










Materiality	Priority themes	Major measures to achieve targets	Target (KPI)	Results for the fiscal year ended March 31, 2023	Correspondence with the SDGs
 Contribute to healthy and diverse lifestyles	<ul style="list-style-type: none"> Assurance of food safety Contribution to healthy lifestyles Providing new values in response to diversifying consumer needs 	<ul style="list-style-type: none"> Expansion of salt-free/low-salt/reduced salt products Strengthen collaboration and initiatives with manufacturing technology development and raw material procurement to reduce salt content Expansion of products containing a large amount of protein Growth in soybean-based snacks (miino, sayaendo) and fruga sugar-off Deepening Snack School Expanded to breakfast programs, events for the elderly, etc. Revitalization and evolution of plant tours New content on initiatives for environmental and other social issues 	<ul style="list-style-type: none"> Year ended March 31, 2021 Growth rate of sales value of salt-free/low-salt/reduced-salt products 200% (compared to the year ended March 31, 2023) Growth rate of sales value of protein-rich products 200% (compared to the year ended March 31, 2023) Year ended March 31, 2024 Cumulative Number of Participants in Food Communication (April 2020 to five years) 0.4 million students (equivalent to 4% of the population in elementary school grades nationwide in five years) 	<ul style="list-style-type: none"> Food communications 301,175 participants (Cumulatively from FY2019 onward) 	
 Progress of sustainable agriculture	<ul style="list-style-type: none"> Sustainable production of raw materials Conservation of natural capital 	<ul style="list-style-type: none"> To increase the yield of domestically produced potatoes, Promotion of scientific cultivation, reform of varieties, labor saving in agriculture, and decentralization of production areas Appropriate fertilization based on soil analysis 	<ul style="list-style-type: none"> Year ended March 31, 2028 Phosphate fertilizer diffusion rate 80% 	<ul style="list-style-type: none"> Penetration of phosphate fertilizer reduction 23.7% (FY2024/3) 	
 Co-create a sustainable supply chain	<ul style="list-style-type: none"> Responsible procurement that respects human rights and the environment Logistics that is kind to both the environment and people 	<ul style="list-style-type: none"> Engagement through supply chain assessments, Promote procurement with consideration for environmental human rights Improving the Working Environment through Improved Logistics Efficiency Reduce GHG emissions (Scope3 categories 4 and 9) 	—	—	
 Caring for the earth	<ul style="list-style-type: none"> Achieving carbon neutrality 	<ul style="list-style-type: none"> Scope1,2 Conversion of power suppliers, energy-saving activities, and plant power generation "Reduction of emissions and leaks," "Fuel conversion," "Alternative to fossil fuels," and "Production method innovation" Scope3 ·Origin of raw materials: Film and case material change ·Reduction in size, change in shape of corrugated board ·Raw material transportation: Size-reduction efficient UP, etc. ·Delivery: Load ratio UP, review of delivery frequency, introduction of eco-trucks, etc. 	<ul style="list-style-type: none"> Year ended March 31, 2021 Total GHG emissions 30% reduction (compared to the fiscal year ended March 2019) 	<ul style="list-style-type: none"> Total greenhouse gas emissions ·2.8% increase ·Scope 1 : 6.6% reduction ·Scope 2 : 61.1% reduction ·Scope 3 : 14.7% increase <p>* The emission factor of Scope3 was changed to IDEA(version3.2).</p>	
	<ul style="list-style-type: none"> Reducing the environmental burden caused by plastics 	<ul style="list-style-type: none"> Reduction of product food loss ·Reduction of waste due to non-standard raw material quality ·Reduction of defects in product processes ·Reduce waste of freshness defects in logistics warehouses (expiration date, etc.) Reducing water use ·Visualization of usage through installation of production line flowmeters ·Wastewater treatment water recycling ·In-process water circulation system Promoting 3R ·Reduction of Sludge and Plant Residues ·Replacing fuel by using waste plastic as oil 	<ul style="list-style-type: none"> Year ended March 31, 2024 Product food loss 20% reduction (compared to the fiscal year ended March 2019) Year ended March 31, 2021 Total water use 10% reduction (compared to the fiscal year ended March 2019) Waste Emission 10% reduction (compared to the fiscal year ended March 2019) 	<ul style="list-style-type: none"> Product food loss 75% increase Total water consumption 4% increase Waste reduction amount 1.9% increase 	
	<ul style="list-style-type: none"> Promoting a recycling society 	<ul style="list-style-type: none"> Reduction of petroleum-derived plastic packaging materials Considering the reduction of container volume and the use of thin film Conversion to alternative raw materials ·Plant-derived (biomass) materials ·Recycled materials ·Easy-to-recycle Mono-material 	<ul style="list-style-type: none"> Year ended March 31, 2021 Reduction in the use of petroleum-derived plastic packaging Environmentally conscious materials 50% use FY March 2021 Reduction in the use of petroleum-derived plastic packaging 100% use of environmentally conscious materials 	<ul style="list-style-type: none"> Reduction in petroleum-derived plastic packaging materials 40.39 tons 	
	<ul style="list-style-type: none"> Conservation of natural capital 	<ul style="list-style-type: none"> Implementation of risk assessment in line with TNFD framework (presentation of milestones) 	—	—	
	<ul style="list-style-type: none"> Contribution to local communities 	<ul style="list-style-type: none"> Social Contribution Activities Participation by all employees Expansion of environmental areas ·Forestry volunteer work ·Support and participation in activities to conserve beaches and rivers 	—	—	
 Promote active roles for all employees based on diversity	<ul style="list-style-type: none"> Responding to diverse workstyles Promotion of diversity and inclusion 	<ul style="list-style-type: none"> All employees active ·Development of Educational System for Understanding Diversity ·Promote and establish 1on1 meetings Empowering Female Employees ·Development of female leaders in sales and manufacturing positions ·Reform awareness of balancing work and family (childcare leave and return to work) Minority activities Educational programs for people with disabilities, LGBT, and others 	<ul style="list-style-type: none"> Year ended March 31, 2024 Percentage of female managerial staff Over 30% Rates of men taking child-care leave 100% Employment ratio of the disabled: 2.5% 	<ul style="list-style-type: none"> Percentage of women in management 23.3% Percentage of male employees taking childcare leave 100% Percentage of employment of people with disabilities 2.65% 	