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	Materiality	Ideal State in 2030(KGI)	Risks and opportunities (○ opportunities/● risks)	Basic Approach	Achievement Targets (KPI)			Relevant SDGs
					Item	Target value	Target year	
Creation of Environmental Value	(1) Action for Climate Change	Establish a leading position in the industry for decarbonization and action for climate change	<ul style="list-style-type: none"> ○ Expand sales opportunities for aquaculture seafood products to compensate for the decline in the catch of wildmarine products ● Increase in production costs due to reduction of CO₂ emissions ● Damage to enterprise value due to delayed response to climate change ● Growing risk of raw material procurement failure due to climate change 	Climate change, an issue of global importance, is also an important issue to the Group. There could be an impact on marine resources due to rising seawater temperatures, and an impact on agricultural and livestock raw materials due to abnormal weather conditions. Maruha Nichiro is aware that addressing climate change is an important issue on a company-wide level, and we will respond to climate change issues by reducing greenhouse gas emissions through the use of sustainable energy.	Formulation of CO ₂ emission reduction roadmap (Domestic G*)	-	2022	 
	(2) Contributing to a recycling-oriented society	We are spreading a recycling-oriented economy through efficient use of resources and practicing within the Group	<ul style="list-style-type: none"> ○ Cost reductions through reduced use of plastic containers and packaging ○ Cost reductions through decreased food loss ○ Cost reductions through initiatives to reduce waste ● Cost increases due to switching to environmentally friendly materials for plastic containers and packaging ● Damage to enterprise value due to delays in waste reduction and recycling efforts 	In order to realize a recycling-oriented society, it is important to manage and reduce waste generated by business activities. For companies that handle food products, the occurrence of food loss and the low effective utilization rate of plastic waste have become an issue. The Group is working to reduce the occurrence of waste and food loss throughout the product life cycle, and to reduce the environmental impact of packaging and containers and packaging, by reducing the amount of plastic resources used in accordance with the plastic resource recycling strategy.	Reduction rate of plastic usage (including switching to bioplastic, recycled materials, etc.) (MN*)	30% or more	2030	
					Food loss (product waste) reduction rate (Domestic G)	50% or more	2030	
					Recycling rate of food waste (Domestic G)	99% or more	-2024	   
(3) Action for Marine Pollution by plastics	We practice zero discharge of plastics into the ocean along our supply chain, including from our own Company	<ul style="list-style-type: none"> ○ Strengthening management of fishing gear and reduced costs through reduced loss of gear ○ Improve the image of the Company as a company that actively addresses the problem of marine plastics ● Cost increases due to switch to fishing gear that is less likely to be washed away at sea 	Environmental pollution caused by marine plastic spills is an issue of global importance, and the Group, which is deeply involved in the ocean, sees it as an equally important issue. We will promote our response to the marine plastic issue in cooperation with industry associations, related NGOs, and others to make our activities more effective.	Establishment of fishing gear management guidelines and operational rates (Overall G)	100%	2024	  	
(4) Action for preserving biodiversity and ecosystem	Confirm that there is no risk of resource depletion in the fish stocks we handle	<ul style="list-style-type: none"> ○ Increase enterprise value through the provision of sustainable marine resources ○ Environmental conservation through certification-level management of our own Company's aquaculture farms ● Cost increases due to social and environmental issues in the supply chain ● Rising costs of obtaining and maintaining certification 	For the Group, which conducts its business activities while receiving blessings from a wide variety of living organisms, including marine resources from around the world, the conservation of biodiversity is an important issue. In order for the Group to operate its business activities in a sustainable manner, we will promote the conservation of marine and onshore biodiversity and ecosystems by promoting activities that are in line with our business, such as the promotion of international resource management and aquaculture business practices in consideration of the environment.	Resource status confirmation rate of handled seafood products (Overall G)	100%	2030		 
Creation of Social Value	(5) Provision of safe and secure food	Providing safe food to people around the world	<ul style="list-style-type: none"> ○ Cost reductions by decreased quality-related accidents and quality complaints ○ Gain trust in the brand by improving customer satisfaction ○ Gain trust through appropriate disclosure of information to stakeholders ● Decline in profitability due to loss of customer trust caused by product quality complaints or problems 	We believe that quality is the most important factor in providing wholesome, safe, and healthy food. We will always be aware that each and every employee is responsible for quality in all processes of the value chain, from design and development, procurement, production, logistics, and sales and communication, and we will work to improve quality.	Major quality incidents*2 (Domestic G)	Zero	2024	
	(6) Food provision contributing to creating health value and sustainability	Branded as a top food company contributing to health value creation and sustainability	<ul style="list-style-type: none"> ○ Increase brand value through improving customer satisfaction ○ Gain trust through appropriate disclosure of information to stakeholders ○ Improve enterprise brand to create health value for customers and provide food with sustainability in mind ● Increase in product development costs that satisfies product standards 	The Group's philosophy is to be an essential part of society by improving everyone's daily life with wholesome, safe, and healthy food. To realize this philosophy, we believe it is essential to contribute to improving the health value of consumers and to continue to provide consumers with a stable supply of sustainable food that takes into consideration social and environmental issues. The Group will continue to provide food that contributes to the creation of health value and sustainability, thereby contributing to the enrichment of everyone's daily life.	Establish product standards that contribute to health value creation and sustainability and set targets for FY2030 (MN)	-	2024	  
	(7) Building work environment that diversified employees can work with a sense of security	A workplace environment where diversity is respected, and employees feel safe and comfortable to work	<ul style="list-style-type: none"> ○ Improve internal motivation by appointing human resources without regard to gender, age, nationality, etc. ○ Create an environment conducive to innovation ○ Acquire an advantage in the competition for human capital ● Incur human capital development and workplace environment improvement costs 	The Group believes that the growth of its people contributes greatly to the growth of the Company, based on its Company Credo "People: Loyal to our people, the most important asset of our company," and strives to respect the human rights of its employees, provide fair and good working conditions, and build a safe and comfortable working environment. We both realize diversity and inclusion by accepting and recognizing diverse human resources, while proactively investing in human resources who can play a key role in the sustainable growth of the Group and creating an organizational culture that enables employees to demonstrate their abilities.	Percentage of female employees by maintaining 50% female employment ratio (MN)	35% or more	2030	
					Percentage of Women on Board of Directors (MN)	30% or more	2030	
					Female management job ratio(MN)	15% or more	2030	   
(8) Respect human rights in business operations	Zero human rights violations (such as forced labor) by the company & supply chain	<ul style="list-style-type: none"> ○ Gain trust through appropriate disclosure of information to stakeholders ○ Reduce human rights risks in the supply chain within the Group ● Damage to enterprise value due to delay in our response to human rights issues 	The Group's business activities are conducted while using marine products, agricultural and livestock products, and other blessings of nature from all over the world as raw materials. In order to conduct our business activities in a sustainable manner, we are aware that it is essential to build a supply chain that takes into consideration human rights and labor practices, such as the prohibition of forced labor and child labor, and we will promote sustainable procurement practices.	Rate of human rights training (Domestic G)	100%	2024	 	
(9) Development of a sustainable supply chain	Working with suppliers to build a sustainable procurement network	<ul style="list-style-type: none"> ○ Reduce risks of social and environmental issues in the supply chain ● Cost increases due to social and environmental issues in the supply chain ● Growing risk of insufficient raw material procurement due to delays in addressing social and environmental issues in the supply chain 	The Group's business activities are conducted while using marine products, agricultural and livestock products, and other blessings of nature from all over the world as raw materials. In order for the Group to carry out its business activities, it is essential to establish a socially responsible, environmentally sound, and sustainable supply chain. We will promote sustainable procurement practices, taking into consideration coexistence and co-prosperity with our suppliers.	System cover rate (MN)	100%	2024		 
				Rate of agreement with supplier guidelines and rate of improvement in key items (Overall G)	100%	2030		

*1 Abbreviations of target organizations: MN=Maruha Nichiro Corporation, Domestic G= Domestic Group Consolidated Companies, Overall G=Global Consolidated Companies
*2 Serious quality-related incidents are defined as product recalls announced in newspapers or on the Company's Web site due to violations of relevant regulations and voluntary codes as specified in GRI Standards 416-2 and 417-2