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For Immediate Release

Company name: Nichirei Corporation  
Representative Director and President: Kenya Okushi  
Stock code: 2871; First Section, Tokyo Stock Exchange

### Nichirei Group Sustainability Policy: The Nichirei Pledge

We have revised our existing Nichirei Group Basic CSR Policy: The Nichirei Pledge to newly establish the Nichirei Group Sustainability Policy: The Nichirei Pledge. Beginning on April 1, 2022, the Nichirei Group will use the Group Sustainability Policy as a guide in operating with an emphasis on sustainability.

#### 1. Policy Details

### Nichirei Group Sustainability Policy: The Nichirei Pledge – Making Our Communities More Sustainable –

The Nichirei Group is committed to resolve social issues and creating new value through its business activities, which include the procurement, production, logistics and sale of food, while considering the impact of those activities on the global environment and local communities and respect for human rights. We publicly disclose the details of these activities to promote stakeholder dialogue and increase transparency. Furthermore, we work to create more sustainable communities by fulfilling our responsibilities as a company that supports good eating habits and health.

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| Creating new value                       | We constantly strive to create new products and services, while pursuing business activities that help solve issues faced by our customers and communities.   |
| Safe, high-quality products and services | We continuously work to earn the trust of our customers and communities by meeting diverse demands as well as offering safe, stable, and high-quality supply. |
| Sustainable supply chain                 | We aim to realize an ethical and sustainable supply chain as  |

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| and circular economy                                     | well as a circular economy by building enduring and positive partnerships, while considering the environment, human rights and working conditions.  |
| Climate change initiatives and biodiversity conservation | We strive to preserve the global environment and biodiversity by reducing greenhouse gas emissions and managing food and water resources appropriately.   |
| Cooperative relationship with communities                | We work to develop our communities and resolve social issues as a responsible corporate citizen by engaging in dialogue and close cooperation with our stakeholders.  |
| Diversity and decent work                                | We respect the diversity of our employees, and strive to ensure occupational health and safety, provide fair treatment and opportunities for personal development, and continuously improve the workplace to enable every employee to thrive. |
| Good corporate governance                                | We are committed to employing highly transparent and fair management practices through stakeholder dialogue and information disclosure, while striving for appropriate resource allocation and swift management decisions.                    |
| Thorough compliance                                      | We engage only in honest corporate activities that comply with the laws and regulations of each country in which we operate, respecting international norms of behavior and ensuring sound corporate ethics.                                  |

## 2. Policy Rationale

The main businesses of the Nichirei Group are the procurement, production, logistics and sale of food, and the Group conducts business in Japan and around the world. The Vision of the Nichirei Management Principles states, “We will continue to support good eating habits and health by leveraging our state-of-the-art manufacturing practices that optimize nature’s bounty, along with our leading-edge logistics services.” As such, the basis of our approach to management is that food is one of nature’s bounties. Therefore, we will pursue sustainability so that future generations can enjoy this bounty to the same extent that we do now. We believe that solving various sustainability issues

through our business activities while working to realize a sustainable society will directly support the growth of the Nichirei Group. As a reminder to ourselves of the impact that our business activities have on various stakeholders, the environment and society, and to clarify important issues that need to be addressed going forward, we decided to revise our existing CSR policy and establish it as our Group Sustainability Policy.

### 3. System for Promoting Sustainability Management

- Sustainability Management

We will establish Sustainability Management as a new department in the holding company to further sustainability efforts within the Strategy Headquarters.

Sustainability Management will collaborate with the sustainability management departments of operating companies.

- Group Sustainability Committee

We will newly establish the Group Sustainability Committee as an advisory body to the Board of Directors of the holding company. Chaired by the Representative Director, President, the committee's objective is to help maximize the corporate value of the Nichirei Group by balancing social and economic value through discussion of the Nichirei Group's initiatives for realizing a sustainable society.

### 4. Monitoring and Disclosure of Initiatives

The Group has identified material matters (materiality) that include structuring a sustainable supply chain and addressing climate change. We will determine specific initiatives, key performance indicators and other components in the next medium-term management plan, which we are currently formulating. The Group Sustainability Committee and other bodies will regularly monitor initiatives, and we will disclose relevant information via channels including our integrated report and website.

Nichirei Group Material Matters: <https://www.nichirei.co.jp/english/ir/policy/materiality.html>

Nichirei Group website: <https://www.nichirei.co.jp/english>

### 5. Supply Chain and Other Policies

Structuring a sustainable supply chain is another important component of sustainability. For this reason, realizing sustainable food procurement and resource recycling is one of our material matters. In conjunction with the establishment of the Group Sustainability Policy, we have updated relevant Group policies and supplier requirements. These will

be announced separately for reference.

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