, by consuming the protein of Alaska pollock every day and leading a normal life without exercising, an increase in fat-free mass was confirmed after consumption of the protein, indicating an increase in muscle.

[Muscle Augmentation Effects of Alaska pollock Protein >](#)

○ Research into the Effects of EPA on Exercise

Nissui has been engaged in the research, dissemination and awareness-raising of EPA (eicosapentaenoic acid) by focusing on its effects on exercise, including enhancing endurance. At the National Dietitians Conference (sponsored by the Japan Dietetic Association) held in August 2017, Nissui explained the mechanism in which EPA raises the efficiency of oxygen delivery to the body. Furthermore, beginning with the sponsorship of the Japan Masters Swimming Association in 2013, Nissui has been developing the "SPORTS EPA" brand which supports athletes.

[SPORTS EPA \(in Japanese\) !\[\]\(ccd39a0dc6d5afcc151e1371f9462f58_img.jpg\)](#)



For the Employee

Top Message



We will promote diversity & inclusion to translate diverse values into innovation and value creation.

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

S. Hamada

The Nissui Group, which has selected "Aim to be a company where diverse human capital play an important role to address the social agenda" as one of its key issues, is aiming at being in a state where, by 2030, it is generating innovation that will lead to value creation by utilizing diverse human capital and providing opportunities for such human capital to demonstrate the fullest potential. While diversity is comprised of various elements, our first step at Nissui will be to promote women's empowerment as a matter of priority.

Given that diversity is an important management issue for a company, we joined the "30% Club Japan" in support of the objective of its activities in 2021, in order to bring about greater gender diversity in our decision-making body. While learning from actions that will help resolve issues, we will promote women's participation in the management of Nissui. Although it may take some time, we believe that the best way is to raise the ratio of female recruits and develop a framework that enables them to play a greater role and thereby increase the ratio of female managers and select officers from within the company, instead of just increasing female outside Directors for the sake of achieving the target.

For the expansion of overseas businesses, it is indispensable to develop global personnel with the ability to build good relationships and yield results with people with diverse values in any complex and uncertain business environment around the world. We will aim to boost the capabilities and draw out the full potential of each and every employee by such means as hiring and training candidates based on a business plan in each business, preparing career paths and training methods for them as global personnel from the time they join Nissui, and getting them involved in exchanges including Group companies outside Japan.

In order to deal with diversifying customers' needs and social issues, we will continue to promote diversity & inclusion into the future, to enable the translation of various values into innovation and value creation that create new businesses.

Work Style Reform

○ Promoting the Teleworking System, etc.

In order to realize styles of work that are not constrained by time or location through the use of IT and communications technologies, the Nissui Group has adopted a teleworking system and increased the maximum number of full days allowed for telework to three days per week since April 2021.

In addition to this, since July 2021, core hours in the flextime system have been abolished, and employees have been allowed to take annual paid leave on an hourly basis; by combining them with telework, Nissui is promoting further improvements in operational efficiency and work-life balance.

Furthermore, in January 2022, Nissui introduced a system to allow employees who have certain reasons for striking a balance between work and home life (e.g., child-raising, nursing care) to work exclusively in the form of telework as a general rule, regardless of the cap on the number of teleworking days allowed (i.e., three days per week), in order to develop a working environment in which diverse human capital can play an active part. Going forward, Nissui will continue its efforts to shift to new styles of work that enable each and every individual to boost his/her productivity and gain a real sense of fulfillment from his/her work.

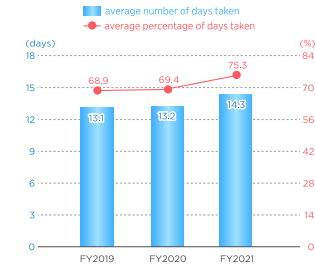


Office-wide Teleworking Day at Nissui's Head Office

○ Promoting the Taking of Paid Leave

As part of efforts to create a comfortable and rewarding workplace, Nissui is engaging in initiatives to make its employees take leave in a planned manner and pursuing a balance between work and personal life and improvement in health among its employees. Nissui has set a Group-wide common target for the rate of leave taken as well as days recommended for taking leave; each individual prepares his/her plan for taking annual leave and shares his/her schedule for taking leave within his/her department, which helps in coordinating work in advance and assists in progress management of leave taken. While seeking to further improve the rate of leave taken, Nissui responded to employees' requests to retain their holiday entitlements in case they must suddenly take time off work due to an illness by creating a new system of short-term leave for non-occupational injuries and diseases called "Anshin" Leave in fiscal 2019, thus enabling employees to take paid leave in the event of an emergency separately from their holiday entitlements. Nissui is encouraging its employees to take leave more proactively by enhancing its leave system.

Number of Days of Paid Leave Taken



As of March of each year
Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

○ Support of Striking a Balance Between Child-raising and Work

! "Kurumin" Mark Certification

Nissui has been formulating action plans based on the Act on Advancement of Measures to Support Raising Next-Generation Children since 2005 and in May 2010, it received the "Kurumin" Mark (Note) Certification from the Minister of Health, Labour and Welfare, which is awarded to companies that support childrearing.

In fiscal 2021, for the fourth time in a row, Nissui received the 'Kurumin 4 Star' certification. At the present time, Nissui is engaged in initiatives to achieve the goals of our Fifth Phase Action Plan. Nissui is committed to introducing various measures to be a company in which both men and women are able to balance their work with childcare.

Ministry of Health, Labour and Welfare "Information site to support efforts to balance work and home life: The Plaza of Support for Both" Action Plan (in Japanese) [PDF](#)

(Note) "Kurumin" Mark: Companies and national/local governments are mandated by the Act on Advancement of Measures to Support Raising Next-Generation Children to formulate an action plan to support the healthy birth and growth of children, who will be shaping our society for the next generation. It is a certification mark awarded to companies that have achieved the targets set in their action plans and met certain standards.



Next-Generation Mark (Nickname: "Kurumin")

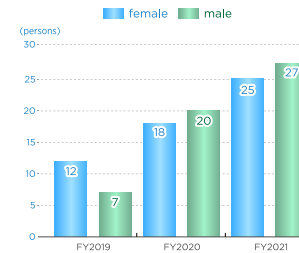
Fifth Phase Action Plan (Plan Period: 3-year period from April 1, 2021 to March 31, 2023)

	Details	Initiatives
Objective 1	Raise the rate of male employees taking leave for childcare during the plan period to 100%	(1) Encourage male employees who have a child during the plan period to submit a "Childcare Leave Utilization Plan" to confirm their intention to take leave, and encourage them to take 100% of their entitled childcare leave, including planned leave (target employee categories: employees and associates) (2) Create a childcare leave guide for male employees and promote awareness of childcare-related programs. (3) Promote awareness among managers and implement initiatives to further the taking of childcare leave among male employees. (4) Enhance in-house promotions to raise the level of awareness among employees of the need for male employees to participate in childcare.
Objective 2	Raise the rate of annual paid leave taken by each employee to 70%	(1) Each individual plans to take 70% of the number of days granted to them in the current year, and enters and updates their annual vacation plan in the company intranet personal calendar. (2) Foster an environment in which it is easy to make plans to use leave by setting up common in-house recommended days for using leave and a recommended period for using consecutive summer leave. (3) Check with Human Resources Department on the status of plan input and check the status with department heads and their immediate bosses as necessary. (4) Post utilization rates by department on the company intranet every month. (5) Share information on the status of utilization by department and promote the taking of leave (3 to 4 times a year)
Objective 3	Continue to provide training and improve an internal environment to support balancing life events with career development.	(1) Conduct training for women before and after taking childcare leave to support a smooth return to work after childcare leave has been taken. (2) Implement career design training so that women can develop a vision of their career path through a variety of experiences and training prior to major life events. (3) Provide training on career opportunities for women for managers at the division director and department manager level.

Promoting the Taking of Childcare Leave

Nissui aims to achieve a 100% utilization rate of childcare leave in order to create a workplace where both men and women can work comfortably. For male employees who have had children, Nissui will encourage them to take childcare leave and confirm their intention to take the leave, and for division heads and department managers, Nissui will encourage an understanding of the necessity of having employees take childcare leave and encourage them to promote the use of childcare leave.

Number of Employees Taking Childcare Leave



As of March of each year
 Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

Assisting Female Employees on Childcare Leave in Returning to Work

In March 2020, Nissui introduced return-to-work career interviews between employees and their superiors, utilizing the "Interview Sheets for Employees Returning to Work from Maternity and Childcare Leave." Nissui's ongoing support -which is provided not only at the time of returning to work but also over the career resumption period of six to twelve months after returning to work- has been received favorably.

Initiatives by Cité Marine S.A.S.

Cité Marine S.A.S. (France), a member of the Nissui Group, set up a nursery in October 2020, for the purpose of creating an environment that is pleasant to work in even while employees are raising children; 20 children of employees go to the nursery.



Supporting the Balance of Nursing Care and Work

Nissui has a nursing care leave program, in which 10 days of leave per year is allowed to employees with one person in their care, and 20 days per year for employees with two persons or more in their care. Nissui holds nursing care seminar semi annually and has established specialist consultation counters where employees can receive consultation free of charge via phone and email by contracting with agencies specializing in nursing care.

○ Various Systems to Support Diverse Work Styles

Reason	System	Description
Childcare	Leave for preparing for childbirth	An employee can take leave on a full-day or half-day basis for up to 15 days while the employee or the employee's spouse is pregnant until she gives birth to a child. Both male and female employees can take leave at times of poor physical condition (e.g., nausea of pregnancy) and when undergoing medical examination, etc., including accompanying their partners. An employee can take leave out of his/her accrued leave.
Childcare	Childcare leave	Childcare leave can be taken by male employees as well, and is treated as paid leave for up to five days.
Childcare	Leave for childbirth by spouse	An employee can take special paid leave for up to two days in cases where his spouse has given birth to a child.
Childcare	Leave for taking care of sick children	In cases where an employee has to take care of his/her child of primary school age or younger due to injury or illness, or in cases where an employee has to make such child receive a vaccination or undergo health examination, he/she can take leave on an hourly basis for up to five days in the case of one child or up to ten days in the case of two or more children. An employee can take leave out of his/her accrued leave.
Nursing care	Nursing care leave	An employee can take leave on an hourly basis for up to 10 days in the case of one person in his/her care or up to 20 days in the case of two or more persons in his/her care. An employee can take leave out of his/her accrued leave.
Nursing care	Extended nursing care leave	An employee can take extended nursing care leave multiple times for a total of up to one year and six months per eligible family member in his/her care.
Childcare	Shortened-workday system	An employee can use this system for a maximum of seven years in total, including childcare leave, until his/her child completes the third year of primary school. An employee can also use the shortened-flexitime system.
Nursing care	Shortened-workday system	An employee can use this system for a maximum of three years per person in his/her care. An employee can also use the shortened-flexitime system.
Universal	Flexitime system	Applicable to employees other than some employees, such as plant workers.
Universal	Teleworking System	Applicable to all employees other than some employees, such as plant workers. This system can be used on the grounds of making operations more efficient, promoting health and welfare, and striking a balance between work and family. Telework, which means working without attending the workplace, is capped at three times per week.
Universal	"Anshin" Leave (Short-term Paid Leave for Non-occupational Injuries and Diseases)	Each fiscal year, an employee is granted five days of paid leave that can be taken when he/she has suffered short-term non-occupational injury or illness (e.g., cold) and has difficulty coming to work.
Universal	Refreshment leave	An employee is entitled to take leave for five consecutive days when the length of his/her service has reached 10, 20 or 30 years. Such an employee is also paid a grant.
Universal	Abolition of core time	Core hours in the flexitime system were abolished, and the start time of work was also pushed back to 5:00 onwards.

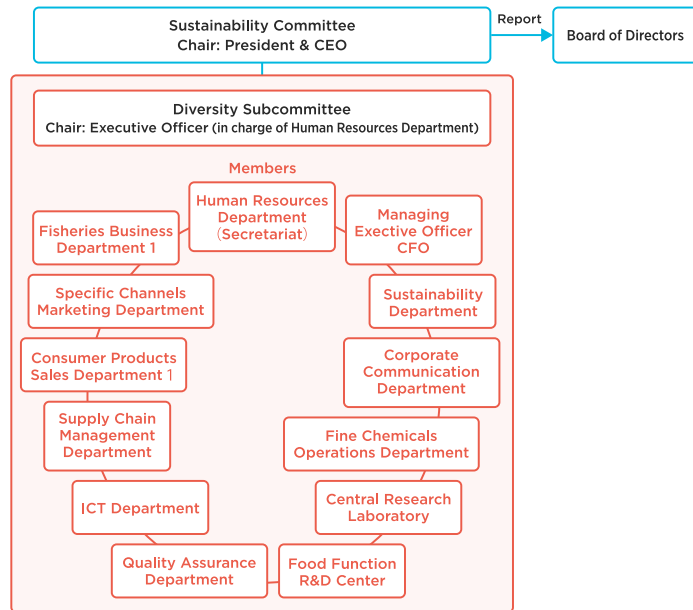
Reason	System	Description
Universal	Taking paid leave on an hourly basis	All employees can take paid leave not only on a full-day basis and half-day basis but also on an hourly basis for up to five days per year. Employees can take hourly leave at the beginning of the workday, mid-day (once per day) and at the end of the workday.

Diversity

The Nissui Group, which has selected "Aim to be a company where diverse human capital play an important role to address the social agenda" as one of its key issues, is aiming at being in a state where, by 2030, it is generating innovation that will lead to value creation by utilizing diverse human capital and providing opportunities for such human capital to demonstrate the fullest potential. Based on the view that the proactive introduction of diversity will stimulate the organization and also translate into business development, we are developing human capital geared to actively tackling global and local social issues through our business activities. Furthermore, we aim to be a company in which diverse human capital can improve themselves by encouraging and learning from each other and play an important role through such efforts.

○ Promotion Framework - The Diversity Subcommittee

We have established the Diversity Subcommittee, which is chaired by an Executive Officer and consists of General Managers and Managers of a wide range of departments, including the Sales Group, Fisheries Business Group, Fine Chemicals Business Group and R&D Group.



○ Nissui Selected as a Semi-Nadeshiko Brand for the First Time

On March 22, 2022, Nissui was selected for the first time as a "Semi-Nadeshiko Brand," which is second only to the "Nadeshiko Brand" in the Nadeshiko Brand initiative, in which the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) jointly select TSE-listed enterprises that are outstanding in terms of encouraging women's success in the workplace.

Going forward, Nissui will promote activities to become a better company through the intake of diverse human capital regardless of not only gender but also age, nationality, employment history, etc. and the continuation of "human capital development" and "work-style reform" which create a corporate culture that leverages such human capital, while encouraging women's success in the workplace.

Related news release (in Japanese) >



○ Gender Diversity in the Company's Decision-making Body

On January 18, 2021, Nissui joined the 30% Club Japan in support of the objective of its activities.

The 30% Club Japan believes that a healthy gender balance in a company's decision-making body will not only enhance corporate governance but also facilitate sustained growth, boost international competitiveness, and in turn, help build a sustainable Japanese society. Based on this belief, its goal is to increase the percentage of female directors at the TOPIX top 100 companies, which was 12.9% as of the end of July 2020, to 30% by 2030.

TOPIX Presidents' Association, which is a community of the 30% Club Japan, has started holding discussions on essential issues that hinder women from playing an active role and is learning from actions that help resolve these issues. At Nissui, we are promoting activities for women's participation in management by setting numerical targets for the promotion of women to executive officers and general managers.



○ Action Plan for Female Participation

In April 2022, Nissui formulated and announced the Third Phase Action Plan (plan period: April 1, 2022 to March 31, 2025) to develop an employment environment in which female employees can play an active part.

Nissui's Action Plan in "Comprehensive Website to Support Women's Active Participation and Balancing Work and Home Life" by the Ministry of Health, Labour and Welfare (229KB)

Quantitative Targets for Third Phase Action Plan

- Recruit highly competent human capital without distinguishing between men and women and stably maintain the "percentage of women among recruits" at 50% in each fiscal year.
- Make women account for 10% or more of all managers.
- Make women account for 10% or more of all executive officers and general managers.

Quantitative Targets and Results of Second Phase Action Plan (Base year: FY2018)

- Women to account for 30% or more of new recruits (graduates/postgraduates)
Result: 33% (FY2021)
- Increase the number of women working in sales divisions and production divisions by 20% or more
Result: Sales jobs 132%, production jobs 107% (FY2021)
- Increase the number of female managers and female assistant managers by 15% or more
Result: Managers 104%, assistant managers 62.5% (FY2021)

Initiatives in fiscal 2021

In 2017, we conducted a gender diversity awareness survey targeting all Nissui employees (approx. 1,200 employees). We are formulating measures separately for each of the three issues that have been identified (i.e., reform of organizational culture, reform of employees' mindset, and striking a balance between career and child-raising) and translating them into activities in concrete terms.

Initiatives to Eliminate Unconscious Bias [Reform of Organizational Culture and Reform of Employees' Mindset]

We conducted an e-learning course and held a workshop to eliminate unconscious bias, targeting the President, officers, managers in the departments (i.e., General Managers and section managers) and female employees.

Identification of Issues and Development of Environment in Each Department [Reform of Organizational Culture and Striking a Balance between Career and Child-raising]

The respective managers in the departments of each division who are members of the Diversity Subcommittee discussed and determined measures to identify issues such as training and promotion and achieve the targets on a division-by-division basis.

Exchange Meeting to Strike a Balance Between Work and Child-raising [Striking a Balance between Career and Child-raising]

We held an online information exchange meeting for employees who are juggling between work and child-raising or those seeking to achieve such a workstyle. Employees varying widely in age participated from various departments and were provided with the opportunity to share their concerns, exchange their opinions on such topics as tips on how to juggle between work and child-raising, think about ways to manage work and their daily lives and build a new vertical/horizontal network among employees.

Past Initiatives

[Reform of organizational culture (Reform of managers' mindset)]

- Communicated the Message from the President and CEO
- Held an exchange of opinions on Diversity between Takayuki Kawashima, Director of the NPO, Fathering Japan, and five of the Company's executives
- Held the Female Subordinate Career Development Seminar for superiors
- Established the department heads' meeting in the working group for the advancement of women (sales divisions)
- Added non-financial items in the evaluation of managers' targets
- Gave a diversity management lecture
- Conducted diversity training
- Diagnosed unconscious bias and conducted an e-learning course
- Held a workshop for persons in charge of production divisions

[Reform of employees' mindset]

- Held a career workshop with female employees of production divisions of other companies in the same line of business
- Established the Female Staff meeting in the working group for the advancement of women (sales divisions)
- Held "Female Sales Staff Workshop"
- Held "Career Design Seminar" for Female Employees
- Held a role model lecture given by female officers of other companies in the same line of business
- Dispatched female employees to selective development training
- Diagnosed unconscious bias and conducted an e-learning course
- Held a workshop for persons in charge of production divisions

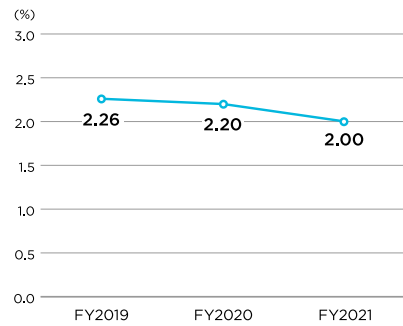
[Striking a balance between career and child-raising]

- Introduced a pre-reinstatement sheet and child-raising status sheet, and expanded the scope of eligibility in terms of types of employment
- Created a working mothers' network
- Examined women's empowerment in the sales division/production division (Interviewed male/female employees in charge of sales who are raising children)

○ Initiatives to Hire People with Disabilities

Under the concept of normalization, Nissui is engaged in initiatives to realize a working environment in which all employees regardless of whether they have or do not have disabilities work together and demonstrate their capabilities. Currently, employees with various “physical,” “intellectual” and “mental” disabilities are taking active part in each workplace. Employees with Psychiatric Social Worker qualifications have been assigned to the Human Resources Department, creating an environment in which people with disabilities can work with a peace of mind. The plants directly operated by Nissui accept students from the local special needs schools for work experience. The program offers students hands-on experience of the joys and rigors of working and subsequently allows them to build an image of what it is like to work. Some participants became interested in Nissui and have actually joined us. Additionally, Nissui holds periodic seminars for its employees to deepen their understanding of people with disabilities, aiming to create a “pleasant and inclusive working environment.”

Trends in the Employment of People with Disabilities



As of June 1 of each year
 Scope: Nippon Suisan Kaisha, Ltd. (Nissui)
 Legal employment rate: 2.20% in FY2019 and FY2020, 2.30% in FY2021

○ Senior Employee System

Amid the growing demand for stable employment opportunities for the elderly, Nissui is re employing employees who are willing to work at Nissui after retirement. Their responsibilities are reviewed at the time of rehiring and at contract renewal by taking into account the skills, aptitude and work experience, among others, and commensurate compensation is also arranged. Nissui continues to provide an environment where senior citizens with experience and superior skills acquired over the years play an active part.

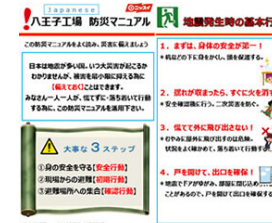
○ Initiative to Hire Foreign Nationals

■ Multi-Language Support of Bulletins

Employees who speak various languages including Spanish work at the Hachioji General Plant, which manufactures foods. Bulletins in a number of languages, mainly English, Spanish, Portuguese and Chinese are prepared and an environment is in place that facilitates work and other aspects of life.

■ Labor Safety Training and Disaster Prevention Manuals for Foreign Employees

Twice a year at the Hachioji General Plant, outside interpreters are hired and special safety seminars are held including labor safety training and disaster prevention training in three languages (including English, Spanish and Portuguese). The seminars are held during the employees' working hours, for a period of 3 days, 4 to 5 times each day. For a relatively small number of employees who speak languages that are not covered by these seminars, original materials are prepared. Additionally, disaster prevention manuals are outsourced to translation companies and prepared in multiple languages for foreign employees. The plant prepares its employees for any number of emergencies that could happen in the future by describing the basic actions to be taken in the event of earthquakes and other natural disasters.



Disaster Prevention Manual in Japanese



Disaster Prevention Manual in Myanmar

Training and Development

○ Human Capital Development Measures

Based on the concept of "Independence and Autonomy," which is at the core of Nissui's human capital system, we provide human capital development measures to support each employee in drawing up and realizing his or her career plan.

	Training by employee level	Career training	Correspondence courses	Diversity training	Training by job type
Manager level and above	Training for managers	Training to design one's career is provided for various age groups in order for employees to review their careers at various milestones from joining the company to retirement.	To support personal development, various seminars are provided so that employees can think about and choose what they are lacking or what they should acquire.	Workshops and training from various perspectives are provided to establish a work environment and culture, in which employees mutually respect diversity and maximize their potential.	<ul style="list-style-type: none"> ◆ Marketing planning, sales, and logistics group ◆ R&D group ◆ Production, QA and technology group ◆ Corporate administration group
General employees	Training is conducted to acquire roles/skills required at each level Until the third year				
	Third-year training Second-year training New employee training				

○ Global Personnel Registry System

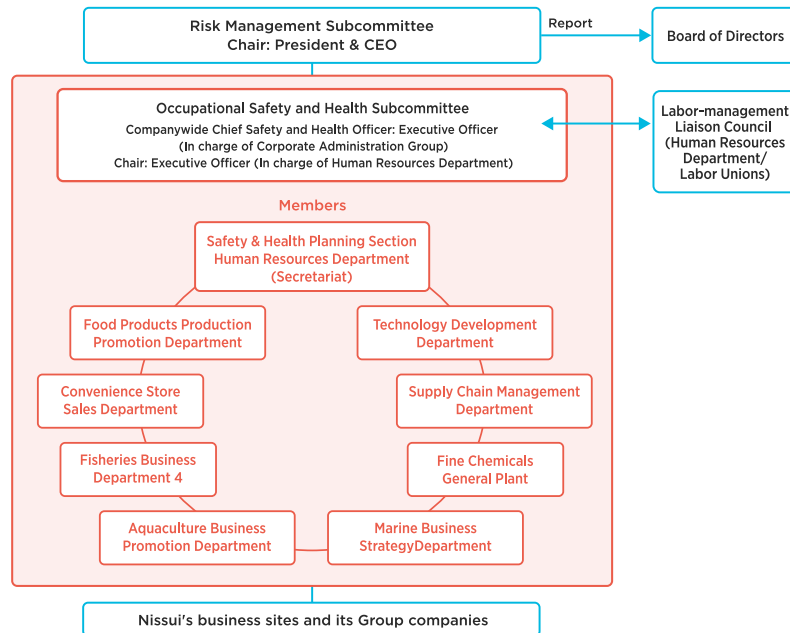
Nissui has been implementing the global personnel registry system since 2016. Under this system, global personnel in Nissui are defined as "personnel who can build good relationships with diverse counterparties and yield results in any complex/uncertain business environment in the world," and candidates for global personnel who will play an active role outside Japan in the future are recruited and trained by accepting applications from the general public or through recommendation.

The minimum set of skills required for prospective global personnel are: (i) the ability to create value; (ii) the ability to adapt to different cultures; and (iii) foreign language ability. The system aims to make the candidates acquire such skills by dispatching them to short-term assignments outside Japan, short-term business training programs outside Japan, etc., to train them into personnel suited for assignments outside Japan.

Labor Safety

○ Promotion Framework - The Occupational Safety and Health Subcommittee

The Nissui Group has designated departments in each segment to oversee the Safety and Health Committees of each business location and established the "Occupational Safety and Health Subcommittee," with the heads of each overseeing department as members. The subcommittee is held once each quarter and addresses various issues relating to "labor safety," "work hours" and "harassment" matters of Nissui, including its Group companies.



○ Initiatives for Labor Safety

Overall policy

The Occupational Safety and Health Subcommittee, with the Human Resources Department acting as the secretariat, compiles information on workplace accidents that have occurred throughout the Nissui Group in Japan, shares it with each department, and works to prevent similar accidents from occurring by alerting the entire company. In addition, each department formulates priority issues and activity plans for the fiscal year, and subcommittees periodically report on the progress of these plans to strengthen the safety framework through horizontal deployment of initiatives. Nissui expresses the message of "aiming to create a safe and comfortable work environment in which each employee will be able to demonstrate his or her capabilities in a healthy way, fulfill the role assigned to him or her and work energetically."

	Details of Initiatives
FY2020	<ul style="list-style-type: none"> (i) Making the most of the amount of experience and know-how of the Group (sharing of superior examples and promotion of PDCA improvement cycle) (ii) Invigoration of safety activities (enhancement of activities that help boost motivation and raise crisis awareness) (iii) Selection and concentration of initiatives (establishment of benchmark business sites, strengthening of measures against fall injuries, and horizontal development of good practices)
FY2021	<ul style="list-style-type: none"> (i) Strengthening of collaboration across the Group (maximize use of the Group's experience and know-how/renewal of the Safety and Health website) (ii) Promotion of safety activities (raising motivation toward safety issues and creating a sense of awareness of risk/introduction of an award system)
FY2022	<ul style="list-style-type: none"> (i) Instilling the Nissui Group's safety policy (communication of safety messages by the head at each business location, greater participation of top management in site visits) (ii) Building and enhancing the occupational health and safety management system (introducing and engraining the occupational safety management system's approach in view of acquiring exterior certification (e.g., ISO45001)) (iii) Strengthening collaboration across the Group (making the most of the amount of experience and know-how as a group) (iv) Invigorating voluntary activities at sites (raising motivation toward safety and creating a sense of awareness of risk)

Group-wide Activities

Since fiscal 2021, the "Nissui Group Safety Convention" has been held as a Group-wide activity with the participation of the President, officers, members of the Occupational Safety and Health Subcommittee and the respective safety management chiefs and persons in charge of safety at the Group companies.

At the Convention, the President announced the "Nissui Group's Declaration of Safety" as his message to all employees in the Nissui Group in Japan, reiterated that both safety managers and site staff must give top priority to safety in any and all situations and made sure everyone is on the same page with respect to the importance of safety, in order to realize a "workplace free of work-related accidents in which everyone can work safely with a sense of security."

In addition, Nissui commends safety activities by presenting an award for safety activities conducted by Group companies that are particularly outstanding and widely spreads good examples among Group companies in an effort to invigorate safety activities of the Group as a whole. Nissui also makes time for a lecture on safety management given by an outside lecturer to boost the safety management standards on a Group-wide scale.

Fiscal 2021 Initiatives by Department

In addition to the translation of educational tools for non-Japanese workers who speak a variety of languages, we are also enhancing safety education using pictograms that do not rely on language, soliciting safety slogans from employees to raise safety awareness in each department, and conducting video conferences using remote means to track progress of these initiatives.

Department		Details of Initiatives
Food Products Business Group	Food Processing	<ul style="list-style-type: none"> • Education and guidance of basic rules by "Safety School" • Safety education before start of working through daily KYT activities • Development of new pictograms that do not rely on language and education for foreigners and newcomers • Safety patrols using a remote camera during COVID-19 pandemic • Safety education by e-learning (quarterly)
	Chilled	<ul style="list-style-type: none"> • Prevention of recurrence of accidents involving falls/workers being caught in or compressed (by equipment, etc.) • Promotion of Safety and Health Committee activities
Fisheries Business Group	Marine Products Processing	<ul style="list-style-type: none"> • Plant inspection in accordance with the Plant Self-Inspection Sheet • Confirming the location of accidents by plant personnel
	Aquaculture	<ul style="list-style-type: none"> • Promotion of safety and health activities (participation in Safety and Health Committee) • Raising the standard of safety management in new business locations • Promotion of diving skills training
	Fishery	<ul style="list-style-type: none"> • Ensuring that all employees are familiar with the applicable rules and that safety patrols are conducted. • Raising safety and health awareness among employees, and crew members and fishery workers through safety and health activities (implementation of training) • Continuing educational activities such as KYT and 5S • Ongoing testing and countermeasures against COVID-19 and norovirus
Fine Chemicals Business Group		<ul style="list-style-type: none"> • Periodic practical skills training by experienced personnel (to pass on skills to younger employees) • Reducing risks through near-miss reporting and risk assessment • Information sharing between Tsukuba, Kashima, and Hokkaido Fine Chemicals plants.
Logistics		<ul style="list-style-type: none"> • Eliminating forklift accidents (operation training, analyses and inspections using drive cameras) • Raising safety awareness (sharing of incident cases and thorough implementation of PDCA measures, etc.)
R&D		<ul style="list-style-type: none"> • Reinforcing Safety and Health Committee's educational activities (monthly) • Safety patrols and workplace inspections to ensure tidiness and orderliness in the workplace (monthly)

Implementation of Risk Assessment in Businesses (New/Existing)

At the Nissui Group's production plants in Japan, risk assessments relating to tools, machinery and equipment, and work methods are conducted on a regular basis, in addition to those required by law, such as risk assessments pertaining to the handling of chemical substances and the introduction of new machinery. By verbalizing the process that may lead to an accident, inherent risks are clarified. The level of risk can then be evaluated and examined in terms of the severity of the injury, the degree of urgency, etc., and appropriate measures can be taken to prevent such accidents from occurring. In addition to the above, the supervising offices of each department support voluntary activities by participating in safety patrols and safety and health committee meetings at directly managed business sites and domestic Group companies and providing education on methods and concepts such as risk assessment.

Furthermore, through regular gatherings of relevant Group companies by department to exchange information, as well as regular quarterly meetings of all departments' supervising offices, information is shared regarding the occurrence of accidents within the Group, the progress of action plans, the status of countermeasures against serious accidents, etc., in order to improve the level of safety management throughout the Group while determining relevant policies and accumulating know-how.

Safety Education

At the Nissui Group's production plants in Japan, safety education is provided to employees not only at the time of employment or transfer, but also through daily KYT activities, on-the-job training, reminders on bulletin boards (pictograms, etc.), and opportunities to learn about near-miss incidents and other accidents at morning meetings. We also provide training on occupational safety and health and traffic safety courses for new employees, as well as strengthen safety awareness activities at domestic Group companies in conjunction with national campaigns (National Safety Week, Occupational Health Week, New Year's holidays, etc.).

Additionally, at Nissui's food production plants safety training programs called "Safety School" are being carried out using machines that allows participants to experience what it feels like to be entangled in conveyor belts and machines to experience confirmation by finger pointing and calling out, to raise the safety awareness of its employees.

Labor safety training for foreign employees is here >



Machines that allow participants to experience what it feels like to be entangled in conveyor belts



Machines to experience confirmation by finger pointing and calling out



Pictograms example (Caught in machinery)

Acquisition of ISO45001 Certification by Fine Chemicals General Plant Tsukuba Plant

Fine Chemicals General Plant Tsukuba Plant had decided to adopt occupational health and safety management system ISO45001 for the purpose of enhancing safety and health activities, and in April 2020, kicked off its initiative to acquire ISO45001 certification. Having completed a labor safety and health manual in June, an internal audit and a management review were conducted based on the manual and problems were rectified. Safety and health policies and goals were translated into targets on a department-and-department basis, and new activities were incorporated, such as enhancing measures to reduce areas at risk of "close call" incidents and emergency supplies to prepare against emergencies (e.g., cut wound, bone fracture, heat stroke) and undergoing experiential safety education, in an effort to instill and strengthen the system. In January 2021, the Plant became the first in Nissui to acquire ISO45001 certification. Going forward, we will continue to further improve employees' safety awareness and create a safe work environment, and promote initiatives in pursuit of a plant with zero work-related accidents.

Status of Incidents of Work-related Accidents

Number of Incidents of Work-related Accidents

We strive to achieve zero occupational accidents; however, our immediate goal is to limit the number of accidents to 100 or less per year for the entire Nissui Group in Japan. Based on the number of accidents (cases without/with lost workdays/cases resulting in fatality) by department, type, etc. as the main indicator, we have established a system to compare the frequency rate with the industry average.

	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Number of work-related accidents	120	147	132	147	122	130
(Number of those that led to time off from work)	53	71	72	74	65	64
(Number of those that led to deaths)	0	0	0	0	0	0

Scope: Total of 37 companies, Nippon Suisan Kaisha, Ltd. (Nissui) and its group companies in Japan (including unconsolidated affiliate companies in Japan)

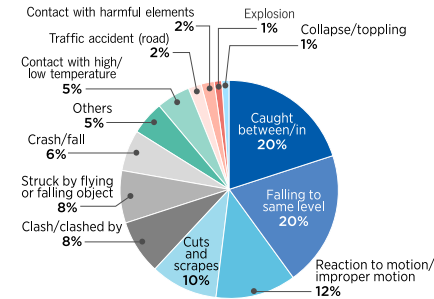
Frequency Rate

	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Frequency rate (Note)	1.78	1.30	1.99	3.06	1.70	0.61
Reference: Manufacturing industry (food, beverages, tobacco, feed)	3.85	2.95	3.32	3.48	3.51	-

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

(Note): One of the safety indices to indicate the incidence of work-related accidents, calculated by the following formula: Frequency rate = number of those who suffered from injury resulting in lost work time ÷ total working hours × one million actual work hours

Ratio of Work-related Accidents by Type



Scope: Total of 37 companies, Nippon Suisan Kaisha, Ltd. (Nissui) and its group companies in Japan (including unconsolidated affiliate companies in Japan)

Wages and Working Hours

Wages

Nissui complies with labor laws and regulations regarding minimum wages and sets its wages with consideration of regional market rates so as not to threaten the livelihood of its employees. We also comply with applicable laws and regulations regarding their payment.

Working Hours

Nissui manages working hours to prevent employees from working excessive hours based on the Labor-Management Agreement, which provides for even stricter limits than the law. More specifically, our attendance management system is used to manage work hours at the workplace; the Human Resources Department monitors the situation mid-month and at the end of the month, and issues warnings as necessary to ensure thorough management. In addition, we promote flexible work styles, such as flextime and telework, while striving to prevent health problems caused by excessive workloads. Depending on work performance, interviews with industrial physicians and public health nurses are conducted, and if necessary, measures such as work restrictions are put in place.

Preventing Harassment

Code of Ethics Awareness

The Guidelines of Ethical Conduct set out in Nissui's [Code of Ethics](#) states "respect our frank and openhearted communication environment and make an effort to maintain a sound and effective system of internal checks and balances," and to respect fundamental human rights of individuals as well as prohibit all forms of discrimination and harassment. This Code of Ethics is posted on Nissui's internal portal site and shared with its employees to instill awareness of the prevention of discrimination and harassment among them.

Measures Against Harassment

In order to prevent incidents of harassment, harassment study groups (seminars, E-learning, and similar) are being conducted. A Harassment Desk has also been set up for employees to consult, and a structure to handle any problems has been established.

Message Delivered by the President

On June 1, 2020, the revised power harassment prevention law (Act on Comprehensively Advancing Labor Measures, and Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives) came into force; in conjunction with this, the President delivered a message to all employees of the Nissui Group in Japan, strongly urging them once again to eliminate workplace harassment. On April 1, 2022, when the power harassment prevention law became applicable to small and medium-sized enterprises as well, the President newly announced "Nissui's Declaration to Eliminate Harassment," taking it as an opportunity to send an even stronger message than before, including Group companies.

Going forward, the Nissui Group will continue to take various measures to prevent harassment and aim at "enabling each and every individual to fully demonstrate his/her abilities."

Labor-Management Relation

Basic Stance

The Nissui Group respects the freedom of association and the right to collective bargaining in accordance with the laws and regulations of each country in which it operates. In countries and regions where association is not permitted by law, we recognize the importance of collective bargaining and promote collaborative efforts between labor and management to resolve issues.

Nissui has concluded a labor agreement with its labor union (Nissui Adventure Club), and is striving to create and maintain a healthy labor-management relationship through sincere and proactive communication between employees and management for the realization of a better working environment.

Implementation of Labor-Management Meetings

At Nissui, important management policy and themes are explained by the president and other executive officers of all businesses at the Annual Policy Labor-Management Meeting, and directors in charge of each business explain important management policies and issues at the Central Labor-Management Council for each business. In addition, proposals are received from the labor union based on the situation in the field, and discussions are engaged in a spirited manner. Furthermore, the company establishes opportunities for regular meetings, such as the Labor-Management Liaison Council, which shares the discussions of the Occupational Safety and Health Subcommittee and facilitates the exchange of opinions; the Safety and Health Committee, where discussions are held between representatives of the company and the labor union at each business site; and the Labor-Management Review Committee, which discusses various personnel, labor, and work-related safety issues with the Human Resources Department. Whenever necessary, such as when revising systems or in cases of labor problems, we hold good-faith labor-management consultations and strive to resolve issues through labor-management cooperation.

Employee Health

As part of the initiatives for employee health, Nissui recognizes the maintenance and promotion of health as a management issue and announced the Employee Health Declaration on February 23, 2017. Based on this declaration, various initiatives are carried out so that employees and their families can live healthy and energetic lives.

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.

In addition to following up with family members to alleviate anxiety and burdens in their health and personal lives to enable individuals to work with peace of mind, the Employee Health Declaration aims to create new value and enhance productivity by improving the workplace and systems environment so that diverse human capital of different genders, nationalities, and ages can work comfortably. In this way, a virtuous cycle can be generated in which the company can secure excellent human capital, and these excellent human capital can in turn help the company grow further. Nissui believes that the implementation of the Employee Health Declaration will shape the future of Nissui, and Nissui will place a high priority on investing in the initiatives associated with this declaration.

In implementing the declaration, Nissui will be focusing on the three approaches to individuals and the work environment below.

Three Approaches to Develop an Environment Where Employees Are Healthy and Can Maximize Their Potential Leading to Increased Productivity

< Promoting the health of individuals >

Major measures: Campaign to improve lifestyle habits, increase the ratio of EPA/AA, promoting no smoking and separation of smoking areas, mental health examination, etc.

< Supporting the balance between work and personal lives >

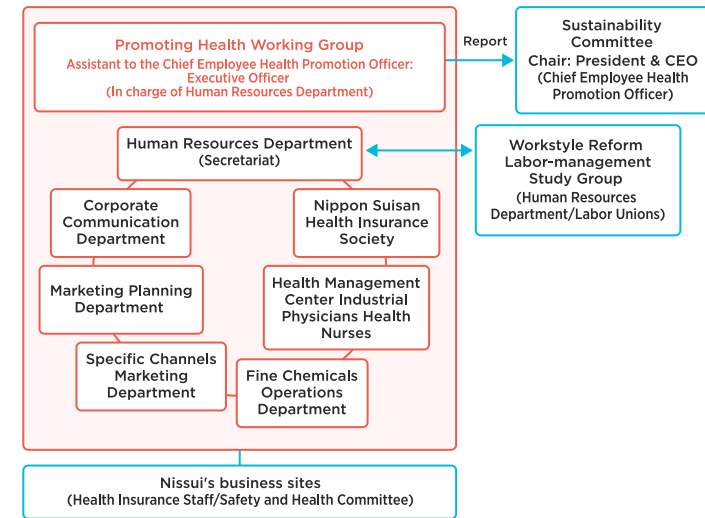
Major measures: Childcare and nursing care support, the employee benefits system, adoption of the cafeteria plan "N Café," etc.

< Providing a comfortable and rewarding workplace >

Major measures: Eliminating long working hours, promoting the taking of leave, adoption of the teleworking system, etc.

Promotion Framework - The Employee Health Working Group

Monthly meetings are held with the Human Resources Department's Labor and Health Planning Section (secretariat), Health Management Center (industrial physicians and health nurses), the corporate health insurance society and each department. And by coordinating with the cooperate health insurance staff of each business location, we are engaged in initiatives to ensure the health and work-life balance of its employees and to create a workplace culture that is pleasant and offers a fulfilling place to work.



External Recognition

In 2022, Nissui was one of the enterprises selected under the 2022 Health and Productivity Stock Selections Program. It is the fourth consecutive year being acknowledged after being chosen as the first company in the agriculture, forestry, and fisheries industries to be selected for that in 2019. Under the Health & Productivity Stock Selection program, basically one company from each industry is chosen from among the companies listed on the Tokyo Stock Exchange as a company focusing on employees' health from a management perspective and strategically carrying out efforts toward employee health.

In fiscal 2021, Nissui promoted employee health promotion through a new project "Body Improvement Contest" that includes enlightenment of fish, EPA, and Alaska pollock protein, which are the pillars of our business. And the smoking rate decreased due to continued smoking cessation measures. It was highly evaluated for the expansion of flexible work style systems such as coreless flex.

The Nissui press release (in Japanese) >



○ Setting KPIs for Health Numbers

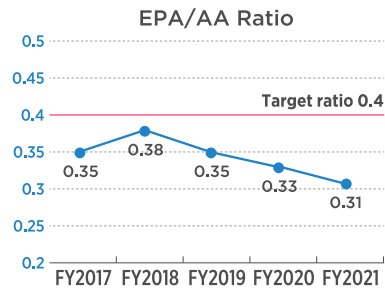
KPIs for promoting personal health include three points: "smoking rate," "obesity rate," and "percentage of EPA/AA." The health figures of employees, which are measured through periodic health checkups, all have an impact on daily performance due to their worsening, and the worst can lead to absenteeism, leave, or retirement. In particular, the smoking rate and obesity rate, which were not favorable compared to the national average figures published by the Ministry of Health, Labour and Welfare, are positioned as areas where Nissui should focus its efforts on improving them, and the Company will set targets that look ahead to the national average and take priority measures.

┃ Measurement of the EPA/AA Ratio and Health Ranking

As a preventive measure against lifestyle-related diseases, Nissui takes advantage of EPA (eicosapentaenoic acid), which is the core product of the Fine Chemicals Business, one of Nissui's main business. Regular physical examination starting fiscal 2016 contain an exam for all employees to test the EPA/AA ratio, an indicator potentially signaling cardiovascular disease, with a target for a company-wide ratio average of 0.4. In fiscal 2021, the company-wide EPA/AA ratio average was 0.31.

Since fiscal 2018, to encourage voluntary efforts among each of their employees to improve their diet, Nissui offers a health subsidy for those who reach an EPA/AA ratio of 1.0 or more. Each employee is notified of their measurement results, and data is tallied within the departments, which are then ranked in order and announced. High ranking departments are presented with original health rank stickers that are awarded throughout the company.

Scope: Nippon Suisan Kaisha, Ltd.(Nissui)



Health Ranking



Original health rank stickers



Promoting EPA Intake at the Company Cafeteria

○ Initiatives to Educate People About the Benefits of Quitting Smoking

To prevent health problem from smoking and passive smoking, Nissui is promoting initiatives to help smokers to stop smoking and to separate the smoking areas at the business locations.

┃ Awareness Initiatives Targeting Smokers

We are carrying out a variety of initiatives to encourage smokers to quit. For example, we provide individual instructions by public health nurses at regular physical examination sites, measurements of carbon monoxide levels using "smokerlyzers," and the distribution of nicotine gum samples. In addition to these, we support efforts to quit smoking by covering half of the treatment costs for employees who have successfully quit smoking through programs offered at hospitals. The President himself declared that he would quit smoking in January 2019 and nearly 30 employees followed suit by taking on the no-smoking challenge.

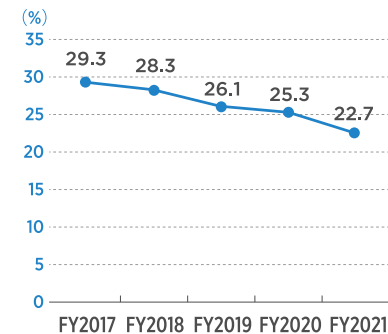
┃ Promoting the Separation of Smoking and No-Smoking Spaces

In 2018, the smoking areas of the head offices and branches were shut down, and smoking was banned in all company cars. The other business locations are also promoting the closing and reduction of smoking areas.

┃ Towards the Prohibition of Smoking During Working Hours

Nissui is stepping up our no-smoking measures with the aim of prohibiting smoking during all working hours 365 days a year by fiscal 2022. Beginning in October 2020, we have made Wednesdays no-smoking days, calling them "No-Wheeze Wednesdays," which is another way to encourage people to stop smoking during working hours. From July 2021, we stepped up this initiative by adding a Smoking Cessation Week to the Wednesdays no-smoking days, and stop smoking in the second week of each month.

Changes in Smoking Rate Over Time



Scope: Nippon Suisan Kaisha, Ltd. (Nissui)



"No smoking DAYS poster"

○ Initiatives to Improve the Lifestyle Habits

| Health Plus (+) Storage Campaign

Nissui has been conducting the "Health Plus (+) Storage Campaign" as an initiative to improve the lifestyle habits of its employees from fiscal 2018.

This campaign awards bonus points, which may be used in the employee benefits program, to employees who have achieved a given level in new positive (plus) activities in an effort to re-examine the daily lifestyle habits of each employee.

In fiscal 2021, the campaign was set to be a voluntary 60-day challenge from April to September; 365 people (an increase of 31 from the previous year) signed up for a total of 1,887, out of whom 281 people achieved the standards. Through this campaign, 86% of those who achieved the campaign answered that their awareness had changed, and the percentage of those who had no exercise habits showed an improving trend. These and other results are beginning to appear.

| Healthy Boxed Lunches

Healthy boxed lunches were introduced at Nissui's head office starting in December 2019. It was a measure to address one of the company's health issues, a higher obesity rate than the national average, aiming to improve the diet and sodium intake of employees.

The healthy boxed lunches were given the "Smart Meal" seal program approval as a nutritionally balanced meal with healthy consideration given to quantity and sodium content. Due especially to the fact that the head office does not house a company cafeteria, the boxed lunches play a key role in employees' consuming healthy meals that are ideally balanced in nutrition. A lunch seminar was also conducted for employees in particular need to consider dietary improvements for their health, where they received guidance regarding nutritional balance and dietary habits by occupational health nurses.

Comments received in post-seminar questionnaires included "it made me more mindful of choices" and "tasty options, I think I can keep this up."



Healthy Boxed Lunches



Lunch Seminar

○ Improving Health Literacy

To improve the health literacy of employees, Nissui holds health improvement seminars, conducts health awareness surveys and e-learning annually.

| Health Improvement Seminar

In fiscal 2021, health improvement seminars were held four times in total. These seminars were live-streamed online, making it possible even for teleworkers to participate. These seminars have been archived and made available for viewing at any time. At a later date, Nissui's products related to the theme were distributed to the participants. Participants gave many positive comments such as "I was able to participate with interest on themes of interest" and "I would like to convey what I learned to my friends and family."

	Seminar date	Title	Description	Number of participants
No.1	June 15, 2021	Seminar on sleep	The quality of sleep will change tomorrow lives!	156
No.2	September 11, 2021	Seminar on exercise "lecture by RIZAP trainer" (lecturer: RIZAP trainer)	Prevention method of stiff shoulder / backache	52
No.3	November 18, 2021	Seminar on drinking (alcohol and dietary ideas)	How to interact with alcohol	51
No.4	March 25, 2022	Seminar on health (lecture by an industrial physician)	In order to be physically and mentally healthy -Disease prevention learned from Nissui's health issues-	33

Target: Nissui employees (including employee's family and dispatched employees)

○ "Collabo-Health" with Nippon Suisan Health Insurance Society

Nissui is engaged in "Collabo-health (Note)" in collaboration with the Nippon Suisan Health Insurance Society (corporate health insurance society).

(Note) Collabo-health: An approach whereby health insurance societies and other insurers and employers actively collaborate to effectively and efficiently implement prevention and health promotion initiatives for enrollees (employees and their families) under clearly defined roles and a favorable work environment.

| Health Checkups and Efforts to Prevent Serious Illness

In cooperation with the Nippon Suisan Health Insurance Society, Nissui conducts regular employee health checkups and checkups for the prevention of lifestyle-related diseases, with an annual checkup rate of 100%. Nissui requires all employees with any abnormal findings in their checkup results to submit a "Report on Results of Checkup with Findings" and have them report on the results of follow-up checkups with their family doctor, etc. The content of these reports is then confirmed by occupational health staff. Reports on the results of medical checkups with abnormal findings are available in four languages to facilitate reporting by employees whose native language is not Japanese. In fiscal 2021, the rate of reporting of checkups that resulted in abnormal findings was 80%.

In addition, as an effort to prevent serious illness, Nissui has created in-house health guidance guidelines and provide individual interviews and health guidance based on expert knowledge by occupational physicians or occupational health staff for employees with high-risk health issues. The treatment continuation rate for those at high risk was 90.0% in fiscal 2021.

Specific Health Guidance Initiatives

From fiscal 2020, Nissui switched from the conventional outsourced approach to the specified health guidance to one that is conducted in-house, essentially by nurses from the health insurance society. This has changed the awareness among the target group, and the implementation rate has increased significantly, partly because more people are receiving guidance and partly because the scheduling of initial interviews and so on has become more flexible. Furthermore, by having a nurse who is familiar with the company's health initiatives provide guidance, more effective guidance may be offered through the incorporation of these initiatives into the health-related instructions they give.

Specific Health Guidance Implementation Rate (Nippon Suisan Health Insurance Society: Insured individuals and their dependents)

Entity	FY2019	FY2020
Nippon Suisan Kaisha, Ltd.	34.1%	58.6%
All enrolled entities (including those insured on a voluntary basis) (Note)	32.4%	55.8%

(Note): Five entities, including Nippon Suisan Kaisha, Ltd., Nissui Marine Industries Co., Ltd., etc.

Infection Prevention Measures

Having many overseas bases, the Nissui Group is aware of the importance of responding to global health issues such as infectious diseases. In addition to conducting pre-assignment education on vaccinations, medical care, and health management for employees assigned to overseas bases, we make it possible for employees to receive medical examinations and checkups by overseas travel specialists both before and during their assignment in Japan every year; based on the results of these examinations, interviews with industrial physicians and health guidance are also conducted.

In Japan, Nissui also works together with the Nippon Suisan Health Insurance Society to provide mass influenza vaccinations and subsidize the entire cost. In addition, Nissui has incorporated rubella antibody tests into our regular health checkups to make it easier for individuals to receive them. For those individuals who were considered to have low levels of rubella antibodies, awareness and education was provided, and more than 40% of the recommended recipients received an antibody test during their regular checkups. With respect to the new coronavirus infection, Nissui is implementing thorough countermeasures against infection in our offices, and workplace vaccinations are also being carried out at some offices.

Mental Health Support

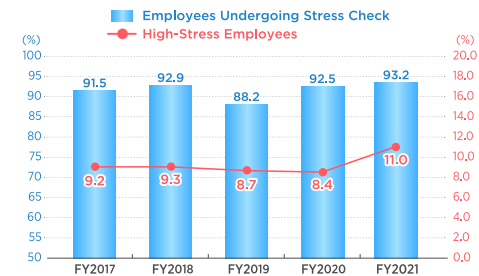
Once a year, Nissui conducts a mental health examination for its employees and is also making efforts to enhance mental health so that employees can engage in their work with a healthy mind. Based on the results, Nissui has established a support system that allows its employees to consult anonymously 24 hours a day, 365 days a year. And provide feedback on organizational analysis results to each department, and is working to improve the work environment, such as by setting up a forum for exchanging opinions to solve problems in its department.

Additionally, Nissui conducts harassment workshops (group seminars and e-learning) in order to prevent any incidents of harassment, as well as setting up a Harassment Desk, which serves as a contact point for consultations, as a system to deal with this problem.



An Interview with the Health Nurse

Percentage of employees undergoing "Kokoro no Kenko Shindan" (stress check) and high-stress employees



Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

Effectiveness and Verification of Each Initiative

In the course of implementing initiatives, Nissui are striving to improve on health challenges with a focus on three KPI categories (smoking rate, obesity rate, and EPA/AA ratio). Nissui provide opportunities for management to directly communicate their thoughts on health to employees, and for occupational health staff to actively disseminate information and encourage employees to engage in health-related efforts. Through various measures taken by the sections in charge, each employee's health-related awareness level has been steadily increasing. In terms of the degree of improvement in actual business performance as a result of each employee becoming healthier, Nissui quantify presenteeism, absenteeism, etc., through regular employee questionnaires and other means to confirm progress.

	FY2019	FY2020	FY2021
Absenteeism (Note1)	- (Note3)	1.9day/person (Note4)	3.0day/person (Note4)
Presenteeism (Note2)	- (Note3)	68.7point (Note5)	66.5point (Note5)
Work engagement	- (Note3)	66.8point (Note6)	65.2point (Note6)
Number of employees on leave due to injury or illness	23	20	24

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

(Note1) Absenteeism: Sick leave/Absence due to illness

(Note2) Presenteeism: A condition in which a person comes to work while suffering from some disease or symptom, resulting in a decrease in work performance and productivity.

(Note3): Up to fiscal 2019, similar indicators of "Kokoro no Kenko Shindan" (stress check) were used.

(Note4): Average of the number of days absent from work due to injury or illness, the number of days on leave, and the number of days utilizing the sick leave system for all employees.

(Note5): The intermediate value of undecided is set at 50, and the higher the value above 50, the healthier and more energetic the employee is; the lower the value, the more clearly unwell the employee is.

(Note6): The intermediate value of undecided is set at 50, and the higher the value above 50, the more satisfied the employee is with their job; the lower the value below 50, the less satisfied the employee is with their job.

Handling of Health Information, etc.

As part of our efforts to promote various health initiatives, we have established the "Regulations for the Handling of Health Information, etc.," which stipulates the purposes, parties responsible for handling personal health information and the authority and scope they have in handling such information, as well as training for managers on how to handle the information properly.

Adoption of Employee Benefits System/Cafeteria Plan

As part of measures for "Employee health," Nissui has adopted "N Café," an employee benefits system/cafeteria plan.

Nissui proactively supports the employee's mental and physical health and is strengthening initiatives to promote health and prevent diseases, while helping employees strike a balance between work and childcare/nursing care.

Employees are awarded a certain number of points that can be used in employee benefits programs of their choosing through N Café. The programs focus on childcare, nursing care, and health and contain a wide range of services including personal development, asset formation and life support.



N Café character "Nanda"

Cafeteria Plan Usage and Benefits (Fiscal 2021)

Category / Menu	Usage (cases)	Total benefits (thousand yen)
Childcare, nursing care and health	5,331	54,575
Work-life balance and life support	1,923	24,561

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

Initiatives in Fiscal 2022 (New and Expanded)

In fiscal 2022, Nissui is implementing new and expanded initiatives for the following items.

- Increase implementation of smoking cessation days and weeks (Wednesday every week, no smoking during the second week of each month)
- Implementation of EPA/AA ratio improvement campaign (promotion of fish eating and intake of EPA products)
- "Karada" (Body) improvement contest (Step count, Team fights for muscular enhancement, Eat fish sausage)
- Held health improvement seminars (Sleeping, Prevention of shoulder-backed pain, How to interact with alcohol, Industrial physician lectures)
- Breakfast support (Placement of in-house fish sausage, etc.)
- Health education for new employees and individual interviews by the cooperate health insurance staff
- Added a menu of anti-infectious product purchases and teleworking-related cost subsidies to the cafeteria plan

For the Business Partner

Sustainable Procurement

The Nissui Group has designated "Preserve the bountiful sea and promote the sustainable utilization of marine resources and their procurement" as one of the key issues of sustainability and aims to have the items that the Nissui Group procures confirmed as sustainable by the year 2030.

The preservation of resources and resolution of labor-related human rights issues is called for when using and procuring marine resources. We are working with our suppliers to implement sustainable procurement that maintains respect for human rights.




Preparation of the Nissui Group Basic Procurement Policy

Nissui has formulated the Nissui Group Basic Procurement Policy by summarizing the basic approaches to the procurement of raw materials and products.

[Nissui Group Basic Procurement Policy](#) →

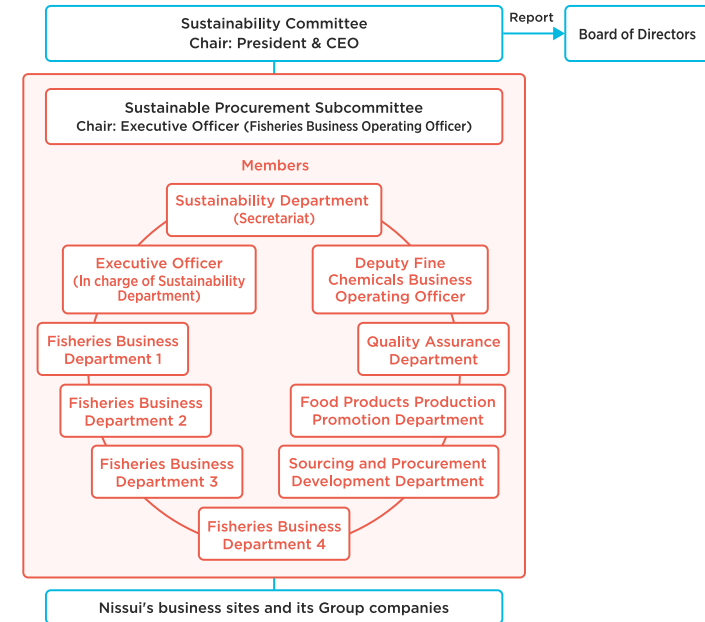
Supplier Guideline

In April 2022, Nissui revised its Supplier Guideline, given the need to collaborate more intensely with suppliers to carry out sustainable procurement. The Supplier Guideline, the topics of which are comprised of "Compliance with Laws and Regulations," "Respect for Human Rights," "Safety and Health," and "Environmental Consideration," places emphasis especially on the human rights of employees.

- [Supplier Guideline \(English\)\(559KB\)](#) 
- [Supplier Guideline \(Chinese\)\(562KB\)](#) 
- [Supplier Guideline \(Japanese\)\(908KB\)](#) 

Promotion Framework - The Sustainable Procurement Subcommittee

The Sustainable Procurement Subcommittee is chaired by Executive Officer (Commissioned Fisheries Business Operating Officer), and consists of Executive Officer (in charge of Sustainability Department), Deputy Fine Chemicals Business, Sourcing and Procurement Development Department, Fisheries Business Department 1,2,3,4, Food Products Production Promotion Department, Quality Assurance Department Manager and Section Chief, and Sustainability Department (Secretariat).



Specific Initiatives in Sustainable Procurement

In accordance with the Nissui Group Basic Procurement Policy and the Supplier Guideline, we check suppliers by using three check sheets in order to eliminate human rights and environmental risks from the Nissui Group's supply chain. If a supplier is deemed to have any risks after checking and getting a grasp of its current status, we will make improvements to the current situation by working together with the supplier. Nissui aims to realize sustainable procurement throughout the entire supply chain.

Self-Check Sheet of Nissui Purchasing Initiatives

This is a self-check sheet for suppliers that maintain close relationships with the Nissui Group, including relationships based on large transaction amounts and relationships with a high degree of dependence. The self-check sheet asks the supplier to provide the status of its initiatives relating to "Compliance, Procurement Ethics," "Awareness of Environmental Preservation," "Respect for Human Rights," "Ensuring Quality and Safety," "Information Security" and "Contribution to Society." The self-check sheet comprises 132 items with many of the questions emphasizing the environment and human rights. Seminars are held for suppliers who are required to conduct this self-check sheet (Sustainable procurement seminar).

Check Sheet of Purchasing Initiatives for New Suppliers

This is a check sheet for potential Nissui suppliers. The check sheet is conducted in an interview format and comprises 17 basic questions on sustainability. The check sheet is conducted to confirm the potential supplier's intentions to work with Nissui and to have the potential supplier express consent to the concept and ideals of Nissui's sustainable procurement.

Check Sheet for Visits

This is a check sheet for all suppliers except trading companies with which Nissui already has business relationships. The 9 items are focused on "Respect for Human Rights," which is especially important in sustainable procurement, and are checked by Nissui employees on site and in person.

Sustainable Procurement Seminar

We hold a preliminary briefing session for suppliers in Japan who will be replying to the "Self-Check Sheet of Nissui Purchasing Initiatives" for the first time. In addition to communicating the sustainable procurement initiatives of the Nissui Group, including the "Nissui Group Basic Procurement Policy" and the "Supplier Guideline" and the gist of the "Self-Check Sheet of Nissui Purchasing Initiatives," we invite outside lecturers to hold lectures on "sustainable procurement required in sourcing seafood and food" in order to share the basic concepts of sustainable procurement.

In fiscal 2020 and 2021, due to the impact of the COVID-19 pandemic, a briefing video was produced in place of a seminar and streamed to all suppliers who had been asked to reply to the Self-Check Sheet of Nissui Purchasing Initiatives.



Sustainable Procurement Seminar

Excerpt of Matters Communicated in the Seminar (Briefing Video)

- Significance of sustainable procurement throughout the entire supply chain
- Importance of environmental activities (reducing environmental impact and environmentally friendly procurement)
- Sharing of human rights issues such as child labor and forced labor

	FY2019	FY2020	FY2021
Number of suppliers participating in seminar (including number of suppliers outside of Japan)	16	36 (4)	34

Results and Targets of Other Initiatives

In fiscal 2021, Nissui received replies to the "Self-Check Sheet of Nissui Purchasing Initiatives" from 34 suppliers in and outside Japan (New: 33 suppliers, Repeat: 1 supplier). We not only tallied the results of the survey and summarized them in the form of a graph but also returned feedback sheets to the suppliers, including comments focusing on their understanding and initiatives toward "Respect for Human Rights" and "Environmental Consideration," and informed them of areas in which they should enhance their initiatives moving forward. Furthermore, to confirm the suppliers' intentions behind their replies and their actual situations, we visited and interviewed three suppliers and interviewed one supplier online, advised them of their respective issues and how to rectify them, and shared examples of other suppliers' good practices with them. Also, Nissui is in the process of building a Web checking mechanism. Going forward, Nissui plans to finish checking all of its primary suppliers by 2024.

	FY2018	FY2019	FY2020	FY2021
Number of suppliers replying to the Self-Check Sheet of Nissui Purchasing Initiatives (Including repeat respondents)	32 (-)	33 (14)	36 (13)	34 (1)
Number of suppliers replying to the Check Sheet for Visits	Not carried out	5	Not carried out	Not carried out
Number of suppliers replying to the Check Sheet of Purchasing Initiatives for New Suppliers	Not carried out	Not carried out	Not carried out	Not carried out

Procurement of Sustainable Palm Oil

Palm oil is a vegetable oil sourced from the fruit of oil palm (Elaeis), which is grown in Indonesia, Malaysia and other tropical regions. In areas where palm oil is produced, various problems have been pointed out, including the deforestation of tropical forests, forest/peat fire and loss of biodiversity associated with plantation development, as well as issues in terms of workers' safety and human rights.

The Nissui Group has been making efforts to procure raw materials in consideration of the environment and human rights, in accordance with the "Nissui Group Basic Procurement Policy" formulated in August 2017. In order to resolve the issues specific to palm oil and promote the procurement of sustainable palm oil, the Nissui Group joined the Roundtable on Sustainable Palm Oil (RSPO) in January 2021. As an initiative to promote the procurement of RSPO-certified palm oil, the Nissui Group has obtained RSPO Supply Chain certification based on the mass balance model in two of its plants in Japan by March 2022.



Check our progress at www.rspo.org

○ Initiatives by Nordic Seafood A/S

Nordic Seafoods (Denmark), an Nissui overseas group company, has converted all soybeans in its raw materials and aquaculture feed to sustainable use through RTRS (Note) credits in order to avoid deforestation and other unsustainable land use.

The main use of soybeans in Nordic Seafood's value chain is in aquaculture feed, followed by Edamame. The total amount of soybeans in these products is calculated and RTRS credits are purchased to cover the entire amount.

(Note) RTRS: Round Table on Responsible Soy

○ Gorton's Sustainable Procurement Program: "Gorton's Trusted Catch"

Gorton's Inc. (USA), a member of the Nissui Group, is promising to improve sustainability in the procurement stage in various fields in its business (raw materials, energy, container/packaging materials) under its program "Gorton's Trusted Catch."



■ Seafood Procurement

As a company engaged in the production of frozen foods using seafood, Gorton's is making efforts to procure sustainable seafood while cooperating with suppliers.

Initiatives in 2021

- Maintained >99% of seafood procured from sources certified by the Marine Stewardship Council (MSC), Best Aquaculture Practices/Aquaculture Stewardship Council (BAP/ASC), and Fishery Improvement Project (FIP)(Note 1).
- All aquaculture seafood sources BAP 2 Star or higher.
- Supported the newly-certified Western Bering Sea Pollock fishery through directed purchase orders.
- Improved THESIS (Note 2) Index score by ~10% on average.
- Actively engaged and supported the Russian Salmon Coalition to help further salmon certification efforts.

2022 Targets

- Engage with Ecuador's Gulf of Guayaquil Wild Shrimp FIP to establish a formal support plan aiding fishery improvement efforts in 2022.
- Execute Russian Salmon Coalition objectives to increase the total % of MSC/FIP salmon in 2022.
- Join the GGGI (Note 3) to contribute to efforts in ocean plastic/pollution reduction in 2022.
- Improve THESIS Index score by 3% on average in 2022.
- Host roundtable on bycatch reduction with suppliers & NGO partner New England Aquarium in 2022 to identify opportunities for collaboration & striving for an industry initiative by 2025.
- Maintain ≥ BAP 2 Star on all aquaculture, goal of 85% 4 Star by end of 2022, 95% by end of 2023.

(Note 1) FIP: Acronym for Fishery Improvement Project. FIP seeks to improve sustainability based on cooperation among fishery stakeholders. Staged initiatives presented in the "Guidelines for Supporting Fishery Improvement Projects" of the Conservation Alliance for Seafood Solutions are required.
 (Note 2) THESIS: Acronym for The Sustainability Insight System. THESIS is a system to collect and analyze information throughout the entire lifecycle of products. It is recommended that suppliers check their own scores and ranking and translate them into opportunities for making improvements.
 (Note 3) GGGI: Acronym for Global Ghost Gear Initiative. An international body working to prevent fishing gear from flowing out into the ocean.

○ Initiatives by King & Prince Seafood

King & Prince Seafood Corp. ("K&P"), which is one of the Nissui Group companies outside Japan, manufactures and sells frozen foods, mainly seafood, in the USA. K&P places importance on "Fairness" in its business operations and requires the suppliers involved in the manufacture of its seafood to sign a pledge not to engage in unfair labor practices, including modern slavery. As of December 31, 2019, 58 suppliers have signed the pledge. In addition to conducting its own audits on the labor environment, K&P became a member of SEDEX (Note) in 2020 and has continued to promote initiatives that enhance the reliability of its sustainable procurement.

(Note) SEDEX: A non-profit organization in the UK engaged in activities aimed at promoting socially- and environmentally-conscious business practices. It operates one of the world's largest supply chain management systems and has more than 50,000 member companies and organizations in 150 countries.

○ Initiatives by NIGICO Co., Ltd.

NIGICO Co., Ltd., (Vietnam) a member of the Nissui Group, has been working on SMETA audit (Note). Having had a preliminary survey conducted by an audit firm in February 2020, which led to the identification of the following issues and problems and the commencement of improvements, NIGICO passed the SMETA audit in November 2020.

- (i) Suspend overtime work and late-night work (ii) Change regular working hours from 10 hours to 8 hours (48 hours per week) (iii) Specify Saturday as a regular non-working day (iv) Prescribe care for female employees (pregnant women and infants) in the form of breaks and grants (v) Introduce a salary calculation system (vi) Introduce an annual paid leave system (vii) Introduce a fingerprint authentication system (identification of hours worked) (viii) Set up medical offices separately for male and female employees (ix) Update documents related to labor affairs (x) Reorganize the disaster prevention team (xi) Clearly indicate safety aisles and emergency exits (xii) Put up warning signs in hazardous areas (electricity, high temperatures) (xiii) Improve firefighting facilities (alarm system)

NIGICO treated 2021 as a year for instilling the above and continued engaging in activities. No serious occupational accidents have occurred; only one minor occupational accident occurred in January 2021 (bruising due to a container falling).

(Note): SMETA audit (Sedex Members Ethical Trade Audit) is an audit scheme formulated for the purpose of improving corporate ethics in global supply chains with the participation of major retail and food companies worldwide.

○ Initiatives by Flatfish Ltd.

Flatfish Ltd. (UK), which is one of the Nissui Group companies outside Japan, partially finances or participates in the following FIPs (Note 1) as a fishery sustainability initiative.

- Plaice and Lemon Sole (FAO 27, ICES 4 and 3a), Demersal trawl and Seine.
- King Scallops (FAO 27, ICES 7d-e), Dredge.
- King Scallops (FAO 27, ICES 4, 6a and 7a), Dredge.
- Monkfish, Lophius Spp. (FAO 27, ICES 4 and 6a), Gear TBD.

Flatfish has also joined NAPA (Note 2) and is working on sustainable seafood procurement together with over 40 retailers, eating-out business operators and suppliers.

(Note 1) FIP: Acronym for Fishery Improvement Project, in which fishery operators, companies, logistics firms, non-governmental organizations and other interested parties cooperate with each other to improve fishery sustainability.
 (Note 2) NAPA: Acronym for North Atlantic Pelagic Advocacy Group. NAPA is a collective of retailers and supply-chain businesses working on sustainable seafood procurement. NAPA aims to promote fishery sustainability by ensuring that an agreement is made on the Total Allowable Catch (TAC) according to scientific advice and on long-term fishery management strategies based on science.

For the Shareholder and Investor

[Click here for "For the Shareholder and Investor" >](#)


Corporate Citizenship

"Umi & Sakana" Competition

In the "Umi & Sakana (ocean and fish)" Children's Research and Artwork Competition, children are invited to submit their works of research on the wonders and surprises of the ocean and fish based on efforts driven by imagination unique to children, as well as their creative works in which such wonders and surprises are expressed in the form of pictures, essays, etc. The Competition is open not only to elementary school students in Japan but also to elementary school students attending Japanese schools and supplementary schools outside Japan. Since the first Competition in 1982, Nissui has continued to co-sponsor the Competition.

With the objective of providing a place to learn through experience, competition-related events are also held, namely, school visits and hands-on learning.

From a different angle than in school classes, creativity is exercised so that children can learn about things that they can only hear about there and then. Our hope is that children will gain an interest in "umi (ocean)" and "sakana (fish)" through the Competition as a whole.

Special website of Umi & Sakana Children's Research and Artwork Competition (in Japanese) 


○ Visiting Schools for Classes and Hands-on Learning

Visits to schools are made with the cooperation of researchers and experts involved in fish and fishery businesses, such as those of the Japanese Society of Fisheries Science and the Japan Fisheries Research and Education Agency. Children are given an easy-to-understand explanation of specialized knowledge that cannot be gained in regular school classes. In fiscal 2021, school visits were made online for the first time due to the COVID-19 pandemic. Three experts gave a lesson on the "ecology and types of jellyfish," "mind-boggling physical appearance of deep-sea organisms," and "distribution of sushi ingredients," in which a total of 502 elementary school students took part.



School visit in progress in fiscal 2021

Related news (July 26, 2021)

Event related to 40th "Umi & Sakana" Children's Research and Artwork Competition: "School visit" was made online for the first time (Japanese) 

○ Hands-on Learning

Events are held on beaches and at research facilities by inviting lecturers in the fields of "Art," "Science," and "Nature."

Since 2020, due to the COVID-19 pandemic, hands-on learning has been replaced with online hands-on learning, enabling students to easily participate from home.

In 2021, experiential events were held for students to learn how to draw fish with color gradation (Art), see the wonders and changes in the ocean made visible by undersea and rocky shore video footage (Nature), and find the reason why things float and sink (Science).

Related news (August 2, 2021)

Event related to 40th "Umi & Sakana" Children's Research and Artwork Competition: Online hands-on learning "Three-day Event to Learn About "Umi (Ocean)" from Home" was held, and its summary version was streamed on YouTube (Japanese)



Art workshop in progress

○ Online Tour

An online tour of "Aquamarine Fukushima," an aquarium in Fukushima Prefecture, was held in commemoration of the 40th anniversary of the Competition.

The tour involved observing fish in their natural state while exploring inside Aquamarine Fukushima, where natural light shines through the habitat of fish that has been recreated. Videos of the aquarium's popular facilities "Kuroshio Tank, The Oceans off Fukushima, Oyashio Tank, and Okhotsk Tank" were streamed online. By interacting with the caretakers, children were able to experience the tour as if they had been learning and receiving an explanation at the actual place.

Related news (June 29, 2021)

Online tour of "Aquamarine Fukushima" was held in commemoration of the 40th anniversary of the "Umi & Sakana" Children's Research and Artwork Competition (Japanese) 



Keeper giving explanations

○ The showcase of the Nissui Award

There are eight awards, for which 16 works are selected as winners of the top prize in two divisions, i.e., "Research Division" and "Artwork Division." Two pieces of work that won the Nissui Award are showcased below.

! The 40th Competition (2021)

Research Division: Independent research

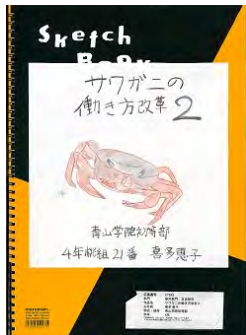
Work-style reform of Japanese freshwater crab 2

Fourth-grader at Aoyama Gakuin Elementary School
Keiko Kita

Artwork Division: Picture book
Happy happy fish day

Fourth-grader at Inzai Municipal Oguradai Elementary School

Erena Sase



See all pages of the work here (PDF) 5.00MB [pdf](#)



See all pages of the work here (PDF) 10.1MB [pdf](#)

Nissui Pioneer Exhibition

○ Nissui Pioneer Exhibition

The Past, Present and Future of Nissui, Which Has Created Diverse Value from Marine Resources, Is Here

Since its founding in 1911, Nissui has contributed to society by cooperating with the people around the world and creating diverse value from marine resources.

To mark its 100th anniversary, the Nissui Pioneer Exhibition was established in order to convey this corporate stance as well as our Founding Philosophy to future generations. The exhibition displays the past, present and future of Nissui, which has created innovative value from marine resources.

! Opening of the Nissui Tobata Building, in the Tobata District of the City of Kitakyushu, the Place Where Nissui was Founded

Nissui began with Ichiro Tamura, the founder of Nissui, sending Kosuke Kunishi to England to learn how to build trawlers. In 1911, the Tamura Steamship Fishery Division was established in Shimonoseki. In 1929, it was relocated to Tobata, where its role as a supplier of marine products was consolidated.

The Nissui Tobata Building was built in 1936.

In 2009, the building was given the "Kitakyushu Urban Beautification Award."

The building is illuminated at night to 8:00 p.m.



Initiatives for Fisheries and Marine Businesses

○ Nippon Survival Training Center

In April 2011, Nissui Marine Industries Co., Ltd., a fully-owned subsidiary of Nissui, established the Nippon Survival Training Center (NSTC), the first private marine survival training complex in the country.

By providing marine survival training in accordance with global standards, the NSTC equips people that work on the seas with the knowledge, skills, and training to make rational decisions and take appropriate action in the event of an accident, thereby contributing to safety and the preservation of life.

As for the training facilities, the NSTC has a training wing in the Tobata district that houses a pool as well as a lifeboat staging area that serve as a marine survival training center, plus a firefighting training facility in the Wakamatsu district.

It is in this pool that trainees are put in realistic situations in which they learn underwater escape, how to properly fit on a life jacket, how to operate a life raft, the proper posture to prevent injury when jumping into the water while wearing a life jacket, and other tactics needed in the event that a helicopter lands in or goes down on water. At the life boat staging facility, trainees learn how to board and deboard life boats that are lowered to the water from the main vessel by wires using a davit system as well as life boats that are dropped freefall into the water.

Additionally, the training pool and equipment are offered to private-sector diving operators to be used in their training. Through these efforts, Nissui is contributing to the improvement of marine recreation safety as well as to the improvement of divers' skills.

Since its founding, Nissui has always been involved in marine-related businesses. As such, ensuring the safety of marine workers in the event of accidents or natural disasters is just as important as job-training for marine personnel. With the aid of the NSTC, Nissui hopes to contribute further to the healthy development of marine industries.



○ Nippon Marine Enterprises, Ltd.

Nippon Marine Enterprises, Ltd., a Nissui Group company, is commissioned by the Japan Agency for Marine-Earth Science and Technology (JAMSTEC) to operate and manage a range of marine vessels and observation equipment that JAMSTEC owns. It has been meeting the needs for state-of-the-art marine observation, including the operation of "Kaimei" and other wide-area seabed research vessels, the operation and maintenance of the manned research submersible "Shinkai 6500" as well as unmanned exploration vessel vehicles, and the exploration of the ocean crust in areas prone to seismic activity mainly around Japan.

Recently, Nippon Marine Enterprises, Ltd., has been participating, as a member of Team KUROSHIO, a team representing Japan, in the international competition, Shell Ocean Discovery XPRIZE, which aims to innovate sea floor exploration technology using unmanned exploration vehicles. In this competition, teams compete in sea floor mapping using technology that go beyond any existing technology. Nippon Marine Enterprises, Ltd., is offering AUV (Autonomous Underwater Vehicle) operating technology while at the same time playing a major role in processing seafloor topography data collected by the AUV.

Nippon Marine Enterprises, Ltd., has been leveraging the knowledge and technology of the sea, which it has cultivated since its founding, to contribute to the challenges of understanding the sea, earth and life in an integrated manner, as a group of engineers that supports state-of-the-art research activities.



Oceanographic Research Vessel MIRAI
Image courtesy of JAMSTEC



Deep Sea Cruising AUV URASHIM
Image courtesy of JAMSTEC



Deep Submergence Research Vehicle SHINKAI 6500
Image courtesy of JAMSTEC

Initiatives for Popularizing Fish Consumption

○ Initiatives for 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 Co., Ltd. As part of this project, "Fish Masters" from Yamatsu Suisan have been visiting local elementary schools mainly in Niigata Prefecture. In fiscal 2021, 2 sessions were held, in which children were given a lecture, gained hands-on experience and ate horse mackerel sourced from Tottori Prefecture. In the lecture, children learned about the environment surrounding fish, when fish comes into season, the logistics involving fish (catching → production → sale → development → regional revitalization), and gained hands-on experience in stripping off the skin of horse mackerel. The participating children listened to the lecture with an eager look.



The Children Ate Grilled Fish and Learned Where Each Bone Was Found

■ Coho Salmon Meeting

Yumigahama Suisan Co., Ltd. of the Nissui Group, in cooperation with Sakaiminato-shi, Tottori Prefecture, has been holding "Coho Salmon Meetings" every year as part of food education activities to increase the interest in local foodstuff since 2013. Previously, Yumigahama Suisan had visited nursery schools and held picture-card shows to read out each step involved in delivering Sakaiminato Salmon to the dining table, from the egg stage. In fiscal 2020-2021, however, the shows were held by teachers at each nursery school at Yumigahama Suisan's request. The children enjoyed learning about the farming of coho salmon through picture-card shows and videos, and were full of smiles as they enjoyed the flavor of coho salmon served as part of their school meal.



The Children Listened to the Picture-story Shows

■ Visiting Schools to Give Classes to Popularize Fish Consumption and PR Activities

The Nissui group company, Hiroshimasuisan Co., Ltd., is engaged in numerous activities to communicate the good taste and the positive effects of fish as well as the fun of cooking. In fiscal 2021, some staff from Hiroshimasuisan visited schools and local governments 3 times to give lectures on the cooking methods of fish including cleaning fish, while also communicating the positive effects of fish and the role of the market. In addition, they make 18 appearances a year on TV and radio to promote fish eating by teaching people about seasonal fish and fish preparation.



The Scene from the Market Festival

Initiatives for End Hunger

○ “Table for Two” Activities

! 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.

In addition, a Table For Two vending machine has also been installed which allows the user to make a donation with every purchase of a beverage, providing plant employees with the opportunity to easily make social contributions. In fiscal 2021, a total of 94,060 yen was given as donations.



! 'Onigiri Action 2021' Campaign

Nissui is proud to announce its endorsement and support for the first time of the FY2021 'Onigiri Action 2021' campaign. 'Onigiri Action' is an initiative in which people post photos of onigiri (rice balls) on SNS or the campaign website with the hashtag #OnigiriAction. For every photo posted, sponsoring companies donate the equivalent of five school lunches to children in need in various parts of Asia and Africa via TFT. The campaign began in 2015 to commemorate World Food Day (October 16), a day set aside by the United Nations for people around the world to think about food and food-related challenges. The Onigiri Action 2021 campaign has seen a total of 273,876 photos collected and 1,397,795 school lunches delivered to children in Africa and Asia.

From October 5, 2021, to November 5, 2021, Nissui conducted the "Onigiri Action Present Campaign with Yaki Onio," featuring mascot character, Yaki Onio. A special website was set up to disseminate information on the campaign. In conjunction with this, Nissui Group employees planned and participated in special events which were publicized on Nissui's SNS accounts to promote Onigiri Action, both within and outside the company. A total of 3,962 photos were collected through the Present Campaign and the Nissui Group's events.



Photo mosaic art created with photos gathered through the Nissui Group's campaign

○ Aid to Tackle the Poverty Problem (Fine Chemicals General Plant Tsukuba Plant)

The Fine Chemicals General Plant Tsukuba Plant periodically donates food products stockpiled to prepare against disasters that are close to the best-before date to a support organization in Tsukuba City. Items donated to the Children's Future Office, Tsukuba Municipal Government, are utilized at six Minna no Shokudo (public cafeterias) in Tsukuba City (Tsukuba City's version of "kids eat free" cafeteria) and put to good use in assisting children who are facing financial difficulties in Tsukuba City. In fiscal 2021, the Tsukuba Plant also donated food products to the University of Tsukuba to assist students facing financial difficulties due to the impact of the COVID-19 pandemic, as well as Tsukuba Municipal Government's task force against infectious diseases to assist in dealing with COVID-19 in Tsukuba City.

Donation date	Recipient	Donated items	Quantity
January 29, 2020	Children's Future Office, Tsukuba Municipal Government	Nissui's food tins	216 tins
October 28, 2020			144 tins
January 19, 2021	University of Tsukuba (support for students)		288 tins
March 11, 2022	Tsukuba Municipal Government's task force against infectious diseases	Alpha rice	150 units

Furthermore, the Tsukuba Plant has installed a donation box in support of "Tsukuba Kodomo-no-Aoihane-Kikin (Tsukuba Blue Feather Fund for Children)", a new system to support children's future established in Tsukuba City in 2019. The Plant's donation track record is as follows.

	Past donations
FY2020 donations	33,029yen
FY2021 donations	15,616yen

Going forward, the Tsukuba Plant will continue to support children in the local community while collaborating with the Tsukuba Municipal Government and aim to resolve the poverty problem in Tsukuba City.



Factory Tour and Workplace Experience

○ Children Enjoy Tours of Plants

We hope that becoming familiar from childhood with how foods are made will encourage an interest in *monozukuri* (manufacturing). We also hope that children will learn the importance of diet and become more fond of eating fish. With these hopes, we have opened our four food manufacturing plants –Hachioji General Plant, Himeji General Plant, Anjo Plant and Tobata Plant – to local elementary school children for factory visits to learn about food. In FY2019, the four plants welcomed approximately 2,200 visitors. Hachioji General Plant also provides hands-on food manufacturing experiences for local children and parents.



Tour of Anjo Plant

┃ Visiting an Elementary School to Give a Lesson (Himeji General Plant)

On November 17, 2021, four employees from Himeji General Plant visited Yagi Elementary School in Himeji City and gave a lesson to its 16 third-graders. In contrast with other years in which factory tours had been conducted, a lecture was given by visiting the School as a countermeasure against COVID-19, incorporating such programs as a virtual factory tour and white gown try-on experience. After being given a lecture on the production process of tube-shaped Japanese fish cakes (chikuwa), the children touched and got to feel its ingredient, fish paste (surimi), and tasted freshly baked chikuwa, enabling them to gain a factory-tour-like experience.



Himeji Plant's insistence class

○ Experiencing the Thrill of Studying Fish

Saiki City, Oita Prefecture, where [the Oita Marine Biological Technology Center](#) is located, has always had a thriving fishery industry. The Oita Marine Biological Technology Center, which specializes in aquaculture, has been established in such an area, and in order to better acquaint the community with this research facility, it accepts elementary school children on educational field trips and offers workplace experience to junior high school students. The program has been designed so that it will motivate children to take an interest in fishery and aquaculture, in the hopes that future researchers will be born from those who take part.

┃ Field Trips for Elementary School Children

On November 28, 2019, the Oita Marine Biological Technology Center welcomed seven third-graders from Matsuura Elementary School, Saiki City, and conducted a program for the children to get to know the research being conducted on fish. After hearing a presentation on the Center and aquaculture research, the children observed the test fish being bred at the Center, as well as experiencing fish feeding and looking at the plankton used for the feed under microscopes. The children asked many questions on fish feeding and the feed and seemed to be very interested in fish research. Afterward, the children sent in many letters as feedback.



┃ Workplace Experience for Junior High School Students

On August 1, 2019, the Oita Marine Biological Technology Center conducted a workplace experience program as part of an exchange sponsored by the Oita Prefecture Junior High School Cultural Association. 25 students from around ten schools from Beppu City, Oita City, and Saiki City participated. In addition to taking a tour around the Center and looking through microscopes, the students experienced sampling lab work in which they measured and dissected the young yellowtail. The program was a huge success with the students asking a lot of questions and surprising even the Center's researchers with their enthusiasm for conducting the lab work.



○ Workplace Tour for High School Students (Nagasaki Shipyard Co., Ltd.)

Nagasaki Shipyard hosts workplace tours as part of field trips for local high school students. In fiscal 2021, Nagasaki Shipyard welcomed a total of 76 students from two high schools in Nagasaki City, explained the types of ships and construction processes and took them on a tour inside the factory.



Workplace tours for high school students

FY2021 Results

Tour date	High school/discipline (course name)	Number of participants
October 13, 2021	High school attached to Nagasaki Institute of Applied Science: Engineer course	36
November 15, 2021	Nagasaki Technical High School: Machine systems department	40

○ “Seafood University” Program (King & Prince Seafood Corp.)

The Nissui Group company, King & Prince Seafood Corp. (USA, “K&P”) has been holding 2-day programs called “Seafood University.” The program communicates an overview of K&P, the products of K&P, selling tips, and initiatives for sustainability through the plant tour and the shrimp boat educational cruise.

Employees, suppliers and customers of K&P take part in this activity, which began in 1976, and more than 4,400 people, to date, have “graduated” from the “Seafood University.” This provides an opportunity to communicate K&P’s initiatives by involving the stakeholders, and has been recognized by the participants as being “an outstanding training program, standing out from other manufacturers who do similar training.”



Sports Support

Co-sponsorship of Rugby Teams of New Zealand

Nissui has been an official sponsor of the "All Blacks," the national rugby team of New Zealand, through the New Zealand Rugby Union (NZRU) since 1988 and has co-sponsored the New Zealand Universities Rugby Foot Ball Council since 2003.

Nissui has a long, close relationship with New Zealand; we have operated a trawl fishery off the New Zealand coast and manufactured canned foods made from mutton produced in New Zealand. Moreover, Nissui has transferred advanced trawl fishery technologies through business affiliations with local companies and has established joint ventures throughout the years. Nissui's continued co-sponsorship with rugby has served to deepen the friendship and goodwill that have grown from this collaboration and has contributed to the promotion of rugby as a sport.

Nissui will continue co-sponsoring the All Blacks and rugby, doing what we can to help the rugby spirit of "fairness" and "One for all, All for One" permeate into society.



"Nissui Tokyo 2009 Bledisloe Cup," the legendary game between the New Zealand national team and the Australian national team held at the National Stadium in Tokyo.

Support of the Japan Masters Swimming Association

Nissui has been developing the SPORTS EPA brand, which utilizes EPA (eicosapentaenoic acid) in the sports field, and has continued to support the Japan Masters Swimming Association. Swimming requires endurance and overcoming the lack of oxygen, which swimmers experience during swimming competitions, is a major issue. However, swimmers can expect to improve their exercise efficiency and reduce the level of fatigue by taking EPA. Nissui supports the swim meets sponsored by the Japan Masters Swimming Association and encourages all swimmers so that they can perform to the best of their abilities until the finish line.



The Japan Masters Swimming Association (in Japanese): <http://www.masters-swim.or.jp/>

Cooperation Agreement on Food and Sports Signed with Tomi City, Nagano Prefecture

On September 16, 2020, Nissui and Tomi City, Nagano Prefecture, entered into a comprehensive agreement of cooperation concerning food and sports. The purpose of this agreement is to help the development of food and promotion of sports in Tomi City, and contribute to the formation of a rich local community. Utilizing Nissui's expertise in food, including marine product-derived functional ingredients such as fast muscle protein and EPA, we are committed to contributing to the health of many people by collaborating with Tomi City to give out information and carry out awareness campaigns.



Related press release (in Japanese) >

Offering Menu Items at Nissui Yunomaru Athletes Restaurant

Adjacent to GMO Athletes Park Yunomaru, a high-altitude training facility in Tomi City, we have established "Nissui Yunomaru Athletes Restaurant," where we are giving dietary support to athletes as its naming rights partner. We utilize Nissui products from which athletes can ingest fast muscle protein and EPA and combine them with local food ingredients to offer tasty and physically healthy menu options designed with nutritional balance in mind. Going forward, in addition to supporting athletes, we are considering opening the Restaurant to the general public as well.



Sponsorship Activities for AVISPA FUKUOKA

Hakata Marukita Suisan Co., Ltd., a Nissui Group company, has been engaged in activities to sponsor AVISPA FUKUOKA, a soccer team in Fukuoka Prefecture, since 2015. Following discussions held with AVISPA FUKUOKA aimed at carrying out activities that are more community-oriented, Hakata Marukita Suisan started supporting soccer classes held by AVISPA FUKUOKA in 2019. In 2021, AVISPA FUKUOKA conducted a children's soccer class for 50 elementary school children as well as a parent & child soccer class for 45 parents and children in Nishi-ku, Fukuoka City.



Regional Contribution Activities

○ Measures against Regional Disasters (Hachioji Area)

┃ Participation in the Kitanomachi Emergency Drill

On October 27, 2019, the Hachioji General Plant participated in the emergency drill conducted by Kitanomachi, Hachioji. The Plant displayed and distributed papers that summarized the maps of the local evacuation areas and the flooding hazard maps, as well as introducing and distributing Nissui's fish sausages as part of emergency stockpiles. In 2019, the Asa River, which flows through Kitanomachi, reached flooding levels, due to a large typhoon making landfall, which has prompted many participants to take a look at the papers, especially the flooding hazard map. The Plant was also able to communicate to the residents of the area that fish sausage could be kept for approximately four months at room temperature and could be used as a source of high-quality protein in emergencies.



┃ Providing Well Water During Emergencies

There is a deep well on the premises where the Hachioji General Plant, and the Group companies, Chilly Co., Ltd. and the Hachioji Office of Carry Net Co., Ltd. are located. The water from the well, under strict daily water quality supervision, is being used in the plants and the offices.

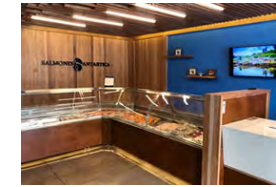
The Hachioji General Plant, in preparation for water supply stoppages due to various causes including natural disasters, has made an arrangement to offer this well water as drinking water, by entering into the "Disaster Control Measure-related Agreement" with the City of Hachioji. This arrangement is part of Nissui's regional contribution activities borne from the desire to be of service to the people living in the same community in emergency situations as well as in ordinary times.



○ Operation of an Antenna Shop to Bring Safe and Reliable Salmon to Local Residents

The Nissui Group company, Salmenes Antártica S.A.(SA), is engaged in the business of farming, processing, and selling salmon in Chile. While salmon aquaculture is a thriving business on Isla de Chiloé, in the Los Lagos Region, where SA is headquartered, the high-quality salmon products are almost all exported overseas, and generally on the Isla de Chiloé, the local resident can only get their hands on the substandard products or products whose sources are questionable. In 2013, the year in which SA commemorated the 25th anniversary of becoming a member of the Nissui Group, it opened an antenna shop in Castro, the center of the Isla de Chiloé, to sell its safe and reliable salmon products. The antenna shop became extremely popular resulting in strong sales and providing the opportunity for the local residents to get to know the high-quality products of SA. In response to its popularity in Castro, SA decided to open a second shop in Santiago, the capital of Chile in November 2019. By opening a shop in Santiago, SA has been able to bring its salmon products to an even greater number of people.

SA, a pioneer in salmon farming in Chile, has been selling the FIVE STAR brand products to its customers around the world but going forward it also hopes to become a company that is loved by its local residents.



Activities toward the Development of the Next-Generation Children

Participation in Educational Program "Idea Meetings" of Expo 2025, Osaka, Kansai, Japan

Continuing on from FY2020, in FY2021, as a company committed to the SDGs, we participated in the "Idea Meeting," which is part of an educational program project (Note) conducted by Osaka-Kansai Expo 2025. A total of nine companies, including Nissui, took part in the program. The Ideas Meeting is an opportunity for schools and companies working on the SDGs to exchange ideas. In FY2021, the meetings were conducted entirely online, with companies introducing their efforts to achieve the SDGs, followed by questions from junior high school students regarding their initiatives and an exchange of views.



In FY2021, a total of 50 elementary and junior high schools in the Kansai region participated in the program, and Nissui held idea meetings with the seven schools listed below. After these Ideas Meetings, the students will present their findings at the Junior EXPO in February 2022 (which is dubbed as "A place for the sharing of ideas about how to make all life shine through the classroom").

Date of Presentation	Name of the Junior high school	Grade	Participants
October 15, 2021	Inami municipal Inami Junior high school	3rd	32
	Osaka municipal Showa Junior high school	2nd	48
	Hatsushiba Ritsumeikan Junior high school	2nd	62
November 19, 2021	Matsubara municipal Matsubara Dai-go Junior high school	2nd	72
	Kobe International Junior high school	3rd	27
	Sakai municipal Oizumi Junior high school	2nd	7
	Higashi Osaka municipal Kashiwada Junior high school	2nd	52

(Note) Educational program of Expo 2025, Osaka, Kansai, Japan:

Outline: This program is implemented for the purpose of making children, who will be forging our future, participate in initiatives toward Expo 2025, Osaka, Kansai, Japan before its launch through classes given by using teaching materials edited by the Japan Association for the 2025 World Exposition to learn about SDGs and discover local and social issues by themselves, and in the process, make them come up with ideas for the Expo's theme "Designing Future Society for Our Lives" and heighten their curiosity and interest so that they will actually want to go to the Expo venue in 2025.

Program organizer: Japan Association for the 2025 World Exposition

Implemented with the cooperation of: Osaka Prefectural Education Agency, Osaka Prefectural Board of Education, and other municipal Boards of Education in Osaka Prefecture

The Global Fisheries Scholarship Program

Since 2002, we have been contributing to the development of New Zealand's fishery industry by inviting youths from the indigenous Maori population to in-house trainings in Japan.

One or two trainees are received each year for one-year training in fisheries, aquaculture, processing, marketing and distribution at Nissui Group business locations in Japan. The training program also focuses on understanding Japanese culture and consumer's needs as well as Japanese language study. After completing training, they make use of what they learned in fisheries and other related industries in New Zealand.



Supporting the Indigenous People of the Region (Salmones Antártica S.A.)

The feed plant of the Nissui Group company, Salmones Antártica S.A. ("SA"), is located in Los Ángeles in the State of Bio-Bio. Many indigenous people live in the Trapa Trapa Region near the Andes mountain range in the same State. The village of Raico in this region is home to over 70 such households where the people in winter are completely isolated from the rest of the world for months due to the snow. SA donates food to these households, as a way of supporting the livelihood of the people faced with mobility difficulties. SA is involved in an activity to support and protect the indigenous people.



Community-based Activities

The Nissui Group is engaged in community-based social contribution activities and environmental preservation activities in countries all over the world. In fiscal 2021, we conducted 134 activities overall.

Nissui Group's Contribution to Society Associated with the COVID-19 Pandemic >

Activities Conducted in Fiscal 2021 by Nissui's Business Locations

Name of business location	Details of Activities	Date of activities	Employee participation	Endowment, donation, co-sponsorship	Others
Hachioji General Plant	Sponsorship for opening of Children's Cafeteria (for 130 character sausages)	May 14, 2021	○	○	
Tsukuba Plant	Vaccines for children around the world (polio vaccine for approximately 135 children) through donations of household items.	July 14, 2021 to August 25, 2021	○	○	

Activities Conducted in Fiscal 2021 by Nissui Group Companies in Japan

Name of the company	Details of Activities	Date of activities	Employee participation	Endowment, donation, co-sponsorship	Others
Nippon Marine Enterprises, Ltd.	Respond to local seminars, lectures, and newsletters (9 in total)	FY2021			○
Kunihiro Inc.	Supported vaccines by recycling plastic bottle caps (23,387caps, for about27 vaccines)	FY2021 through year	○	○	
Mogami Foods Co., Ltd.	Mogami River cleanup (16 people including the president participated, 4.8 kg collected)	November 6, 2021	○		
Tomiso Co., Ltd.	Supported vaccines by recycling plastic bottle caps (12,685caps, for about14 vaccines)	FY2021 through year	○	○	

Activities Conducted in Fiscal 2021 by Nissui Group Companies Outside Japan


Country	Name of the company	Details of Activities	Date of activities	Employee participation	Endowment, donation, co-sponsorship	Others
USA	UniSea, Inc.	Donations to the City of Unalaska in the amount of \$5,500 and the Unalaska City School District High School Graduation Scholarship in the amount of \$10,000	FY2021		○	
UK	Flatfish Ltd.	Support local children's charities (£10,000)	FY2021		○	
Thailand	Nissui (Thailand) Co., Ltd	Employees donated and raised money for two temples to continue the Thai tradition of providing offerings to monks during Buddhist Lent.	July 23, 2021	○	○	
Thailand	THAI DELMAR CO., LTD	Donations and contributions to temples and schools near the plant, participation in and sponsorship of charity events (a total of 113 employees participated, donating a total of 152,710 baht)	FY2021	○	○	

Other Activities

○ Support of the Yumeiku Work Support Project

Nissui is supporting the Yumeiku Work Support Project, the work support project for people with intellectual disabilities, being promoted by THE SAN-IN GODO BANK, LTD. and Shimane Prefecture. Through the Yumeiku Work Support Project, Nissui supports the work of people with disabilities by using their drawings in the designs of novelties.

the Yumeiku Work Support (in Japanese)

<http://you-make.jp/> 



○ Sponsorship of Marathon to Raise Breast Cancer Awareness (Cité Marine S.A.S.)

In 2019, Cité Marine S.A.S. (France), a member of the Nissui Group, became a sponsor of "La Lorientaise," a marathon event aimed at raising awareness of breast cancer. In the marathon, 11,000 women clad in pink T-shirts participated. Participation fees and sponsorship money are donated to a local league for eliminating breast cancer.

<https://lalorientaise.oepslorent.org/> 



○ Donation to the Scholarship Foundation for Orphans from Marine Accidents


Nissui, with the cooperation of its executives and employees, the (NAC) Nippon Suisan Labor Union and through the social gathering of maritime employees, donates to the Scholarship Foundation for Orphans from Marine Accidents each year since its foundation in 1970.

Governance

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This report has link buttons.

 Click to go to relevant website.

 Click to go to PDF page.

Corporate Governance

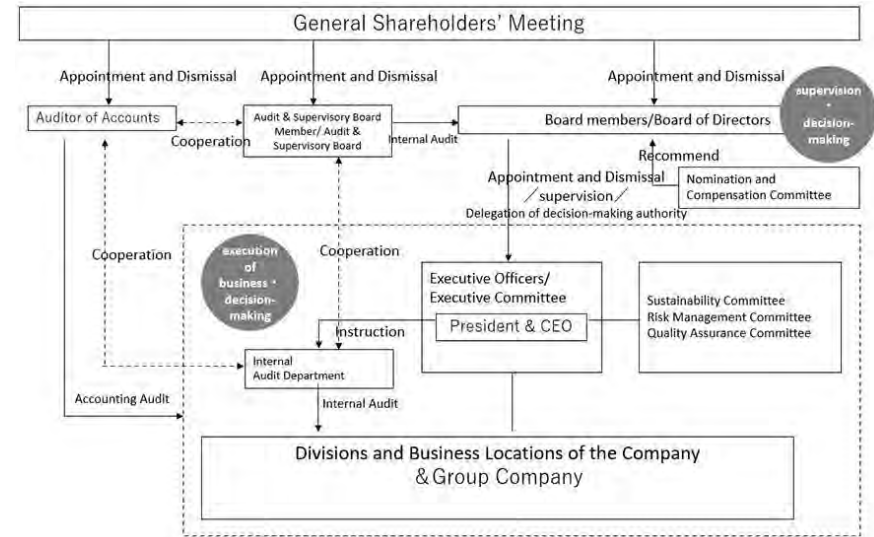
Corporate Governance Report (June 28, 2022)(622KB) 

- ▼ Basic approach to Corporate Governance
- ▼ Diagram: System of Corporate Governance
- ▼ Board Member (Outside)
- ▼ Audit & Supervisory Board Member (Outside)
- ▼ Internal Control System
- ▼ Executive Compensation

Basic approach to Corporate Governance

With a view to improving the profitability and the capital efficiency of Nissui and its Group companies, as well as to promoting initiatives toward corporate social responsibility to encourage sustainable growth and the medium- to long-term enhancement of corporate value, the Board of Directors will demonstrate the major direction in corporate strategies and other matters and will place greater emphasis on supervising functions while retaining important decision-making functions. The decision-making functions have been empowered to the Executive Officers (and Executive Committee) headed by the President & CEO, to speed up the decision-making process and to further separate supervising and execution. Furthermore, in addition to the above management supervising by the Board of Directors, Nissui has adopted the governance structure of a company with an audit & supervisory board, based on its belief in the effectiveness of an audit system over management comprising four Audit & Supervisory Board members including Outside Audit & Supervisory Board Members who are independent of management.

Diagram: System of Corporate Governance



Board of Directors, Board Members

Board Members' terms are set to be one year with the objective of improving transparency and strengthening the management supervisory function, and Outside Board Members independent of management executives are appointed. Currently, the Board of Directors consists of 9 Board Members including three Outside Board Members, and hold a meeting, at least once a month, in principle, to decide important matters and supervise the status of business execution.

Nomination and Compensation Committee

Nissui has established the "Nomination and Compensation Committee" (on June 27, 2018) as a voluntary advisory body to the Board of Directors. The Nomination and Compensation Committee consists of three Outside Board Members and two Representative Board Members, with an Outside Board Member serving as Chairperson. The Nomination Committee deliberates and reports to the Board of Directors on matters such as the appointment and dismissal of candidates for officers including those for the President & CEO and succession plans, while the Compensation Committee similarly deliberates and reports on matters such as the policy for determining executive compensation, the details of the compensation system and compensation levels. Based on such reports, the Board of Directors make decisions on executive appointments and compensation.

Management structure and Expected Areas of Expertise of Board Members and Audit & Supervisory Board Members

Name	Positions and responsibilities	Corporate management	Finance and accounting	Marketing and sales	Production and technology	R&D	International perspective	Corporate governance	Risk management	Legal affairs and compliance	Sustainability
Shingo Hamada	Representative Board Member and President, Chief Executive Officer, Member of Nomination and Compensation Committee	○			○	○	○	○			
Seiji Takahashi	Representative Board Member, Senior Managing Executive Officer, Member of Nomination and Compensation Committee	○		○			○	○	○	○	
Shinya Yamamoto	Board Member, Managing Executive Officer, Chief Financial Officer		○				○	○	○		○
Koji Umeda	Board Member, Managing Executive Officer			○	○	○					
Shinya Yamashita	Board Member, Managing Executive Officer					○	○				
Masahide Asai	Board Member, Executive Officer	○		○			○				
Mikito Nagai	Outside Board Member, Chairperson of Nomination and Compensation Committee	○		○				○	○	○	

Name	Positions and responsibilities	Corporate management	Finance and accounting	Marketing and sales	Production and technology	R&D	International perspective	Corporate governance	Risk management	Legal affairs and compliance	Sustainability
Yuko Yasuda	Outside Board Member, Member of Nomination and Compensation Committee						○	○	○	○	○
Tokio Matsuo	Outside Board Member, Member of Nomination and Compensation Committee	○			○			○	○	○	○
Hiroyuki Hamano	Standing Audit & Supervisory Board Member		○				○	○	○	○	
Shino Hirose	Outside Audit & Supervisory Board Member						○	○	○	○	○
Masahiro Yamamoto	Outside Audit & Supervisory Board Member		○					○	○	○	
Tadashi Kanki	Outside Audit & Supervisory Board Member							○	○	○	

Audit & Supervisory Board, Audit & Supervisory Board Member

The Audit & Supervisory Board comprises four members including three Outside Audit & Supervisory Board Members. Each Audit & Supervisory Board Member conducts audits in accordance with laws and regulations, the Articles of Incorporation and the implementation procedures established by the Audit & Supervisory Board for the purpose of ensuring the effectiveness of audits. Audit & Supervisory Board Members also periodically receive reports on audit plans and audit results from the Accounting Auditor, while at the same time mutually coordinate with them by witnessing certain audits conducted by the Accounting Auditor, and exchange information and opinions with the Internal Audit Department as necessary. Furthermore, Audit & Supervisory Board Members also periodically exchange opinions with the Representative Board Member and Board Members (including Outside Board Members). The Company has established "Staff of Audit & Supervisory Board Members" to assist the operations of the Audit & Supervisory Board Members from a position independent from the Board Members and Executive Officers.

Executive Committee, Executive Officer

An executive officer system was adopted (on June 25, 2009) to carry out even more flexible and efficient business operations. The Executive Committee consists of Executive Officers who have been appointed by the Board of Directors, and hold a meeting, at least once a month, in principle, to make timely and appropriate decisions and share information regarding major business execution upon sufficient and multifaceted deliberations, in an effort to promote the sustainable growth and enhancement of corporate value of Nissui and its Group companies.

Internal Audit Department

The Internal Audit Department, an organization (with seven members including the General Manager) which is under the direct control of the President, has been established as an internal auditing division. The department conducts internal audits on the Group based on annual plans, evaluates matters relating to internal controls to ensure the reliability of financial reporting, and reports the results to the Board Members, the Audit & Supervisory Board Members and the heads of the audited organizations.

The Internal Audit Department reports the business audit results of Nissui and all its Group companies to the Audit & Supervisory Board Members, and in terms of internal control, discusses the evaluation procedure, scope, schedule, etc. with the external accounting auditor when formulating the evaluation plan for the fiscal year and finalizes the evaluation policy. Furthermore, we ensure cooperation between the external accounting auditor and the Internal Audit Department by closely exchanging information with the external accounting auditor and taking appropriate corrections when any deficiencies or problems in control are found.

Auditor of Accounts

The Company has entered into an audit engagement agreement with Ernst & Young ShinNihon LLC.

Board Member (Outside)

There are three Outside Board Members, who have no personal, capital, trading or any other special relationship of interest with the Company.

Outside Board Member, Mikito Nagai, has broad insight gained as a President and CEO of an operating company. The Company has nominated him as a candidate for Outside Board Member in the expectation that he will appropriately supervise overall management by offering specific observations and providing frank opinions from a medium- to long-term perspective based on his experience at financial institutions.

Outside Board Member, Yuko Yasuda, has a broad insight gained as an outside director of other companies, in addition to years of experience serving as a Managing Director of a consulting firm as a personnel and management consultant. The Company has nominated her as a candidate for Outside Board Member in the expectation that she will appropriately supervise overall management by providing opinions from a multi-faceted perspective including the effectiveness and diversity of the Board of Directors.

Outside Board Member, Tokio Matsuda, has broad expertise accumulated as a Representative Director of a chemical manufacturer listed on the First Section of the Tokyo Stock Exchange, in addition to CSR and compliance experience at a glass manufacturer. The Company has nominated him as a candidate for Outside Board Member in the expectation that he will provide effective guidance toward addressing social issues and deepening activities for sustainability of the Company. Given that all three Outside Board Members meet the requirements of independent officers set forth by the Tokyo Stock

Exchange and the "Independence Criteria of Outside Executive Officers" set forth by the Company and thus do not pose any conflict of interests with general shareholders, the Company has deemed them to be independent and has designated them as Independent Officers as set forth by the Tokyo Stock Exchange and given notice thereto. The Outside Board Members exchange information and opinions, as necessary, with the Internal Audit Department on the content of the reports submitted by the department.

Audit & Supervisory Board Member (Outside)

There are three Outside Audit & Supervisory Board Members, who have no personal, capital, trading or any other special relationship of interest with the Company.


Outside Audit & Supervisory Board Member, Shino Hirose, is well-versed in corporate law, as well as in business in China from having served at the Japanese Embassy in Beijing, as a public servant for a fixed term with the Ministry of Foreign Affairs. The Company has elected her as an Outside Audit & Supervisory Board Member with the expectation that she will draw on her expertise in conducting the audits of the Company.

Outside Audit & Supervisory Board Member, Masahiro Yamamoto has abundant experience as an accounting expert, having served as a representative partner of a major audit firm as a certified public accountant and currently serving as a Director (Audit and Supervisory Committee member) of a business company. He also serves as an Auditor of a public interest incorporated association, and has broad personal connections and insight in the business world. The Company has nominated him as a candidate for Outside Audit & Supervisory Board Member in the expectation that he will provide effective guidance drawing on his experience and insight.

Outside Audit & Supervisory Board Member, Tadashi Kanki will provide effective guidance drawing on his broad experience in sales and corporate planning at financial institutions, in addition to his four years of experience as a Standing Audit & Supervisory Board Member at a company listed on the First Section of the Tokyo Stock Exchange.

Given that all three Outside Audit & Supervisory Board Members meet the requirements of independent officers set forth by the Tokyo Stock Exchange and the "Independence Criteria of Outside Executives" set forth by the Company and thus do not pose any conflict of interests with general shareholders, the Company has deemed them to be independent and has designated them as Independent Officers as set forth by the Tokyo Stock Exchange and given notice thereto.

Outside Audit & Supervisory Board Members periodically receive reports on audit plans and audit results from the Accounting Auditor, while at the same time mutually coordinate with them by witnessing certain audits conducted by the Accounting Auditor. Outside Audit & Supervisory Board Members also exchange information and opinions with the Internal Audit Department as necessary. The Internal Audit Department reports the results of the operational audits of the Group to the Audit & Supervisory Board Members.

Independence_Criteria_of_Outside_Executives (104KB) 

Attendance at Board Meetings by Outside Board Members and Audit & Supervisory Board Members

Category	Name	Number of Board of Directors meetings attended	Number of Nomination and Compensation Committee meetings attended	Number of Audit & Supervisory Board meetings attended	Key activities
Outside Board Member	Mikito Nagai	19/20 meetings	(Nomination) 5/5 meetings (Compensation) 8/8 meetings	–	In addition to his experience at financial institutions, he has abundant experience as a corporate manager, such as having served as representative director of an operating company. Leveraging this experience, he provides suggestions and advice on the optimization of the business portfolio from a higher perspective of a corporate manager and on financial strategies from a medium- to long-term perspective. He makes management decisions and provides oversight appropriately at the Board of Directors meetings from a broad perspective. In addition, as Chairperson of Nomination Committee and Compensation Committee, he leads fair and transparent operation of the Committee meetings regarding the election of Board Members and Audit & Supervisory Board Members and matters concerning compensation, etc.
	Yuko Yasuda	19/20 meetings	(Nomination) 5/5 meetings (Compensation) 7/8 meetings	–	Based on her insight in the area of corporate governance and extensive experience as outside director of listed companies, she provides advice and suggestions from an investor's perspective, with corporate communication and IR taken into account. She makes management decisions and provides oversight appropriately at the Board of Directors meetings from a multi-faceted perspective including the effectiveness and diversity of the Board of Directors. In addition, she provides expert and specific comments on the election of Board Members and Audit & Supervisory Board Members and the compensation system at Nomination Committee and Compensation Committee meetings.
	Tokio Matsuo (Note 1)	16/16 meetings	(Nomination) 4/4 meetings (Compensation) 4/4 meetings	–	Leveraging his extensive experience as a corporate manager, such as having served as representative director of an operating company, he provides advice and suggestions regarding efforts to resolve social issues and the Company's sustainability activities. He makes management decisions and provides oversight appropriately at the Board of Directors meetings from a broad perspective. In addition, he provides advice on the election of Board Members and Audit &

Category	Name	Number of Board of Directors meetings attended	Number of Nomination and Compensation Committee meetings attended	Number of Audit & Supervisory Board meetings attended	Key activities
					Supervisory Board Members and the compensation system at Nomination Committee and Compensation Committee meetings, based on his management experience.
Outside Audit & Supervisory Board Member	Shino Hirose	20/20 meetings	–	16/17 meetings	She is well versed in corporate legal affairs and compliance issues as an attorney at law, and provides comments as necessary from an independent and objective standpoint and from the perspective of diversity to ensure adequacy and appropriateness of decision-making by the Board of Directors and the Audit & Supervisory Board based on her expertise and experience in legal issues.
	Masahiro Yamamoto (Note 2)	15/16 meetings	–	12/12 meetings	He has professional knowledge regarding finance and accounting as a certified public accountant. Leveraging his abundant experience and expertise as an accounting expert, he provides comments as necessary from an independent and objective standpoint.
	Tadashi Kanki (Note 2)	15/16 meetings	–	12/12 meetings	In addition to the experience as a Standing Audit & Supervisory Board Member at a listed company, he has broad knowledge and experience in sales and corporate planning at financial institutions. Leveraging this experience, he provides comments to encourage effective and appropriate supervision of overall management from an independent and objective standpoint.

(Note 1) Outside Board Member Tokio Matsuo and (Note 2) Outside Audit & Supervisory Board Members Masahiro Yamamoto and Tadashi Kanki assumed their respective offices on June 25, 2021.

* As of the end of March 2022

Internal Control System

Basic Policy for Internal Control System >

Executive Compensation

Policy on the Determination of the Amount of Executive Compensation, etc.

A basic policy for the determination of executive compensation has been established, as per the following, in accordance with the Corporate Governance Code.

Basic Policy

1. The compensation system shall support the achievement of the Company's mission and vision.
2. The compensation system shall be designed to reflect medium- to long-term management strategies, and as means to achieve such management strategies strives to eliminate short-term bias and motivate the medium- to long-term improvement of corporate value.
3. The compensation system shall be effective in maintaining and securing outstanding talent.
4. The compensation system shall be designed in a transparent, fair and reasonable manner from the standpoint of accountability to stakeholders including the shareholders and employees, and shall ensure appropriate determination processes.
5. The compensation system shall be aligned to the roles and responsibilities entailed by each rank and to performance.

<Policy for determining compensation of Board Members and Audit & Supervisory Board Members>

The policy for determining compensation, etc. of individual Board Members is determined by the Board of Directors upon deliberation of (i) the basic policy for compensation; (ii) the compensation system; (iii) the compensation levels; and (iv) compensation item composition ratio; among other things, based on comparative verification against benchmark groups by the voluntary Compensation Committee which is chaired by an independent Outside Board Member and consists of three Outside Board Members and two Representative Board Members (Chairperson: Mikito Nagai), with the aim of ensuring compensation commensurate with the company's stage. The amount of each compensation paid to individual Board Members shall be determined by the Compensation Committee delegated by the Board of Directors from the viewpoint of the objectivity and transparency of the operation of said system.

With respect to compensation, etc. of individual Audit & Supervisory Board Members, the amount of basic compensation (fixed compensation) shall be determined through consultation between Audit & Supervisory Board Members, and shall be within the range of the total amount of compensation, etc. approved by the General Shareholders' Meeting in advance.

<Compensation of Board Members and Audit & Supervisory Board Members, and calculation method and process of determination thereof>

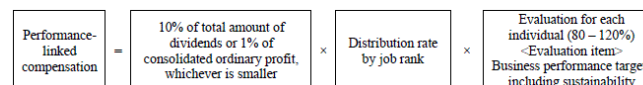
Compensation of Board Members (excluding Outside Board Members) consists of three components, namely, "basic compensation," "performance-linked compensation" and "stock-based compensation." Outside Board Members and Audit & Supervisory Board Members receive only basic compensation. The ratio between basic compensation, performance-linked compensation and stock-based compensation of Board Members is roughly targeted at 65:30:5 when business performance

targets are achieved 100%. The compensation ratio is demonstrated as a case where stock-based compensation is translated into compensation per year. The retirement benefit system for Board Members and Audit & Supervisory Board Members was abolished on the day of the 92nd Ordinary General Shareholders' Meeting held on June 27, 2007.

Basic compensation

Basic compensation consists of three components, namely, representative consideration, supervisory consideration and executive consideration, and executive consideration is set according to the job rank.

Performance-linked compensation

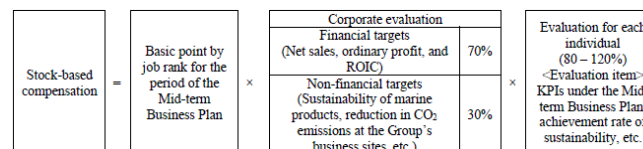


Performance-linked compensation is paid to Board Members (excluding Outside Board Members) based on the idea that the compensation is distribution of added value generated from business for a single fiscal year.

This compensation uses "consolidated ordinary profit," which is a performance evaluation indicator, and "total amount of dividends" conscious of shareholders' perspectives as indicators, and 1% of "consolidated ordinary profit" or 10% of "total amount of dividends," whichever is smaller, is paid according to the job rank as the basic amount of the compensation.

Evaluation for each individual was introduced in FY2021 with an aim to clarify the degree of contribution of each officer to the business performance for a single fiscal year. Business performance targets including sustainability were selected as items used in the evaluation for each individual, which is assessed within the range between 80% and 120%. The basic amount of performance-linked compensation paid, the distribution rate by job rank, and evaluation for each individual shall be determined by the Board of Directors after deliberation by the Compensation Committee. The amount of each compensation paid to individual officers shall be determined by the Compensation Committee delegated by the Board of Directors.

Stock-based compensation



The Company has adopted a Board Benefit Trust framework under the performance-linked stock-based compensation plan implemented in FY2018 in which stock-based compensation is provided to Executive Officers as non-monetary compensation in order to clarify a link between compensation of Executive Officers and business performance/stock value, and to raise awareness of improving business performance and increasing corporate value over the medium to long term.

Indicators selected to evaluate business performance for the previous mid-term business plan, "MVIP + (Plus) 2020," (the applicable period: FY2018 to FY2020) were "ROA" and "consolidated ordinary profit," and the corporate achievement rates thereof were defined within the range between 0% and 150%. The number of shares issued to individuals was calculated by reflecting the evaluation for each individual to the foregoing. The achievement rates and evaluation for each individual were determined by the Board of Directors after deliberation by the Compensation Committee. The payment was made on July 21, 2021, as shown in Note 6 on page 46.

Stock-based compensation was deferred in FY2021 as the Company was unable to formulate a new mid-term business plan given the unforeseeable operating environment due to the effect of COVID-19. In the new Mid-term Business Plan started in April 2022, indicators to evaluate corporate business performance have been selected from both financial and non-financial (sustainability) aspects, and the ratio between them is targeted at 70:30. Financial targets include net sales, ordinary profit, and ROIC, while non-financial (sustainability) targets include sustainability of marine products and CO2 emissions at the Group's business sites. The achievement rates thereof are defined within the range between 50% and 150%. The pre-determined basic point in accordance with job rank is multiplied by the achievement rates. The number of shares to be issued to individuals is calculated by reflecting the evaluation for each individual to the foregoing. As items used for evaluation of each individual, we selected KPIs and sustainability items under the Mid-term Business Plan. The achievement rates thereof are defined within the range between 80% and 120%. The corporate achievement rates and the evaluation for each individual shall be determined by the Board of Directors after deliberation by the Compensation Committee. The amount of each compensation paid to individual officers shall be determined by the Compensation Committee delegated by the Board of Directors.

Total Amount of Compensation, etc. by Executive Category, the Types of Compensation and the Number of Eligible Executives for the FY2021 Term

The policy for determining the details of compensation, etc. of individual Board Members shall be determined by the Board of Directors after deliberation by the Compensation Committee chaired by an independent Outside Board Member. The Board of Directors judged that the details of the compensation, etc. of individual Board Members were in compliance with said policy and appropriate, as the amount of such compensation, etc. paid for the fiscal year under review was determined by the Committee delegated by the Board of Directors based on said policy.

Category of Board Members and Audit & Supervisory Board Members	Total amount of compensation, etc. (Million yen)	Total amount by type of compensation, etc. (Million yen)			Number of Board Members and Audit & Supervisory Board Members paid (Number of persons)
		Basic compensation	Performance-linked compensation	Stock-based compensation	
Board Members (excluding Outside Board Members)	332	196	126 (Note 1)	9 (Note 2)	7 (Stock-based compensation: 7)(Note 3)
Audit & Supervisory Board Members (excluding Outside Audit & Supervisory Board Members)	26	26	-	-	1
Outside Board Members and Audit & Supervisory Board Members (Note 4)	36	36	-	-	4
Outside Audit & Supervisory Board Members	38	38	-	-	5

- *1 The performance-linked compensation of Board Members includes an amount estimated to be paid in June 2022.
- *2 The stock-based compensation of Board Members represents the difference between the actual payment made in July 2021 and the estimated amount recorded at the end of March 2021 (The stock-based compensation plan was deferred in FY2021).
- *3 The number of Board Members to whom stock-based compensation is paid includes 3 Board Members who retired from office on June 26, 2019 and June 25, 2021.
- *4 The compensation of Outside Board Members includes that of one (1) Board Member who retired from office on June 25, 2021.
- *5 The compensation of Outside Audit & Supervisory Board Members includes that of two (2) Audit & Supervisory Board Members who retired from office on June 25, 2021.
- *6 Status of shares issued for the Company's officers as compensation for their execution of duties during the fiscal year under review: The Company issued 39,100 shares of its common stock to seven (7) Board Members, excluding Outside Board Members, on July 21, 2021.

Activities of the Compensation Committee in FY2021

	Meeting date	Deliberation overview
1st	April 21, 2021	<ul style="list-style-type: none"> • Judgment rank of KPIs for stock-based compensation
2nd	May 18, 2021	<ul style="list-style-type: none"> • Level of executive compensation for FY2021 (comparison within the industry, etc.) • Basic amount of payment and the distribution rate of performance-linked compensation for FY2020 • Evaluation for each individual for stock-based compensation • Judgment rank of KPIs for stock-based compensation (final confirmation)
3rd	May 20, 2021	<ul style="list-style-type: none"> • Basic compensation table by job rank of Board Members and Executive Officers in FY2021 • Amount of performance-linked compensation paid to each individual in June 2021 • Amount of stock-based compensation paid to each individual
4th	June 22, 2021	<ul style="list-style-type: none"> • Working arrangements for and treatment of Board advisers
5th	June 25, 2021	<ul style="list-style-type: none"> • Amount of performance-linked compensation paid to each individual in December 2021
6th	November 25, 2021	<ul style="list-style-type: none"> • Evaluation items for stock-based compensation in the next Mid-term Business Plan and calculation methods thereof
7th	December 28, 2021	<ul style="list-style-type: none"> • Evaluation items for stock-based compensation in the next Mid-term Business Plan and calculation methods thereof • (continued from the previous meeting)
8th	January 31, 2022	<ul style="list-style-type: none"> • Evaluation items for stock-based compensation in the next Mid-term Business Plan and calculation methods thereof • (continued from the previous meeting)

Risk Management

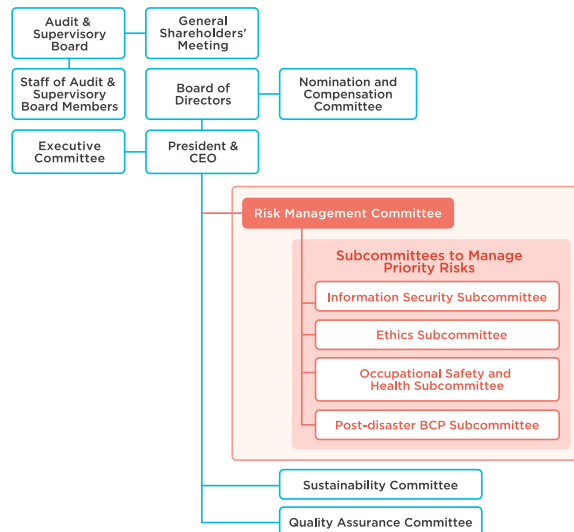
The Nissui Group, whose mission is to produce various food products, pharmaceutical ingredients, etc. from resources including marine products and supply them to people around the world, is striving to continue stable production and sales in order to fulfill such duty. In order to further solidify its business activities, we have established the "Risk Management Policy," and the Risk Management Committee is building and implementing a risk management system aimed at fulfilling the vision sought under the Policy. Furthermore, risks with a significant impact are identified as priority risks by the Risk Management Committee and addressed by setting up a dedicated subcommittee.

○ Risk Management Policy

Nissui and its Group's basic policy for risk management is to endeavor to prevent risks that may hinder business activities from arising, and in the event of an emergency, minimize the occurrence of losses by giving top priority to human life, give consideration to society such as providing aid to disaster victims, and make best efforts to preserve our management resources and continue our businesses and thereby maintain and improve corporate value.

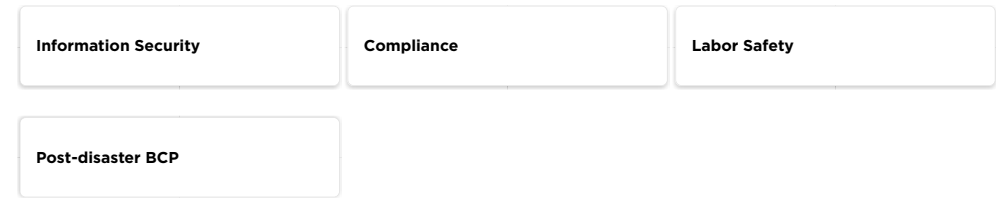
○ Promotion Framework - The Risk Management Committee

The Risk Management Committee, chaired by the President & CEO and comprising all Executive Officers, is convened four times a year. The Risk Management Committee strives to build, maintain and improve the risk management system of the Nissui Group based on the risk management rules. The Executive Officer (in charge of risk management) periodically reports its activities to the Board of Directors.



Please see below for initiatives by each Subcommittee to Manage Priority Risks.

For the Ethics Subcommittee and the Occupational Safety and Health Subcommittee, please see "Compliance" and "Labor Safety," respectively.



○ The Vision Targeted in 2030

- Nissui-led comprehensive risk management is effectively incorporated in accordance with the plan-do-check-action (PDCA) cycle with respect to operational risks and hazard risks of the Nissui Group in Japan.
- A standardized policy for risk management is shared among Group companies outside Japan, and initiatives are conducted in accordance with the PDCA cycle at such companies.

○ Results of Initiatives

■ FY2021

- Activities were carried out by setting "information security," "compliance," "occupational safety and health" and "post-disaster BCP" as priority risks (quality assurance risks and environmental risks were addressed by the Quality Assurance Committee and the Sustainability Committee, respectively).
- Group companies in Japan managed the progress of risk management on a semiannual basis.
- Initiatives were carried out by setting the following as themes commonly shared among the departments of Nippon Suisan Kaisha, Ltd. (Nissui): (i) "Workstyle reform method" (management of working hours and establishment of targets for leave of absence taken); and (ii) Prevention of harassment in departments.
- As risk management education at Nippon Suisan Kaisha, Ltd. (Nissui), conducted the basic risk management education for all employees through e-learning.

Information Security

The Nissui Group retains the personal information of customers in its mail-order/e-commerce business, etc. It is not only our corporate responsibility but also indispensable for the sustained growth of the Nissui Group to prevent the leakage/loss of such personal information and important information on management, business, research, etc. Having established the "Information Security Subcommittee" under the Risk Management Committee, we are executing information security management in a thoroughgoing manner by putting regulations and rules in place, including the "Basic Policy on Information Security," enhancing the system administration framework and periodically conducting education and training for employees.

Basic Policy on Information Security

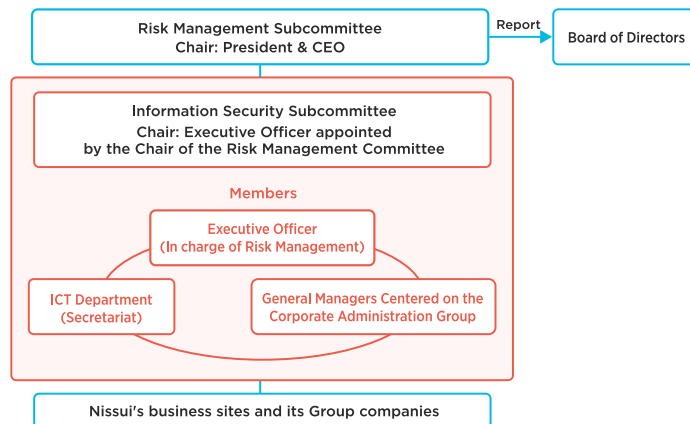
[Basic Policy on Information Security >](#)

Privacy & Policy

[Privacy & Policy >](#)

Promotion Framework - The Information Security Subcommittee

The Information Security Subcommittee, which is aimed at enhancing the information security level of Nissui and its Group companies in Japan, is convened four times a year. The Subcommittee is chaired by an Executive Officer designated by the President & CEO and its members consist of the Executive Officer (in charge of risk management) and the respective heads of departments centering on the Corporate Administration Group. Its main activities involve the formulation and progress management of various measures to make the Basic Policy on Information Security function effectively, as well as the execution of procedures to deal with information security risks that have newly arisen.



Initiatives to Enhance Information Security

Initiatives Targeted at Nippon Suisan Kaisha, Ltd. (Nissui)

With respect to all employees, we make the information security rules widely known and conduct information security education and training at least once a year. Also, a security audit is conducted periodically—i.e., once a year—at business locations where important information is retained.

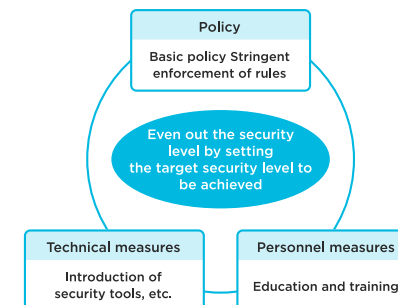
Category of Initiatives	Description of Initiatives	Coverage	Frequency
Education	Implement learning and tests in e-learning format	All employees of Nippon Suisan Kaisha, Ltd. (Nissui)	At least once a year
Training	Hold a pseudo-attack email drill	Same as above	At least once a year
Audit	Conduct a security audit at business locations where important information is retained	Business locations where customers' personal information, research information, etc. is retained	Once a year

Initiatives Targeted at Group Companies in Japan

Standards to be achieved had been set in three fields—i.e., policy formulation, technical measures and personnel measures—for the purpose of evening out the security level across the Group in Japan, and 30 out of 37 Group companies in Japan achieved these standards as of March 31, 2022.

Conference of IT Divisions of the Nissui Group in Japan

For the purpose of deliberating the direction of promoting the adoption of information technology (IT) in the Group in the medium- to long-term, a conference targeted at the respective persons in charge of IT divisions in the Group is held each year. At the conference, participants exchange opinions on IT in general, including such topics as information security measures, utilization of cutting-edge technologies, and consideration of system adoption. In terms of information security, participants share the latest trends in threats and the status of information security measures taken at each Group company, identify information security issues that should be tackled by the Group in the medium- to long-term and bring their views together with respect to the countermeasures.



Compliance

The Nissui Group is working to enforce compliance in a thoroughgoing manner including complying with laws and regulations in/outside Japan as well as various internal rules pursuant to the Code of Ethics, in order to meet the expectations of all of its stakeholders such as customers, employees, business partners and shareholders and fulfill its corporate responsibility. Having established the "Ethics Subcommittee" under the Risk Management Committee, we are endeavoring to implement measures for the early detection, rectification and recurrence prevention of compliance issues and striving to raise employees' awareness of compliance. We are also engaged in initiatives to develop and enhance the compliance structure of the Nissui Group as a whole, not just Nippon Suisan Kaisha, Ltd. (Nissui).

Code of Ethics

[Code of Ethics >](#)

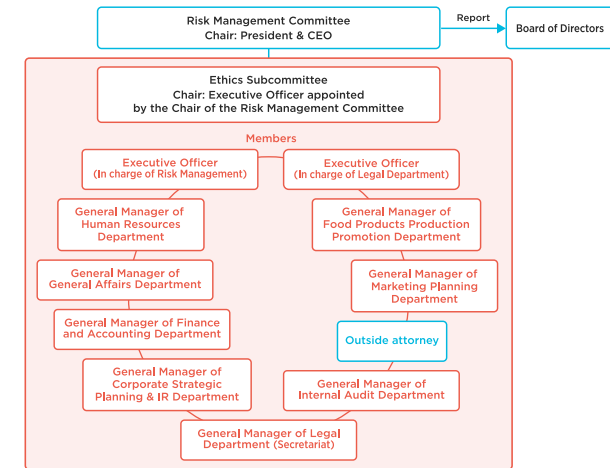
Ethical Behavior Standards

[Ethical Behavior Standards >](#)

Promotion Framework - The Ethics Subcommittee

The Ethics Subcommittee is convened once every two months (i.e., six times a year) for the purpose of enhancing compliance in Nissui as well as its Group companies in Japan. In addition, emergency meetings are held in a timely fashion as necessary. The Subcommittee is chaired by an Executive Officer designated by the President & CEO and its members consist of the Executive Officer (in charge of risk management), the Executive Officer (in charge of the Legal Department), the General Manager of the Human Resources Department, the General Manager of the General Affairs Department, the General Manager of the Legal Department, the General Manager of the Finance and Accounting Department, the General Manager of the Corporate Strategic Planning & IR Department, the General Manager of the Internal Audit Department, the General Manager of the Marketing Planning Department, the General Manager of the Food Products Production Promotion Department and an outside attorney. The participation of an outside attorney ensures that the Subcommittee acts as a third party.

In fiscal 2021, the Ethics Subcommittee was convened 10 times in total, where whistleblowing response, compliance activity plans, compliance questionnaire surveys, etc., were deliberated.



Initiatives to Identify Compliance Issues

Overview of Whistleblowing System

We have a whistleblowing system in place, enabling employees of Nissui and its Group companies in Japan to directly notify the Ethics Subcommittee of questionable acts in terms of compliance, etc. We have established points of contact for whistleblowing both internally (i.e., the Legal Department serving as the secretariat of the Ethics Subcommittee) and externally (i.e., outside specialist), and have a mechanism whereby the Audit & Supervisory Board Members are also contacted simultaneously. Whistleblowing notices are given directly by such means as telephone, Web and email, and may be made anonymously.

In the event that a whistleblowing notice has been given, the Ethics Subcommittee conducts an investigation by selecting a person responsible for the investigation while giving consideration to ensure that the whistleblower will not be put at a disadvantage, and examines the findings of the investigation and improvement measures within the Subcommittee.

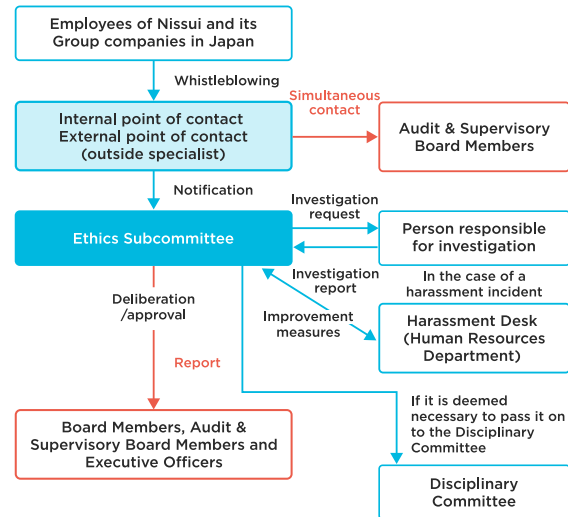
When conducting an investigation, there is a clear policy "not to look for the whistleblower," and the protection of confidentiality and the prohibition of disadvantageous treatment of the whistleblower are stringently enforced. Of note, even if a notice given to the external point of contact for whistleblowing was not anonymous, there is a system in place to report it to Nissui anonymously upon the whistleblower's request. For harassment incidents, multiple points of contact have been established, and such incidents are handled by the Harassment Desk (Human Resources Department). The Harassment Desk also collaborates in conducting investigations into notices given via the points of contact for whistleblowing.

In regards to the minutes of the Ethics Subcommittee including the nature of and response to notices, we have a system in place for the minutes to be reported to and made available for perusal by Directors, Audit & Supervisory Board Members and Executive Officers. Also, the officer in charge makes a report regarding important whistleblowing-related matters to the Board of Directors.

The aforementioned overview of the whistleblower system is stated in Nissui's whistleblowing rules. Of note, in fiscal 2021, the rules were reviewed to prepare for the enforcement of the revised Whistleblower Protection Act.

The operation of the whistleblowing system is described not only on Nissui's internal portal site but also in the "Nissui Group Ethics Card" distributed to Group companies in Japan, to make it widely known among employees.

Whistleblowing Response Flow



Usage Status of Whistleblowing System

In fiscal 2021, there were 18 whistleblowing notices related to Nissui and 14 whistleblowing notices related to its Group companies. None of them were whistleblowing notices regarding significant problems that needed to be announced to the public.

	FY2019	FY2020	FY2021
Total of Nippon Suisan Kaisha, Ltd. (Nissui)	5	11	18
Including harassment/interpersonal relations	1	11	16
Including labor problems	1	0	0
Other	3	0	2
Total of Group companies	13	14	14
Including harassment/interpersonal relations	9	12	9
Including labor problems	2	0	2
Other	2	2	3
Sum total	18	25	32

If a single case involves multiple categories, such as harassment and labor problems, it is counted based on the matter deemed most serious as a problem.

Questionnaire Survey on Employees' Compliance

Once every year, we conduct a compliance questionnaire survey covering employees for the purpose of getting a grasp of company-wide compliance trends, identifying compliance problems in the bud in each organization and making use of the findings to improve the workplace environment in the early stages. The questionnaire survey conducted in October 2021 covered 2,505 employees (including temporary employees (Note)) of Nippon Suisan Kaisha, Ltd. (Nissui), of whom 2,183 employees responded, resulting in a response rate of 87%. For foreign employees, questionnaires translated into five languages (i.e., English, Spanish, Portuguese, Chinese, and Vietnamese) were distributed, to which 273 out of 317 foreigners on Nissui's payroll responded, resulting in a response rate of 86%.

Response status of the Questionnaire

	FY2020 (Oct.)	FY2021 (Oct.)
Number of respondents	2,073/2,438 persons	2,183/2,505 persons
Ratio of respondents	85%	87%

Scope: Nippon Suisan Kaisha, Ltd. (Nissui) (including temporary employees.

(Note) Temporary employees: Temporary employees including directly-hired contract employees and part-timers.

Questionnaire Survey on Business Partners' Compliance

Once every year, we identify transactions that may put Nissui in a particularly dominant position and conduct a compliance questionnaire survey covering business partners involved in such transactions for the purpose of getting a grasp of whether or not Nissui has engaged in acts of abuse/misconduct (such as violations of the Antimonopoly Act/Subcontract Act) by exploiting its dominant position against its business partners.

The questionnaire survey conducted in November 2021 covered 176 companies, of which 143 companies responded, resulting in a response rate of 81%.

Response status of the Questionnaire

	FY2020 (Nov.)	FY2021 (Nov.)
Number of respondents	145/179 companies	143/176 companies
Ratio of respondents	81%	81%

○ Initiatives to Raise Awareness of Compliance

| Compliance Training

Every year, we conduct compliance training in the form of a mandatory course for new recruits and mid-career hires. For all employees, compliance training is conducted by narrowing down the themes on an irregular basis each time an issue has arisen.



| Sharing the Code of Ethics

The “Code of Ethics” is posted on Nissui’s internal portal site. The Code of Ethics is shared with employees to raise their awareness of compliance.

○ Initiatives to Develop and Enhance Compliance Framework in the Entire Group

In order to reduce compliance risks in the Nissui Group as a whole, Group companies are promoting the development and enhancement of their respective compliance frameworks.

The status of compliance activities at each Group company is periodically reviewed through the Risk Management Committee. On top of this, since fiscal 2020, a workshop has been held on a company-by-company basis to encourage Group companies to build a compliance framework of a higher standard suited to the nature of their respective businesses, management scale, etc. Opinions are exchanged on such matters as issues in responding to notices, response flow and future activity plans with the participation of the respective chairpersons of the ethics committees of Group companies, as well as the respective persons responsible for and persons in charge of the secretariats of such ethics committees. This workshop is conducted at about five companies per fiscal year and is scheduled to be completed at all Group companies within the scope of the workshop by fiscal 2024.

Furthermore, in fiscal 2021, we provided support to Group companies to make them develop a framework in compliance with the revised Whistleblower Protection Act, such as explaining the outline of the revision of the Act through workshops and distributing a sample of rules.

Post-disaster BCP

Forecasts in recent years have indicated that there is a high possibility of a huge earthquake occurring—e.g., epicentral earthquake in Tokyo, Nankai Trough Mega Earthquake. In addition, climate change caused by global warming tends to increase the frequency and severity of typhoons and other natural disasters. The Nissui Group has established the "Post-disaster BCP (Business Continuity Planning) Subcommittee" under the Risk Management Committee and is reinforcing its structure to deal with ever-increasing uncertainties.

Basic Policy for Post-disaster BCP

In the Nissui Group, we will promote our business continuity plan in accordance with the following policy in order to continue providing necessary assistance, services, etc., for our employees, customers and stakeholders even in the event of a major disaster by giving top priority to human life.

1. Basic Principles

- (i) The Nissui Group will make utmost efforts to ensure the safety of human life and prevent secondary disasters with respect to its employees and their families as well as relevant parties.
- (ii) The Nissui Group will pursue early recovery and continuation of operations in accordance with its predetermined business continuity plan by specifically treating the maintenance of supply chains as a key operation in order to fulfill its social responsibility.
- (iii) The Nissui Group will make efforts to reconstruct local communities in cooperation and collaboration with regions, including providing relief supplies to local governments and residents in disaster-affected areas.

2. Response in the Event of a Disaster

If a disaster is expected to occur or has occurred, the Nissui Group will set up a local disaster response office at the expected/actual disaster location and establish a disaster management headquarters at Nissui's head office (or a backup location if its head office cannot be used) as the Group's central function, and promptly collect information and take action by collaborating with those at the site and Group companies.

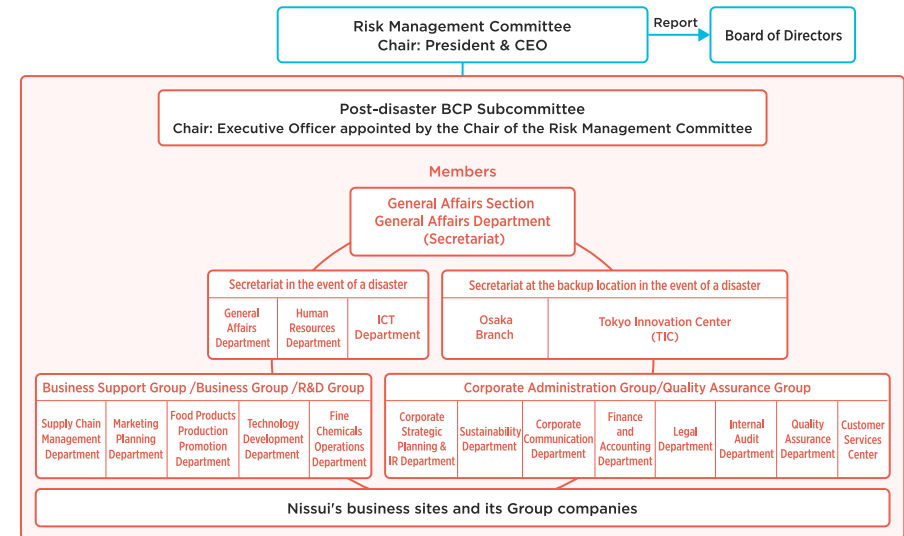
3. Implementation of Education and Training

In order to facilitate activities as an organization in the event of a disaster, the Nissui Group will periodically conduct education and training, and also perform inspections and make improvements aimed at developing its structure, and thereby boost its ability to continue business.

Enactment Date: April 2020

Promotion Framework - The Post-disaster BCP Subcommittee

The Post-disaster BCP Subcommittee, which is aimed at developing a post-disaster BCP framework for Nissui and its Group companies in Japan, is convened four times a year and is chaired by an Executive Officer appointed by the President & CEO. Furthermore, our preparations for disasters involve distributing the "Disaster Countermeasures Pocket Manual"—which outlines the standards for initial actions when a natural disaster such as an earthquake has occurred—to Nissui and its Group companies in Japan and confirming them periodically in drills, etc.



○ Vision for 2025

■ State in which BCM (Business Continuity Management) is Thoroughly Implemented

(i) Raising the level of initial response capabilities

State in which each individual can take action according to his/her role in concrete terms with respect to initial response in the event of a disaster, leading to the further enhancement of Nissui Group's ability to continue business (plan-do-check-action (PDCA) cycle based on repetition drill and BCP review).

- Raising the individual's level: Strictly enforce basic action
- Raising the organization's level: Strictly enforce action according to its role, boost response speed, etc.

(ii) Raising the level of BCP "local recovery strategy" at each business location

State in which BCP at each business location that was put in place is inspected and reviewed on an ongoing basis, and on top of this, improvements are made and the level is raised successfully.

(iii) Developing BCP "business location substitution strategy"

A state in which a structure that takes disaster risks into consideration has been successfully built in the main businesses.

○ Education and Training based on a Disaster Scenario

■ E-learning Course for Disaster Prevention Education

An e-learning course targeted at all employees of Nippon Suisan Kaisha, Ltd. (Nissui) is conducted once a year, for the purpose of raising their awareness of disaster prevention and checking their initial responses in the event of a disaster. In the e-learning course conducted in August 2021, the study content was designed with the following in mind to improve employees' ability to respond in the event of a disaster and raise their awareness of disaster prevention: (i) make employees gain general knowledge of disaster prevention and daily preparedness, etc.; (ii) make them understand and check initial actions to be taken in the event of a disaster (including how to respond in the case of a new work style such as during telework); and (iii) make the "Basic Policy for Post-disaster BCP" widely known among all employees. The course was taken by 97.4% of all employees. Also, we sent study materials to employees who had not taken the e-learning course to help them catch up on the course.

■ Checking of and Drill on Method of Using Safety Confirmation System

A safety confirmation system is a mechanism by which a company promptly identifies whether or not its employees and their families are safe primarily based on a scenario in which a huge earthquake with a maximum seismic intensity of "5 Upper" or higher on Japan Meteorological Agency's Seismic Intensity Scale has occurred. Once a year, employees check that their contact details and other information registered in the system are up to date and engage in a reporting drill according to the actual flow. Since introducing this system, we have been able to confirm the safety of employees and their families in a short period of time when an earthquake has actually occurred, thanks to the system functioning effectively.

■ Drill at Disaster Management Headquarters

We conduct a drill at the disaster management headquarters once a year, mainly to prepare against the occurrence of a massive earthquake. In order to launch the disaster management headquarters and make it function promptly in the event of an emergency, we update the flow of tasks—such as checking the disaster situation regarding office buildings and facilities, preparing for recovery, and collecting and passing on information—and reconfirm the reporting lines, among others.

Description of Initiatives	Coverage	Frequency
Implementation of an e-learning course for disaster prevention education (Education for raising awareness of disaster prevention and checking initial response in the event of a disaster)	All employees of Nippon Suisan Kaisha, Ltd. (Nissui)	Once a year
Checking of and drill on method of using safety confirmation system	Same as above	Same as above
Drill at the disaster management headquarters	Members of the disaster management headquarters, etc.	Once a year



Drill in progress: Disaster situation being checked by the secretariat





Comments being given by the President at the general meeting at the disaster management headquarters

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ESG Data Book

Environmental Data

Scope covered in the environmental data

Targeted organizations: [In Japan] Nippon Suisan Kaisha, Ltd. (Nissui), all of its consolidated and unconsolidated companies
[Outside Japan] All consolidated companies
31 companies in Japan and 15 companies outside Japan (including sub-subsidiaries) as of March 31, 2022

Period: April to March each year for Nissui and its Group companies in Japan, and January to December each year for its Group companies outside Japan

- Supplementary notes:
- Environmental data may partially include estimates. Partial changes may have been made to data disclosed in the past as a result of reviewing the data tallying method, etc.
 - Since 2018, CO₂ emissions from electricity use by the Nissui Group companies outside Japan have been calculated by using average CO₂ emissions factors by countries published by the International Energy Agency (IEA).
 - There may be discrepancies in the total figures due to the treatment of decimals.

CO₂ Emissions (by region)

		Base year							
Unit		FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	
Total	t-CO ₂	274,880	277,081	273,782	402,818	404,289	402,221	383,964	
Japan	t-CO ₂	274,880	277,081	273,782	280,511	282,143	278,012	260,426	
	Reference Production volume	t	426,011	447,416	466,298	486,288	515,951	507,370	502,774
Outside Japan	t-CO ₂	-	-	-	122,307	122,146	124,209	123,538	
Asia	t-CO ₂	-	-	-	13,378	13,038	11,449	12,280	
Europe	t-CO ₂	-	-	-	13,479	10,682	16,648	15,874	
North America	t-CO ₂	-	-	-	53,420	52,723	55,925	54,020	
South America	t-CO ₂	-	-	-	42,030	45,703	40,187	41,364	
	Reference Production volume	t	-	-	402,773	422,045	438,092	429,152	

CO₂ Emissions (by unit)

		Base year						
		FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Japan	Emissions per unit of production volume (kg-CO ₂ /t)	421.5	399.5	387.3	377.4	360.1	355.2	335.3
	Emissions per unit of activity volume (kg-CO ₂ /t)	9.2	8.5	7.8	7.5	6.5	6.4	6.4
	Emissions per unit of feeding volume (kg-CO ₂ /t)	77.3	75.3	71.1	63.9	60.7	72.0	77.9
	Emissions per unit of days at sea (kg-CO ₂ /day)	24,045.7	22,895.6	20,372.4	23,530.7	21,717.2	23,500.0	24,284.4
	Emissions per unit of man-hour (kg-CO ₂ /thousand person-hour)	4,139.5	3,185.1	2,959.5	2,614.8	1,985.0	2,222.9	2,306.7
	Emissions per unit of total floor area (kg-CO ₂ /m ²)	5.9	6.1	5.9	6.0	5.8	5.5	5.3
	Emissions per unit of travel distance (kg-CO ₂ /thousand km)	809.8	826.4	834.5	840.5	849.7	835.0	838.5
Compared to the base year (per unit)	%	-	95.0%	90.4%	90.8%	85.8%	86.6%	84.2%
Reference Production volume	t	426,011	447,416	466,298	486,288	515,951	507,370	502,774

CO₂ Emissions (by energy source)

		Base year						
	Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Total	t-CO ₂	274,880	277,081	273,782	402,818	404,289	402,221	383,964
Japan	t-CO ₂	274,880	277,081	273,782	280,511	282,143	278,012	260,426
Purchased electricity	t-CO ₂	139,785	136,954	135,284	135,775	127,681	123,595	117,041
Heavy fuel oil A	t-CO ₂	73,503	71,151	68,403	72,643	80,727	83,336	75,788
City gas	t-CO ₂	36,143	39,613	41,225	44,064	44,871	43,223	41,660
LPG	t-CO ₂	11,274	11,326	11,933	11,802	12,055	11,731	10,267
Gas oil	t-CO ₂	7,529	7,633	7,382	7,532	7,897	7,802	7,892
Natural gas	t-CO ₂	1,772	4,820	4,455	4,394	4,069	3,981	3,730
Kerosene	t-CO ₂	3,012	3,705	3,391	2,787	3,517	3,236	2,977
Gasoline	t-CO ₂	1,862	1,879	1,710	1,514	1,325	1,109	1,071
Outside Japan	t-CO ₂	-	-	-	122,307	122,146	124,209	123,538
Purchased electricity	t-CO ₂	-	-	-	35,583	36,463	34,293	35,554
Purchased steam	t-CO ₂	-	-	-	0	0	85	91
Heavy fuel oil	t-CO ₂	-	-	-	4,145	5,009	3,593	3,266
City gas	t-CO ₂	-	-	-	10,819	8,639	12,721	12,329
LPG	t-CO ₂	-	-	-	889	1,410	1,231	1,197
Gas oil	t-CO ₂	-	-	-	60,835	61,032	62,704	61,069
Natural gas	t-CO ₂	-	-	-	9,896	9,452	9,444	9,784
Kerosene	t-CO ₂	-	-	-	0	0	0	0
Gasoline	t-CO ₂	-	-	-	140	141	138	248

CO₂ Emissions (by business segment)

		Base year						
	Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Total	t-CO ₂	274,880	277,081	273,782	402,818	404,289	402,221	383,964
Japan	t-CO ₂	274,880	277,081	273,782	280,511	282,143	278,012	260,426
Marine Products <fishery>	t-CO ₂	47,522	48,760	43,970	46,659	48,612	51,314	46,715
Marine Products <processing/aquaculture>	t-CO ₂	52,208	50,788	50,904	50,115	54,608	56,087	54,613
Food Products	t-CO ₂	120,606	122,254	121,358	123,480	120,782	116,861	110,808
Fine Chemicals	t-CO ₂	20,976	20,291	22,169	23,789	23,591	20,940	17,013
General Logistics	t-CO ₂	28,055	27,542	27,062	27,313	24,633	24,720	24,550
Others	t-CO ₂	5,513	7,446	8,318	9,154	9,917	8,091	6,728
Outside Japan	t-CO ₂	-	-	-	122,307	122,146	124,209	123,538
Marine Products<fishery>	t-CO ₂	-	-	-	25,417	25,580	22,124	22,398
Marine Products <processing/aquaculture>	t-CO ₂	-	-	-	58,185	61,106	62,585	62,628
Food Products	t-CO ₂	-	-	-	38,705	35,460	39,350	38,355
Fine Chemicals	t-CO ₂	-	-	-	0	0	150	157

CO₂ Emissions (Scope 1, 2)

		Base year							
		Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Total		t-CO ₂	274,880	277,081	273,782	402,818	404,289	402,221	383,964
Scope 1		t-CO ₂	135,095	140,127	138,498	231,459	240,144	244,333	231,370
	Japan	t-CO ₂	135,095	140,127	138,498	144,735	154,461	154,417	143,386
	Outside Japan	t-CO ₂	-	-	-	86,724	85,683	89,916	87,984
Scope 2		t-CO ₂	139,785	136,954	135,284	171,358	164,144	157,888	152,595
	Japan	t-CO ₂	139,785	136,954	135,284	135,775	127,681	123,595	117,041
	Outside Japan	t-CO ₂	-	-	-	35,583	36,463	34,293	35,554

CO₂ Emissions (Scope 3)

Category		FY2020	Remarks
1	Purchased goods and services	2,056,442	
2	Capital goods	71,005	
3	Fuel- and energy-related activities not included in scope 1 or scope 2	60,913	
4	Upstream transportation and distribution	47,131	
5	Waste generated in operations	9,790	
6	Business travel	1,226	
7	Employee commuting	3,197	
8	Upstream leased assets	-	Not applicable
9	Downstream transportation and distribution	-	Excluded
10	Processing of sold products	-	Excluded
11	Use of sold products	-	Excluded
12	End-of-life treatment of sold products	6,562	
13	Downstream leased assets	-	Not applicable
14	Franchises	-	Not applicable
15	Investments	-	Not applicable
Total	t-CO ₂	2,256,267	

Scope: Nippon Suisan Kaisha, Ltd. (Nissui) and all of its consolidated companies in and outside Japan

Energy Use (crude oil equivalent, type of energy)

		Unit	FY2019	FY2020	FY2021
Japan	Crude oil equivalent	thousand kL	137	135	129
	Purchased electricity	MWh	276,147	272,005	266,954
	Heavy fuel oil A	kL	29,793	30,755	27,970
	City gas	thousand m ³	19,996	19,261	18,565
	LPG	t	4,020	3,912	3,424
	Gas oil	kL	3,055	3,018	3,053
	Natural gas	t	1,506	1,473	1,380
	Kerosene	kL	1,413	1,300	1,196
	Gasoline	kL	571	478	461
	Outside Japan	Crude oil equivalent	thousand kL	-	-
	Purchased electricity	MWh	108,906	127,853	130,164
	Purchased steam	t	38	285	297
	Heavy fuel oil	kL	1,849	1,326	1,205
	City gas	thousand m ³	3,874	5,705	5,530
	LPG	t	470	410	399
	Gas oil	kL	23,656	24,305	23,669
	Natural gas	thousand m ³	3,501	3,498	3,623
	Kerosene	kL	0	0	0
	Gasoline	kL	61	59	107

Solar Power Generation

		Unit	FY2020	FY2021
Amount of power generated	Japan	MWh	180	977
	Outside Japan	MWh	1,077	1,263
Amount of CO ₂ emissions reduced	Japan	t-CO ₂	78	406
	Outside Japan	t-CO ₂	557	582

Water Use (by region)

		Unit	Base year	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Total		thousand m ³		4,577	4,623	4,632	10,788	11,409	11,806	11,225
Japan	Total	thousand m ³		4,577	4,623	4,632	4,955	4,922	4,658	4,544
	Use per unit (Note 1)	Use per unit of production volume (m ³ /t)		10.3	9.9	9.5	9.7	9.1	8.8	8.6
	Compared to the base year (per unit) (Note 2)	%		-	96.2%	92.6%	94.9%	89.2%	85.7%	84.5%
	Reference Production volume	t		426,011	447,416	466,298	486,288	515,951	507,370	502,774
Outside Japan	Total	thousand m ³		-	-	-	5,833	6,487	7,148	6,681
	Asia	thousand m ³		-	-	-	633	668	455	469
	Europe	thousand m ³		-	-	-	253	553	854	780
	North America	thousand m ³		-	-	-	4,729	4,998	5,587	5,151
	South America	thousand m ³		-	-	-	217	269	252	281
	Reference Production volume	t		-	-	-	402,773	422,045	438,092	429,152

(Note 1): Based on water use per production plant (water use per unit of production volume) accounting for 95.4% of water use in fiscal 2021.

(Note 2): In calculating per unit, the active volume from cold storage warehouses, etc. is included in addition to production volume.

Water Use (by water source)

			Base year							
			Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Total		thousand m ³	4,577	4,623	4,632	10,788	11,409	11,806	11,225	
Japan	Total	thousand m ³	4,577	4,623	4,632	4,955	4,922	4,658	4,544	
	City water	thousand m ³	1,436	1,472	1,521	1,571	1,460	1,346	1,286	
	Well water	thousand m ³	2,007	2,059	1,992	2,144	2,209	2,097	2,095	
	Industrial water	thousand m ³	1,135	1,092	1,119	1,239	1,253	1,215	1,164	
Outside Japan	Total	thousand m ³	-	-	-	5,833	6,487	7,148	6,681	
	City water	thousand m ³	-	-	-	528	824	1,048	978	
	Well water	thousand m ³	-	-	-	335	340	258	278	
	Industrial water	thousand m ³	-	-	-	1,542	1,534	1,428	1,674	
	River water	thousand m ³	-	-	-	194	242	231	255	
	Others	thousand m ³	-	-	-	17	22	18	21	
	Sea water	thousand m ³	-	-	-	3,217	3,525	4,165	3,475	
	Rain water	thousand m ³	-	-	-	0	0	0	0	

Quality of Discharged Water

		Unit	FY2019	FY2020	FY2021
Japan	COD	t	1.5	1.6	1.9
	BOD	t	0.8	0.9	0.9
	T-N	t	0.6	0.4	0.6
	T-P	t	0.1	0.2	0.3

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

Details of the data: Production wastewater from production plants running off into public waterways.

Water Discharge

		Destination	Unit	FY2019	FY2020	FY2021
Japan		-	thousand m ³	226	257	264
Outside Japan	Rivers/sea/canals	thousand m ³	-	4,359	3,933	
	Sewers	thousand m ³	-	224	249	

Scope: Japan is only the Nippon Suisan Kaisha, Ltd. (Nissui).

Details of the data: Production wastewater from production plants running off into public waterways.

Waste Generated

				Base year						
		Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	
Japan	Total waste generated	t	40,282	42,563	51,192	47,078	44,735	42,518	39,135	
	Generation per unit (Note 1)	Generation per unit of production volume (kg/t)	86.7	86.3	100.7	88.5	77.9	74.2	67.7	
	Recycled waste (tons) (Note 2)	t	36,269	38,517	47,922	44,647	42,986	40,710	37,673	
	Recycling waste rate (Note 2)	%	92.0%	92.4%	96.0%	97.1%	98.0%	98.0%	98.7%	
	Non-recycled waste (tons) (Note 2)	t	3,143	3,178	2,005	1,357	857	841	506	
	Compared to the base year (per unit) (Note 3)	%	-	100.6%	116.1%	102.4%	92.3%	90.7%	87.3%	
	Reference Production volume (Note 3)	t	426,011	447,416	466,298	486,288	515,951	507,370	502,774	

(Note 1): Based on waste generated per production plant (waste generated per unit of production volume) accounting for 86.9% of waste generated in fiscal 2021.

(Note 2): Recycled waste, recycling waste rate and non-recycled waste are calculated after domestic waste has been removed.

(Note 3): In calculating per unit, the active volume from cold storage warehouses, etc. is included in addition to production volume.

Food Loss and Waste (Animal and Plant Residues) Generated

				Base year				
		Unit	FY2017	FY2018	FY2019	FY2020	FY2021	
Japan	Total food loss and waste generated	t	10,657	11,178	10,358	9,157	8,656	
	Per unit (Note 1)	Generation per unit of production volume (kg/t)	22.7	22.8	19.9	17.9	17.0	
	Compared to the base year (per unit) (Note 2)	%	-	100.6%	87.9%	79.0%	75.5%	
	Reference Production volume (Note 2)	t	466,298	486,288	515,951	507,370	502,774	

(Note 1): Based on food loss generated per production plant (food loss generated per unit of production volume), accounting for 98.9% of food loss generated in fiscal 2021.

(Note 2): In calculating per unit, the active volume from cold storage warehouses, etc. is included in addition to production volume.

Containers and Packaging

		Unit	FY2018	FY2019	FY2020	FY2021	
Japan	Used weight (Note)	Plastics	t	4,074	4,158	4,374	-
		Paper	t	356	347	356	-
		Glass bottles	t	3,397	3,438	3,122	-
	Reduced weight	Plastics	kg	4,896	15,630	33,465	33,814

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

(Note): Those specified as containers and packaging in the Container and Packaging Recycling Law of Japan (containers and packaging released from households).

Air

		Unit	FY2019	FY2020	FY2021
Japan	Nox	t	11.9	7.9	11.5
	Sox	t	0.0	0.0	0.0
	Soot and dust	t	0.1	0.1	0.0

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

Details of the data: Emissions from boilers with a heating surface area of 10㎡ or more, or with a combustion capacity of 50 liters/hour or more that are designated as facilities that generate soot and smoke, pursuant to the Air Pollution Control Act.

Ozone-depleting Substances

		Unit	FY2019	FY2020	FY2021
Japan	HCFC (HFC) leakage level	t-CO ₂	2,671	2,981	1,808

Scope: Nippon Suisan Kaisha, Ltd. (Nissui)

Personnel/Labor Data

Organizations covered by personnel data

Personnel data reports on Nippon Suisan Kaisha, Ltd. and its 66 in/outside Japan consolidated subsidiaries (As of March 31, 2022).

* Definition of terms

Employees: Senior-level employees, non-senior-level employees and fixed-term employees, who are directly hired by a company

Temporary employees: Temporary employees including directly-hired contract employees and temporary employees such as part timers

Executives: Board Members, Audit & Supervisory Board Members and Executive Officers

Managers: Persons with subordinates, or persons in equivalent levels without subordinates, excluding Executives

Number of Employees (persons)

		FY2019			FY2020			FY2021		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Nissui Group in Japan, total		11,751	-	-	11,292	-	-	10,265	-	-
	Employees	4,869	-	-	4,884	-	-	4,770	-	-
	Temporary employees	6,882	-	-	6,408	-	-	5,495	-	-
Nippon Suisan Kaisha, Ltd.		2,385	-	-	2,484	-	-	2,549	-	-
	Employees	1,233	975	258	1,247	977	270	1,275	990	285
	Temporary employees	1,152	-	-	1,237	-	-	1,274	-	-
Consolidated subsidiaries		9,366	-	-	8,808	-	-	7,716	-	-
	Employees	3,636	-	-	3,637	-	-	3,495	-	-
	Temporary employees	5,730	-	-	5,171	-	-	4,221	-	-

		FY2019			FY2020			FY2021		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Nissui Group Outside Japan, total		6,892	-	-	6,576	-	-	7,352	-	-
	Employees	4,378	-	-	4,547	-	-	4,891	-	-
	Temporary employees	2,514	-	-	2,029	-	-	2,461	-	-
Asia		1,323	-	-	1,240	-	-	1,738	-	-
	Employees	441	-	-	489	-	-	513	-	-
	Temporary employees	882	-	-	751	-	-	1,225	-	-
Europe		1,992	-	-	1,986	-	-	2,307	-	-
	Employees	1,682	-	-	1,816	-	-	1,901	-	-
	Temporary employees	310	-	-	170	-	-	406	-	-
Employees		2,138	-	-	1,919	-	-	1,740	-	-
	Employees	1,196	-	-	1,188	-	-	1,227	-	-
	Temporary employees	942	-	-	731	-	-	513	-	-
South America		1,439	-	-	1,431	-	-	1,567	-	-
	Employees	1,059	-	-	1,054	-	-	1,250	-	-
	Temporary employees	380	-	-	377	-	-	317	-	-

Executives and Managers (persons)

		FY2019			FY2020			FY2021		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Nippon Suisan Kaisha, Ltd.	Executives	24	23	1	30	28	2	30	28	2
	Managers	420	394	26	414	389	25	411	386	25
	Managers in the Departments	174	163	11	174	163	11	184	171	13

Number of Persons Hired

		FY2019			FY2020			FY2021		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Number of Persons Hired (persons)	Nippon Suisan Kaisha, Ltd.	49	34	15	47	33	14	61	44	17
	New graduates	39	28	11	34	24	10	49	36	13
	Mid-career hires	10	6	4	13	9	4	12	8	4
	Group companies in Japan	-	-	-	-	-	-	-	-	-
Reference: Retention rate of new graduates (3 years after employment)	Nippon Suisan Kaisha, Ltd.	88%	86%	91%	90%	90%	91%	96%	91%	95%

Retirees/Turnover (persons)

		FY2019			FY2020			FY2021		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Retirees	Nippon Suisan Kaisha, Ltd.	41	33	8	46	39	7	48	41	7
	Personal reasons	26	20	6	18	15	3	22	16	6
	Company reasons (transfers)	3	3	0	3	3	0	3	3	0
	Others	3	3	0	2	2	0	4	4	0
	Retirement	9	7	2	23	19	4	19	18	1
	Group companies in Japan	-	-	-	-	-	-	-	-	-
Turnover	Nippon Suisan Kaisha, Ltd.	-	-	-	-	-	-	-	-	-
Rehirees	Nippon Suisan Kaisha, Ltd.	-	-	-	-	-	-	-	-	-

Number of People with Disabilities (Only Nippon Suisan Kaisha, Ltd.)

	As of June 1, 2019			As of June 1, 2020			As of June 1, 2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employees with disabilities (persons)	54.5	-	-	54.0	-	-	51.0	-	-
Ratio	2.26%	-	-	2.20%	-	-	2.00%	-	-

Status of Employees (Only Nippon Suisan Kaisha, Ltd.)

	FY2019			FY2020			FY2021		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Average age (years of age)	42.6	42.9	41.5	42.7	43.0	41.5	42.7	42.9	41.8
Average years of service (years)	16.7	16.9	15.8	16.9	17.2	15.8	16.9	17.2	15.9
Average yearly salary (thousands of yen)	7,994.57	-	-	8,005.06	-	-	8,018.12	-	-

**Working Hours and Status of Use of Childcare Leave and Other Programs (Only
Nippon Suisan Kaisha, Ltd.)**

		FY2019			FY2020			FY2021		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Working hours (per employee)	Total working hours (hours / year)	1,926.3	-	-	1,912.4	-	-	1,911.6	-	-
	Average overtime hours (hours / month)	19.3	-	-	15.7	-	-	16.1	-	-
	Average number of days of paid leave taken (days)	13.1	-	-	13.2	-	-	14.3	-	-
	Rate of paid leave taken	68.95%	-	-	69.43%	-	-	75.31%	-	-
Childcare leave program	Childcare leave (persons)	19	7	12	38	20	18	52	27	25
	Rate of childcare leave taken	-	-	100%	-	60.6%	100%	-	81.8%	100%
	Rate of workers returning to work	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other programs	Nursing care leave (persons)	0	-	-	0	-	-	1	1	0

Stakeholder Dialogue

Try to solve issues together with our stakeholders
This is the essence of the Nissui Group's activities for sustainability.



The Nissui Group, aiming to solve key issues, has been engaged in numerous external communications with stakeholders and promoting activities while reminding ourselves to not become complacent.

Stakeholder Dialogue

The 5th Stakeholder Dialogue (FY2021)



Date

September 13, 2021

Theme

Results of 2nd Survey of Marine Resources Handled by the Nissui Group and Future Initiatives

Experts

Kozo Ishii

MSC Japan, Program director

Hiroyuki Matsuda

Yokohama national university, Professor

Satoshi Maekawa

WWF Japan, Group leader

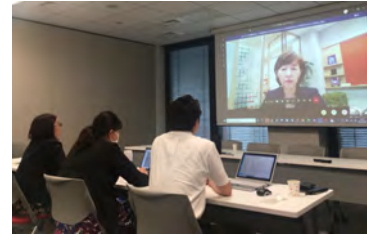
Aiko Yamauchi

Seafood Legacy, Senior Officer

Opinions from the experts

- The survey method has improved since the previous one was conducted.
- While many companies conduct their own research and analysis, the fact that the company chose to use a method that can guarantee the integrity of a third party is good; moreover, it is also important to ensure transparency in information disclosure, etc.
- Procurement of endangered species requires careful attention to individual population levels based on the assessment information provided by the IUCN for each particular species.
- Although it is necessary to expand the number of certified products, the goal should not be their procurement, but rather to clearly define Nissui's vision of sustainability and aim to achieve that vision.

Online Dialogue (FY2020)



Expert



Kaori Sasaki

CEO of ewoman, Inc.
CEO of UNICUL International, Inc.
Chair of International Conference for Women in Business

Opinions from the expert

Please see the following link for the details.
Sustainability Report 2020 (14.9MB)

Date

June 20, 2020

Theme

Diversity and Employee Health: Keystones of Business Management Strategies

Featured Dialogue (FY2019)



Expert



Martin Exel

Seafood Business for Ocean Stewardship (SeaBOS)
Managing Director

Opinions from the expert

Please see the following link for the details
Sustainability Report 2019 "Featured Dialogue" (954KB)

Date

June 30, 2019

Theme

The Merits of a Global Partnership

The 4th Stakeholder Dialogue (FY2018)



Date

August 1, 2018

Theme

Concerning the survey results of the marine resources handled by the Nissui Group, as well as sustainable procurement and combating IUU fishing

Experts



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature, Japan
(WWF Japan)



Yoshioki Oozeki, Ph.D.

Senior Adviser
Japan Fisheries Research and Education
Agency

Opinions from the experts

Concerning the Survey Results of Marine Resources Handled by the Nissui Group

- You've put together some fantastic data...going to all that trouble is rare, even globally.
- Close to 40% of the marine resources Nissui procured were marine eco-labeled -certified. This is also meaningful for the operator as a way of validating one's own activities.

Concerning Sustainable Procurement and Combating IUU Fishing

- Creating a sustainable procurement mechanism that includes suppliers will also be effective in combating IUU fishing.
- Maintaining communications with suppliers will be a way for the company to avoid risk.

The 3rd Stakeholder Dialogue (FY2017)



Date

September 5, 2017

Theme

Sustainability of marine resources and sustainable procurement

Experts



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature, Japan
(WWF Japan)



Keichi Ushijima

Japan CCaSS Leader, Principal
Climate Change and Sustainability Services
(CCaSS)
Ernst & Young ShinNihon LLC (EY Japan)

Opinions from the experts

- How to evaluate the impact of issues on future operations and share it with employees in the process of determining key issues.
- The question is what kind of leadership Japanese companies can show in the area of global marine resource management.
- There are cases of forced labor and child labor being involved in the procurement supply chain without the company's knowledge. Human rights violations will be a future management risk.
- Capacity building of supporting the improvement of a supplier's capabilities helps cultivate a lasting relationship.

The 2nd Stakeholder Dialogue (FY2016)



Date

September 6, 2016

Theme

Key Issues of the Nissui Group

Experts



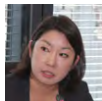
Makiko Akabane

Director, Japan
CSR Asia
Advisor
Japan NGO Center for International Cooperation (JANIC)



Yukiko Furuya

President
Consumer Conference for Sustainability (CCFS)
Standing Advisor
Nippon Association of Consumer Specialists



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature, Japan (WWF Japan)

Opinions from the experts

- A global marine products company requires the perspectives of (1) conservation of the ecosystem, (2) the lives of fishermen and factory workers, (3) humane work styles (e.g. labor conditions) and (4) governance.
- In terms of food education and food loss, it is crucial to maintain a stance of the company solving issues together with the consumer, e.g. by making proposals that take into account the impact of consumer behavior.
- A global perspective is essential when dealing with hunger and food pillaging because of its security aspects.
- Measures are required such as articulating the relationship with SDGs.

The 1st Stakeholder Dialogue (FY2015)



Date

February 12, 2016

Theme

"Nissui Group's business management and CSR"
The type of CSR that the Nissui Group needs to reinforce

Experts



Eiichiro Adachi

Counselor
Head of ESG Research Center
The Japan Research Institute, Limited



Aiko Yamauchi

Leader
Oceans and Seafood Group
Conservation Division
The World Wide Fund for Nature, Japan (WWF Japan)



Yukiko Furuya

President
Consumer Conference for Sustainability (CCFS)
Standing Advisor
Nippon Association of Consumer Specialists

Opinions from the experts



















- Product development requires not only the perspective of marketing but also solving social issues.
- "Labor" and the "Environment" are universal issues for the world's seafood processing industry.
- Initiatives toward the resources should satisfy present needs while anticipating future needs.
- The direction which the organization is to take should be articulated (The stance toward initiatives will be called into question).
- The negative impact generated by the business must be disclosed and solutions should be considered.
- Verify the process of monitoring progress together with the stakeholders.





Comparative Table with GRI Standards

The following table describes data and information related to the items of the GRI standards from the viewpoint of convenience for readers, it doesn't indicate in accordance with the GRI standards.

Disclosures		Information
Organizational profile		
102-1	Name of the organization	Company Overview >
102-2	Activities, brands, products, and services	The Nissui Group's Businesses >
102-3	Location of headquarters	Company Overview >
102-4	Location of operations	Global Network (Japan) > Global Network (Overseas) >
102-5	Ownership and legal form	Company Overview >
102-6	Markets served	The Nissui Group's Businesses >
102-7	Scale of the organization	Annual Securities Report (Japanese)
102-8	Information on employees and other workers	Personnel/Labor Data >
102-9	Supply chain	The Nissui Group's Businesses > Sustainable Procurement > Approach to and Systems to Ensure Safety and Security > Initiatives to Ensure Safety and Security > Marine Products Business > Food Products Business > Fine Chemicals Business > General Distribution Business >
102-11	Precautionary Principle or approach	Quality Assurance System > Environmental Management > Reducing Environmental Impact > Biodiversity Preservation > Risk Management > The Survey of Procured Marine Resources Sustainability > Sustainable Procurement >



Disclosures		Information
102-12	External initiatives	External Recognition > Initiatives for TCFD Recommendations > Support for SeaBOS > The First Japanese Company to be a Funding Partner of the GSSI > Participation in Japan Project of WRI's "10x20x30" Food Loss and Waste Initiative > Participation in and cooperation with outside organizations (CLOMA) > The Nissui Group Human Rights Policy > Procurement of Sustainable Palm Oil > Gender Diversity in the Company's Decision-making Body >
102-13	Membership of associations	Support for SeaBOS >
Strategy		
102-14	Statement from senior decision-maker	Sustainability > Message from the President > Message from the President and CEO >
102-15	Key impacts, risks, and opportunities	Annual Securities Report (Japanese) Determination of key issues > Human Rights > Business Risks > Risk Management > Initiatives for TCFD Recommendations >
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Company Profile > Declaration on Action of Sustainability >
102-17	Mechanisms for advice and concerns about ethics	Basic policy for Internal Control > Corporate Governance > Compliance >
Governance		
102-18	Governance structure	Corporate Governance >
102-19	Delegating authority	Corporate Governance > Sustainability Promotion System >
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Promotion System >
102-21	Consulting stakeholders on economic, environmental, and social topics	Approach to and Systems to Ensure Safety and Security > Sustainability Promotion System >

Disclosures		Information
102-22	Composition of the highest governance body and its committees	Annual Securities Report (Japanese)  Company Overview & Executive Team ▶ Corporate Governance Report  NOTICE OF THE 107th ORDINARY GENERAL SHAREHOLDERS' MEETING  NOTICE OF RESOLUTIONS (Japanese) 
102-23	Chair of the highest governance body	Corporate Governance Report  NOTICE OF THE 107th ORDINARY GENERAL SHAREHOLDERS' MEETING  NOTICE OF RESOLUTIONS (Japanese) 
102-24	Nominating and selecting the highest governance body	Corporate Governance Report  NOTICE OF THE 107th ORDINARY GENERAL SHAREHOLDERS' MEETING  NOTICE OF RESOLUTIONS (Japanese) 
102-25	Conflicts of interest	Corporate Governance Report  Annual Securities Report (Japanese) 
102-27	Collective knowledge of highest governance body	Corporate Governance Report 
102-28	Evaluating the highest governance body's performance	Corporate Governance Report 
102-29	Identifying and managing economic, environmental, and social impacts	Determination of Key Issues ▶ Stakeholder Dialogue ▶ Risk Management ▶
102-33	Communicating critical concerns	Risk Management ▶ Initiatives to Identify Compliance Issues ▶ Corporate Governance Report 
102-34	Nature and total number of critical concerns	Initiatives to Identify Compliance Issues ▶
102-35	Remuneration policies	Annual Securities Report (Japanese)  Corporate Governance ▶
102-36	Process for determining remuneration	Annual Securities Report (Japanese)  Corporate Governance ▶
102-37	Stakeholders' involvement in remuneration	Annual Securities Report (Japanese) 
Stakeholder engagement		
102-40	List of stakeholder groups	The Nissui Group's Sustainability Initiatives ▶ Stakeholder Communication ▶
102-42	Identifying and selecting stakeholders	Stakeholder Communication ▶

Disclosures		Information
102-43	Approach to stakeholder engagement	Stakeholder Communication ▶ For the Customer ▶ For the Employee ▶ For the Business Partner ▶ Corporate Citizenship ▶
Reporting practice		
102-45	Entities included in the consolidated financial statements	Annual Securities Report (Japanese) 
102-46	Defining report content and topic Boundaries	Determination of Key Issues ▶
102-47	List of material topics	Determination of Key Issues ▶ The Vision Targeted in 2030 ▶
102-50	Reporting period	Editorial Policy ▶
102-51	Date of most recent report	Editorial Policy ▶
102-52	Reporting cycle	Editorial Policy ▶
102-53	Contact point for questions regarding the report	Editorial Policy ▶
102-55	GRI content index	This table
Management approach		
103-1	Explanation of the material topic and its Boundary	Determination of Key Issues ▶
103-2	The management approach and its components	Determination of Key Issues ▶ Stakeholder Dialogue ▶ Sustainability Report 2021 (Digest Version) 
Economic Performance		
201-1	Direct economic value generated and distributed	Annual Securities Report (Japanese) 
201-2	Financial implications and other risks and opportunities due to climate change	Initiatives for TCFD Recommendations ▶
201-3	Defined benefit plan obligations and other retirement plans	Annual Securities Report (Japanese) 
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Regional Contribution Activities ▶

Disclosures		Information
203-2	Significant indirect economic impacts	Health and Nutrition Initiatives >
Indirect Economic Impacts		
205-2	Communication and training about anti-corruption policies and procedures	Compliance > Ethical Behavior Standards >
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no applicable incidents in FY2021 (Coverage: Nippon Suisan Kaisha, Ltd.).
Energy		
302-1	Energy consumption within the organization	Environmental Data >
Water and effluents		
303-1	Interactions with water as a shared resource	Environmental Data >
303-2	Management of water discharge-related impacts	Environmental Data >
303-3	Water withdrawal	Environmental Data >
303-4	Water discharge	Environmental Data >
303-5	Water consumption	Environmental Data >
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Participation in "Tottori Kyosei-No-Mori (Tottori Co-Existence Forest)" > Preservation Activities of Utsunuki Green Zone >
304-2	Significant impacts of activities, products, and services on biodiversity	Survey of Procured Marine Resources Sustainability >
304-3	Habitats protected or restored	Participation in "Tottori Kyosei-No-Mori (Tottori Co-Existence Forest)" > Preservation Activities of Utsunuki Green Zone >
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity Preservation >
Emissions		
305-1	Direct (Scope 1) GHG emissions	Environmental Data >

Disclosures		Information
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data >
305-3	Other indirect (Scope 3) GHG emissions	Environmental Data >
305-4	GHG emissions intensity	Environmental Data >
305-5	Reduction of GHG emissions	Reducing Environmental Impact > Environmental Data >
305-6	Emissions of ozone-depleting substances (ODS)	Reducing Environmental Impact > Environmental Data >
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Data >
Effluents and Waste		
306-1	Water Discharge by Quality and Destination	Environmental Data >
306-2	Waste by type and disposal method	Environmental Data >
Employment		
401-1	New employee hires and employee turnover	Personnel/Labor Data >
401-3	Parental leave	Personnel/Labor Data >
Occupational Health and Safety		
403-1	Occupational health and safety management system	Labor Safety >
403-2	Hazard identification, risk assessment, and incident investigation	Labor Safety >
403-3	Occupational health services	Labor Safety >
403-4	Worker participation, consultation, and communication on occupational health and safety	Labor Safety >
403-5	Worker training on occupational health and safety	Labor Safety >
403-6	Promotion of worker health	Employee Health >
403-8	Workers covered by an occupational health and safety management system	Labor Safety >
403-9	Work-related injuries	Labor Safety >

Disclosures		Information
403-10	Work-related ill health	Labor Safety >
Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development >
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Corporate Governance Report  Annual Securities Report (Japanese)  Corporate Governance >
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Labor Safety > Sustainable Procurement >
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights >
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights >
Human Rights Assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights >
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Regional Contribution Activities >
Supplier Social Assessment		
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Procurement >
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Containers and Packaging/Waste > Health and Nutrition Initiatives > Responsible labeling, promotion, and marketing > Taste Research for a Better-tasting, Healthier Daily Diet >





Disclosures		Information
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no applicable incidents in FY2021 (Coverage: Nippon Suisan Kaisha, Ltd.).

External Recognition

○ Index/External Recognition

FY2021

Index

	Name	Company name	Details	
Index	FTSE Blossom Japan Sector Relative Index	Nippon Suisan Kaisha, Ltd.	This is an index for ESG investments provided by FTSE Russel, a London Stock Exchange Group company. It is one of the stock indexes for ESG investments adopted by the Government Pension Investment Fund (GPIF) of Japan. FTSE BLOSSOM JAPAN INDEX SERIES 	
Index	S&P/JPX Carbon Efficient Index	Nippon Suisan Kaisha, Ltd.	This is an index designed to measure the performance of companies in the Tokyo Stock Price Index (TOPIX), (the "underlying index"), while overweighting or underweighting those companies that have lower or higher levels of carbon emissions per unit of revenue.	
Index	SNAM Sustainability Index	Nippon Suisan Kaisha, Ltd.	This is an index created by Sampo Japan Nipponkoa Asset Management Co., Ltd. (SNAM). The SNAM Sustainability Index is a proprietary evaluation system that leverages the experience and insight of Sampo Risk Management Inc. (Environmental surveys) and Integrex Inc. (Social and governance surveys).	

External Recognition of Initiatives

	Name	Company name	Details	
Sustainability	SUSTAINA ESG AWARDS 2021	Nippon Suisan Kaisha, Ltd.	In September 2021, Nippon Suisan Kaisha, Ltd. received the "Gold Class" award in the Industry Category (Agriculture, Forestry, and Fisheries) in Sustaina Japan Inc.'s "SUSTAINA ESG AWARDS 2021," which honors companies that actively engage in ESG (Environmental, Social, and Governance) activities.	
Social	2022 Health & Productivity Stock Selection	Nippon Suisan Kaisha, Ltd.	The Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) have been jointly selecting exceptional TSE-listed enterprises engaged in health and productivity management in which enterprises focus on and strategically carry out efforts regarding their employees' health from a management perspective as brands under the Health & Productivity Stock Selection program. Basically one company from each industry is chosen from among the companies focusing on employees' health from a management perspective and strategically carrying out efforts toward employee health. Nippon Suisan Kaisha, Ltd. was selected for the fourth consecutive year in the agriculture, forestry and fisheries industries.	
Social	Kurumin Mark Certification	Nippon Suisan Kaisha, Ltd.	Under the Act on Advancement of Measures to Support Raising Next-Generation Children, it is mandatory for companies to formulate action plans to support the healthy development of children who will lead the next generation of society. "Kurumin" is a certification awarded by the Minister of Health, Labour and Welfare to companies that achieve the set goals of their respective action plans and meet certain other criteria. Nippon Suisan Kaisha, Ltd. has been recognized by the Minister of Health, Labour and Welfare as a company that is committed to supporting child-rearing for four consecutive periods since May 2010.	
Social	Semi-Nadeshiko Brand	Nippon Suisan Kaisha, Ltd.	In March 2022, Nippon Suisan Kaisha, Ltd. was selected for the first time as a "Semi-Nadeshiko Brand," which ranks second to "Nadeshiko Brand," a joint initiative by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange in which listed enterprises that are outstanding in terms of encouraging women's success in the workplace are selected.	



Nippon Suisan Kaisha, Ltd.

Sustainability Section, Sustainability Department

Nishi-Shimbashi Square, 1-3-1, Nishi-Shimbashi,
Minato-ku, Tokyo, 105-8676 Japan

[Website](https://www.nissui.co.jp/english/) <https://www.nissui.co.jp/english/>