

Materialities Progress Report (Fiscal 2021)

In April 2021, NH Foods Group identified the Five Materialities (key issues) as social issues to be solved as priorities in order to realize Vision 2030. We have also decided on measures and indicators to achieve the five materialities toward the realization of a sustainable society and are promoting these measures.

Here we report on the progress made in fiscal 2021, focusing on areas with quantitative targets.



Stable procurement and supply of proteins

Measure	Indicator	Fiscal 2021 Results
Promotion of CSR procurement	<ul style="list-style-type: none"> Dissemination of policies to important primary suppliers and implementation of SAQ by fiscal 2030. Goal 100% Dissemination of policies to key secondary suppliers and implementation of SAQ *SAQ = Self-Assessment Questionnaire	<ul style="list-style-type: none"> 99.4% implementation rate of SAQ to key primary suppliers Scope: NH Foods Ltd., Nippon Luna, Inc., Hoko Co., Ltd., The Marine Foods Corporation Dissemination of policies to key overseas primary suppliers is ongoing.
Promotion of initiatives that take animal welfare into consideration	<ul style="list-style-type: none"> Elimination of gestation crates on all domestic farms (pigs)(end of fiscal 2030) Installation of drinking water facilities in lairage pens in all processing plants (cattle and pigs) (end of fiscal 2023) Installation of environmental quality cameras at all domestic farms and processing plants (end of fiscal 2023) * Applicable to all companies in which NH Foods Group has a majority stake	<ul style="list-style-type: none"> Enactment of the NH Foods Group Animal Welfare Policy Guidelines See here for the Animal Welfare Policy Guidelines. Elimination of gestation crates on all domestic farms (pigs) Progress rate: 9.5% *Percentage of the number of animals reared Installation of drinking water facilities in lairage pens in all processing plants (cattle and pigs) Progress rate: cattle 50.0%, pigs 62.5% *Percentage of the number of plants Installation of environmental quality cameras at all domestic farms and processing plants Selection of locations for camera installation is ongoing.
Enhancement and expansion of sales of plant-based protein products	Value of fiscal 2030 shipments: 10 billion yen	<ul style="list-style-type: none"> Value of shipments: 230 million yen (128.1% that of the previous year) See here for the brand website of the NatuMeat series, the main product using plant-based ingredients. (Japanese website)
Promote acquisition of third-party certification (FSSC 22000, SQF, BRC, JFS, etc.)	*In preparation	<ul style="list-style-type: none"> Number of third-party certifications acquired: 142 See here for details of certificates acquired. (Japanese website)
Human resource development through training, including technical certification	*In preparation	<ul style="list-style-type: none"> Number of employees who have completed e-learning: 3,753 Number of employees who have completed basic technical training: 70 Number of employees who have newly passed the professional certification: 4 Number of employees who have newly passed the food labeling examination: 91

Food diversification and health



Measure	Indicator	Fiscal 2021 Results
Expand the range of and increase awareness of food allergy-related products	Value of fiscal 2030 shipments: 4 billion yen	<ul style="list-style-type: none"> Actual value of shipments: 1.08 billion yen See here for a list of food allergy-friendly products. (Japanese website) Launched the Table for All service, a comprehensive platform for food allergy care. (Japanese website)
Research and commercialization of new materials to improve cognitive function	Supply the equivalent of 3 million meals a year by fiscal 2026	<ul style="list-style-type: none"> Launch of IMIDEA, food with functional claims, designed to reduce fatigue and maintain memory capability (From December 1, 2021) See here for the IMIDEA website. (Japanese website)
Development of products that contribute to health	*In preparation	<ul style="list-style-type: none"> Number of health-conscious products: 64 items

Contributing to a sustainable environment



Measure	Indicator	Fiscal 2021 Results
Reduction of CO ₂ emissions from fossil fuels	46% or more reduction by fiscal 2030 (compared to fiscal 2013) Fiscal 2030 reduction target value : 253,239 t-CO ₂ Reference value : 550,518 t-CO ₂	Reduction quantity : 70,453 t-CO ₂ Progress rate : 27.8%
Reduction of waste emissions	5% reduction by fiscal 2030 (Compared to fiscal 2019: intensity per production volume) Fiscal 2030 reduction target value: 6.7 kg/t Reference value: 134.6 kg/t	Reduction quantity : 9.9 kg/t Progress rate : 147.8%
Improvement of waste emissions recycling rate	92% or more recycling rate by fiscal 2030	Recycling rate : 93.0%
Reduction of water consumption	5% reduction by fiscal 2030 (Compared to fiscal 2019: intensity per production volume) Fiscal 2030 reduction target value: 0.8 m ³ /t Reference value: 15.2 m ³ /t	Reduction quantity : 0.2m ³ /t Progress rate : 25.0%
Switch to certified sustainable palm oil	RSPO-certified sustainable palm oil by fiscal 2030 100% utilization (including book and claim)	Usage sites and products are under consideration
Use of environmentally-friendly materials (recycled materials, biomass materials, etc.) and reduction of use of packaging materials, etc.	*In preparation	Consolidating results

Coexistence and coprosperity with local communities and society as a whole through food and sports



Measure	Indicator	Fiscal 2021 Results
Promotion of community co-creation activities through sports (new Hokkaido ball park, sports classes, food education classes, etc.)	*In preparation	Number of events : 198 Number of participants : 38,336 Activity cost : 439,457,000 yen
Promoting community contribution activities, including cultural activities (cooperation with local events, cleaning activities, etc.)		Number of events : 246 Number of participants : 1,742 Activity cost : 186,994,000 yen
Promoting social welfare activities through food (supplying foodstuffs to food banks and children's restaurants, etc.)		Number of events : 145 Activity cost : 21.49 million yen
Supporting the development of the next generation through food education, etc. (on-site classes, career education support, handcraft workshops, etc.)		Number of events : 60 Number of participants : 10,602 Activity cost : 4,915,000 yen

Respect for employee growth and diversity



Measure	Indicator	Fiscal 2021 Results
<ul style="list-style-type: none"> Support for job satisfaction Fostering an organizational culture capable of taking on challenges Measures for fair evaluation and treatment, etc. 	*In preparation	Measures for Fair Evaluation and Treatment *NH Foods Ltd. • Percentage of employees subject to MBO (management by objectives) evaluation: 100.0% Promotion of Women's Participation and Advancement *NH Foods Ltd. • Ratio of female employees: 28.4% *Only regular employees • Ratio of female managers: 8.5%
<ul style="list-style-type: none"> Promotion of Women's Participation and Advancement Promotion of initiatives for childcare, nursing care, and people with disabilities, etc. Reduction of total working hours Establishment of human rights due diligence system, etc. 		Promotion of initiatives for childcare, nursing care, and people with disabilities, etc. *NH Foods Ltd. • Return to work rate from childcare leave: 98.5% • Employment rate of persons with disabilities: 2.7%