

	Important Issues	SDGs Development Goals	Key Practical Items	Status of the Key Initiatives in Fiscal 2025
E (Environment)	Initiatives to preserve the environment We are committed to promoting environmentally friendly products and services and to actively pursue energy and waste reduction.		Monitoring and reduction of energy usage/CO ₂ emissions	While comprehending and monitoring the energy usage by each factory and office throughout the Group, we worked for the reduction by implementing energy-saving measures, such as facility renovations and overhauls. We also worked to reduce CO ₂ emissions by promoting consolidated transportation with large trucks through the active utilization and establishment of regional stock points and by recommending container transportation for new customers in distant locations.
			Introduction of energy-saving equipment	We completed the shift to the use of LEDs for lighting facilities throughout the Group. In addition, some of our subsidiaries introduced electric and hybrid vehicles as company vehicles and continue to operate them.
			Introduction of photovoltaic power generation	We continued operating the photovoltaic power generation systems introduced in two locations within the premises of the headquarters (the rooftop of the AB mill building in the flour milling plant and the rooftop of the development center in the headquarters), and secured the amount of power generation, which was 52,126 kWh. In addition, the electricity generated by these systems is stored in the power storage facility, and we established a system that enables the stored electricity to be used in the event of a disaster.
			Introduction of the groundwater filtration system Pretreatment and segregated management of drainage and drain oil	To be able to maintain and secure water supply in the event of a disaster, we continued the water supply lifeline with two sources of a groundwater filtration system and prefectural water and stably operated them. By continuing the monthly inspections by the external specialized vendor, in addition to the daily inspections within the company, we confirm that there is no abnormality in the facilities and processing/management conditions as needed.
			Promotion of the reduction and recycling of various waste materials	We put effort into the promotion of the reduction of generation and recycling of used packaging materials, waste organic solvents, waste powder, sample powder for testing, and production losses. In addition, we examined measures for the effective utilization of by-products and unused materials generated in food manufacturing processes and worked to reduce the consumption of various materials. At the food manufacturing subsidiaries, we also worked to reduce non-conforming products through facility renovations and the thorough implementation of education and training.
			Acquisition of the RSPO certificate for Rheopearl products	Regarding the <i>RSPO</i> certification system for sustainable procurement of palm oil, which is the raw material for Rheopearl, we had a renewal audit and continued the acquisition of the certificate.
S (Society)	Stable Supply of Products and Securing of Quality/Safety To provide safe and high-quality products to customers, we comply with the relevant laws, such as the Food Sanitation Act, strive for securing of safety and quality in manufacturing and developing products, and provide more value-added products.		Thorough safety and health management/quality management and daily facility maintenance	Each factory regularly inspected the metal detector and magnet, conducted the allergen tests at the time of switching production items, and took initiatives toward the securing of safety. Furthermore, to sophisticate the food safety management system, we went through the renewal screening of and continued the certification of FSSC 22000.
			Thorough quality management after shipping products	We put effort into the appropriate inventory management, eradication of delayed deliveries and delivery errors, and compliance with the cargo handling procedures at the time of transporting/delivering products. At the same time, we conducted hygiene inspections at the stock points all over Japan and commission manufacturers of our products and worked to ensure the appropriate management of shipped products. In addition, we reviewed the cleaning procedures for bulk tank trucks and worked to further improve the sanitary safety of products transported in bulk.
			Development/sale of the health-oriented food products and environment-friendly food products	Through the utilization of grain materials and processing technologies, we expanded sales of “Gran Quintet,” a flour product containing five different grain flours, and completed the quality design of a new flour product for low-carbohydrate noodles containing five grains. In addition, our joint venture in Thailand also worked on the development of food ingredient preparations for the effective utilization of underutilized meat materials from the viewpoint of reducing food loss.
			Countermeasures for the suspension of the product shipment by building the BCP	We continued to implement disaster mitigation measures, including seismic reinforcement work through the closure of windows at the flour milling plant and reinforcement work on vulnerable areas based on ground surveys conducted in parallel with seismic inspections. In preparation for possible disasters, we also maintained and renewed disaster-prevention equipment, including rescue tool kits, megaphones, and transceivers, to help ensure the safety of employees.
			Acquisition of the HALAL certificate for the products	We underwent renewal audits and maintained HALAL certification at both the milling factory and the cosmetic material factory. Starting in June, all Rheopearl products have been shipped using packaging materials printed with the HALAL logo.
	Creating the Pleasant Working Environment We comply with the labor-related laws and regulations, strive for the maintenance of the safe and pleasant workplace environment, and practice the respect for human rights and fair treatment.		Employees' health management/safety and health management, as well as the improvement of the environment for female employees to pleasantly work	Through the implementation of the General Employer Action Plan, we appropriately operated maternity leave, childcare leave and shortened working-hour systems. Four employees used the childcare leave system and six employees used the shortened working-hour system for childcare. In addition, based on the results of the employee engagement survey and other factors, we actively worked to improve workplace environments and working conditions by enhancing measures suited to changes in the social environment.
			Active utilization of senior human resources	We maintained working conditions and workplace environments in which senior employees after retirement can effectively utilize their knowledge and skills, and all applicants continued to contribute to business operations through reemployment.
			The Certified Health & Productivity Management Outstanding Organization	We have been focusing on the improvement of various systems for employees' health promotion, were certified as the Health & Productivity Management Outstanding Organization supervised by the Ministry of Economy, Trade and Industry in fiscal 2018, and since then, we have been certified every year.
	Social/Local Contribution Activities We are aware of our social responsibility as a good corporate citizen and harmonize with and contribute to the development of society.		Initiatives for the promotion of creating new technologies	While improving the employee incentives by subsidizing patent applications and the reward system, we promote the creation of new products and technologies, as well as the patent search/application work as needed.
			Support for humanitarian aid NPOs and community funds	We continued to invest in World Vision Japan, a specified nonprofit corporation, and the Himawari High-Tech Venture Development Foundation, a public interest incorporated foundation. In addition, including our subsidiaries, we provided support through donations and the provision of supplies to food bank organizations, international cooperation NGOs, disaster relief efforts and forest conservation projects.
			Branding of wheat and rice produced in Chiba Prefecture Promotion of the initiatives for local production for local consumption	We continued the sale of “Fusanomugi,” flour made from 100% locally grown wheat, and “Chiba Hatomugi Tea” (Job's tears tea), and supplied flour for school lunch programs, while promoting products made from locally produced flour, rice flour, and other grains. In addition, we conducted research and development of health ingredients utilizing peanut skin components derived from peanuts produced in Chiba Prefecture.
G (Corporate Governance)	Internal Control / Corporate Governance We comply with various rules, such as the laws and regulations, articles of incorporation, and company rules, respect for the social rules, and conduct corporate activities with social common sense.		Compliance with the laws, regulations, and ordinances concerning our business	We regularly held the Compliance Committee, Risk Management Committee, and Legal Compliance Management Subcommittee and practiced/deployed the initiatives based on each Committee's fiscal year plan. In addition, each of our subsidiaries has been putting effort into complying with the relevant laws, regulations, and ordinances by the same committee structure.
			Fair, equal, and honest transactions with each business partners Strict management of various information and thorough implementation of the prevention of leakage	Under the company rules, such as the various rules concerning purchasing and sale, the code of conduct, the action guidelines, and the compliance rules, we strived for the thorough implementation of fair, equal, and honest transactions. We thoroughly disseminated the company rules concerning various information and strived for the enhancement and thorough implementation of various information management by strengthening system security measures based on the expertise of specialized service providers and continuously implementing education and training programs for officers and employees.
			Regular implementation of the internal audit	Based on the Internal Audit Regulations, we implemented internal audits of each department and committee in the headquarters in a planned manner, as well as our group companies and confirmed the execution status of the prioritized operations and the status of the compliance with the laws, regulations, and rules, and the appropriateness of each committee's activity status. Regarding the items of improvement instructions indicated to the audited departments by audit, we promptly and accurately proceeded with the organization and improvement responses.