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ITOHAM YONEKYU HOLDINGS INC.
(Tokyo Prime : 2296)

List of Group Companies (As of April 1, 2024)

			Business Classification					
Company Name	Region	Business summary	Consolidated	Domestic				Overseas
				Livestock farming	Meat processing	Processed Food production	Others	
ITOHAM YONEKYU HOLDINGS INC.	Japan	Production and sales of processed meat foods, cooked foods, meat and other foods, and business management of group companies	●				●	
ITOHAM FOODS INC.	Japan	Sales of processed meat foods, cooked foods, meat, and other foods	●				●	
YONEKYU CORPORATION	Japan	Sales of processed meat foods, cooked foods, meat, and other foods	●				●	
ITOHAM SALES INC.	Japan	Sales of processed meat foods, cooked foods, meat, and other foods	●				●	
ITOHAM FOOD SOLUTION INC.	Japan	Sales of processed meat foods, cooked foods, meat, and other foods and store management	●				●	
ITOHAM MEAT SALES EAST INC.	Japan	Sales of processed meat foods, cooked foods, meat, and other foods	●				●	
ITOHAM MEAT SALES WEST INC.	Japan	Sales of processed meat foods, cooked foods, meat, and other foods	●				●	
ITO FRESH SALAD INC.	Japan	Production of salads and prepared foods	●				●	
ITOHAM YONEKYU PLANT INC.	Japan	Sales of processed meat foods, cooked processed foods, meat, and other foods	●			●		
ITOHAM YONEKYU FOODS INC.	Japan	Production of processed meat foods and cooked foods	●			●		
YONEKYU KAGAYAKI CO., LTD.	Japan	Production of processed meat foods and cooked foods	●			●		
YONEKYU DELICA FOODS CORP.	Japan	Production and sales of cooked foods	●			●		
TSUKUSHI FACTORY CO., LTD.	Japan	Production of processed meat foods	●			●		
ROYAL DELICA CO., LTD	Japan	Production and sales of processed meat foods, cooked foods and other foods	●			●		
ASAKUSA HAM CO., LTD.	Japan	Production and sales of processed meat foods and cooked foods	●			●		
KIKUSUI CO., LTD.	Japan	Production and sales of noodles and cooked foods	●			●		
IH MEAT PACKER INC.	Japan	Slaughtering and processing of beef, pork, etc.	●		●			
IH MEAT SOLUTION INC.	Japan	Processing of meat	●		●			
SANKYOMEAT INC.	Japan	Slaughtering and processing of beef, pork, etc.	●		●			
MARUFUJI CORP.	Japan	Processing of beef	●		●			
I-PORK CORP.	Japan	Processing of pork	●		●			
YONEKYU OISHII TORI CORP. *1	Japan	Poultry farming, slaughtering and processing of chicken	●	●				
TAIYO PORK CORP. *2	Japan	Hog sales	●	●				
EASTERN HIROSHIMA PIG FARMER COOPERATIVE	Japan	Hog farming	●	●				
IH LOGISTICS SERVICE INC.	Japan	Delivery of processing meat foods, cooked foods, meat and other products and logistics management	●				●	
ITOHAM BUSINESS SUPPORT INC.	Japan	Agency and consulting of sales-related administrative	●				●	
ITOHAM YONEKYU HUMAN SERVICE CO., LTD.	Japan	Agency and consulting of human resources, general affairs and administrative affairs	●				●	
ITOHAM YONEKYU SYSTEM INC.	Japan	Business support for the development, maintenance and operation of information system	●				●	
ANZCO FOODS LTD.	New Zealand	Farming, slaughtering, processing, selling and exporting meat	●					●
ITOHAM AMERICA INC.	USA	Processing, selling and exporting meat	●					●
ITOHAM BETAGRO FOODS CO. LTD	Thailand	Manufacture, export and sale of processed meat foods and other foods	●					●
ITO FOODS TRADING (SHANFHAJ) CO., LTD.	China	Import, export and sale of processed meat foods	●					●

*1 YONEKYU OISHII TORI CORP. is engaged in the business of poultry farming, slaughtering and processing of chicken, but in this data book, the company's slaughtering and processing business is also classified as "Livestock farming".

*2 TAIYO PORK CORP. is engaged in the business of hog sales, but in this data book, the company's business is classified as "Livestock farming".

Environment

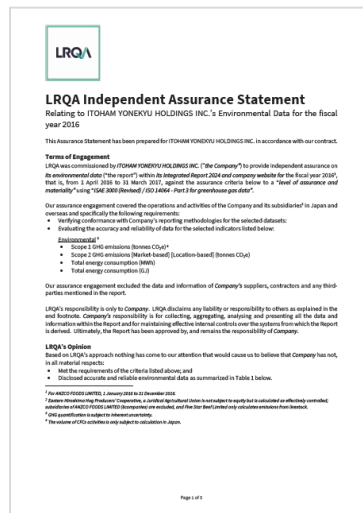
Environmental Data Calculation Methodology

- ◆ Scope of coverage (As of March 31, 2024)
 ITOHAM YONEKYU HOLDINGS INC. and subsidiaries (subsidiaries include 100% of their emissions in the scope of calculation). However, depending on the data, the scope of calculation is limited.
- ◆ GHG emissions and energy consumption of Scope1 and Scope2 are calculated in accordance with the GHG Protocol, using various coefficients from the Energy Conservation Law (local coefficients for some overseas subsidiaries).
- ◆ Scope 3 was calculated by setting scenarios for each category, referring to the GHG Protocol's "Corporate Value Chain Accounting and Reporting Standards" and "Basic Guidelines for Calculating Greenhouse Gas Emissions through Supply Chains". Some categories are only available in Japan.
- ※ We scrutinize various environmental data, update them to the latest version, and publish them.

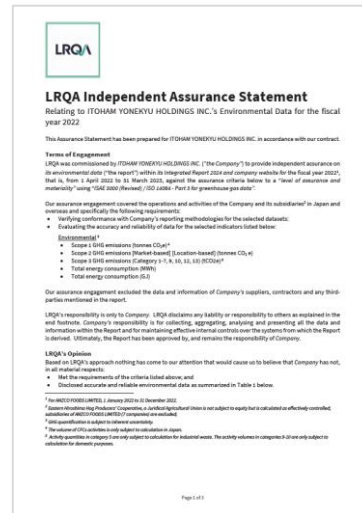
Independent Assurance Statement

For Scope 1 (greenhouse gas emissions) and Scope 2 (greenhouse gas emissions and energy use), we have continuously obtained independent assurance since FY 2016 and FY 2022, the base year. For Scope 3, independent assurance have been obtained since FY2022. (Verification for FY2023 is underway.)

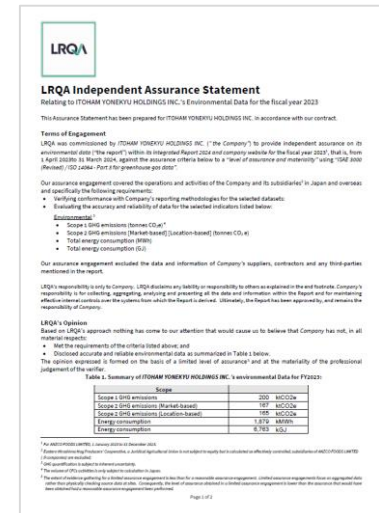
Independent Assurance Statement FY2016 (Base year FY2016 results)



Independent Assurance Statement FY2022 (FY2022 results)



Independent Assurance Statement FY2023 (FY2023 results)



GHG emissions (Scope1 & Scope2)

unit : thousand t-CO₂、t-CO₂/t

Items		FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Consolidated Total	Scope1	193	203	206	203	214	211	202	200
	Scope2	182	178	181	170	165	161	161	167
	Total	375	382	387	373	379	372	363	367
Domestic Total	Scope1	129	136	140	136	142	141	142	141
	Scope2	167	164	167	156	152	148	147	153
	Total	296	300	306	293	294	289	288	294
Livestock farming	Scope1	24	25	25	25	26	26	28	27
	Scope2	12	13	12	11	11	10	11	12
	Total	36	37	37	37	37	35	39	39
Meat processing	Scope1	5	5	6	6	7	8	8	9
	Scope2	17	16	15	14	14	15	15	19
	Total	22	21	22	20	21	23	23	28
Processed Food Manufacturing	Scope1	92	97	100	96	100	99	97	94
	Scope2	116	114	118	111	109	105	102	102
	Total	208	211	217	207	209	203	198	196
Others (excluding vehicle)	Scope1	9	9	9	9	9	9	9	10
	Scope2	23	22	22	20	18	19	19	20
	Total	31	31	30	29	27	28	28	31
Vehicle	Scope1	0	0	0	0	0	0	0	0
Overseas Total	Scope1	64	67	67	67	72	70	61	59
	Scope2	14	14	14	14	13	13	14	15
	Total	78	81	81	81	85	82	74	74
New Zealand	Scope1	63	66	66	66	71	69	59	58
	Scope2	12	12	12	12	11	11	12	13
	Total	75	79	78	78	83	80	72	71
Others *1	Scope1	1	1	1	1	1	1	1	1
	Scope2	2	2	2	2	2	2	2	2
	Total	3	3	3	3	2	2	3	3

*1 USA, Thailand, China

GHG emissions (Scope3)

		unit : thousand t-CO ₂				unit : %
Categories		FY2020	FY2021	FY2022	FY2023	FY2023 Composition ratio
Domestic Total		6,589	6,952	7,721	8,435	100.0
1	Purchased goods and services	5,302	5,660	6,455	7,004	83.0
2	Capital goods	36	37	57	64	0.8
3	Fuel and energy related activities (not included in Scope 1 or Scope 2)	60	60	61	61	0.7
4	Upstream transportation and distribution	161	164	167	169	2.0
5	Waste generated in operations	15	15	15	16	0.2
6	Business travel	1	1	1	1	0.0
7	Employee commuting	3	3	3	3	0.0
8	Upstream leased assets	—	—	—	—	—
9	Downstream transportation and distribution	4	4	4	6	0.1
10	Processing of sold products	997	999	950	1,101	13.1
11	Use of sold products	—	—	—	—	—
12	End-of-Life treatment of sold products	9	9	8	8	0.1
13	Downstream leased assets	0	0	0	0	0.0
14	Franchises	—	—	—	—	—
15	Investments	—	—	—	—	—

* Scope 3 calculations have been carried out since FY2020.

* category 5,6,7,9,10,12,13 : Domestic Calculation / category 8,11,14,15 : not subject to calculation

Consumption of Energy

								Unit : TJ
Items	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Consolidated Total	5,937	6,515	6,723	6,725	6,697	6,721	6,689	6,763
Domestic Total	4,497	5,081	5,277	5,315	5,334	5,317	5,231	5,304
Livestock farming	274	284	296	299	309	316	358	350
Meat processing	387	389	397	411	412	434	452	537
Processed Food Manufacturing	3,280	3,848	4,017	4,052	4,079	4,033	3,870	3,850
Others	557	559	567	554	533	535	550	566
Overseas Total	1,440	1,434	1,446	1,409	1,363	1,405	1,458	1,459
New Zealand	1,390	1,385	1,397	1,359	1,317	1,356	1,404	1,403
Others *1	50	49	49	50	46	49	54	56

*1 USA, Thailand, China

Waste emissions (Domestic)

Unit : thousand t								
Items	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Domestic Total	47	48	55	59	60	59	58	58
Livestock farming	4	5	6	6	6	6	5	4
Meat processing	7	7	9	12	13	11	11	13
Processed Food Manufacturing	35	36	38	39	40	41	41	40
Others	1	1	1	1	1	1	1	1

Water Consumption

Unit : thousand m ³ 、m ³ /t									
Items		FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Consolidated Total	Water supply	1,657	1,566	1,681	1,393	1,662	1,667	1,761	1,432
	Industrial Water	1,555	1,595	1,601	1,546	1,539	1,540	1,614	1,612
	Groundwater	8,796	9,396	9,200	9,525	9,750	8,839	8,490	9,051
	Total	12,007	12,556	12,481	12,464	12,951	12,045	11,865	12,094
	Total (Basic unit)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Domestic Total	Water supply	1,572	1,480	1,596	1,315	1,308	1,317	1,191	1,137
	Industrial Water	1,555	1,595	1,601	1,546	1,539	1,540	1,614	1,612
	Groundwater	5,637	5,707	5,671	6,003	5,900	5,936	5,782	6,357
	Total	8,763	8,781	8,868	8,864	8,747	8,793	8,587	9,105
	Total (Basic unit)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Overseas Total ^{*1}	Water supply	85	86	85	78	354	350	570	295
	Industrial Water	0	0	0	0	0	0	0	0
	Groundwater	3,159	3,689	3,528	3,522	3,850	2,903	2,708	2,694
	Total	3,244	3,775	3,613	3,600	4,204	3,253	3,278	2,989
	Total (Basic unit)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

*1 New Zealand, USA, Thailand, China

Social

Status of Employee

Items	Unit	Targets	FY2022	FY2023
Number of employee	person	domestic	13,770	13,840
Regular employees	person	domestic	7,382	7,275
Male	person	domestic	5,564	5,407
Female	person	domestic	1,818	1,868
Female employee ratio	%	domestic	24.6	25.7
Temporary employees	person	domestic	6,388	6,565
Number of managers	person	domestic	1,075	1,026
Male	person	domestic	1,017	964
Female	person	domestic	58	62
Ratio of female managers	%	domestic	5.4	6.0
Number of section chiefs	person	domestic	1,883	1,752
Male	person	domestic	1,666	1,545
Female	person	domestic	217	207
Ratio of female section chiefs	%	domestic	11.5	11.8
Average age	age	domestic	44.0	44.0
Male	age	domestic	45.0	45.1
Female	age	domestic	42.8	42.4
Number of new graduates hired	person	domestic	301	270
Male	person	domestic	204	171
Female	person	domestic	97	99
New graduate turnover rate	%	domestic	29.0	26.9
Number of mid-career hires	person	domestic	133	215
Male	person	domestic	85	144
Female	person	domestic	48	71
Average annual salary	thousand yen	HD ^{*1}	7,015	7,409
Turnover rate (personal reasons)	%	domestic	4.6	5.6

* 1 ITOHAM YONEKYU HOLDINGS INC.

Diversity

(1) Gender Pay Gap

Items	Unit	Targets	FY2022	FY2023
All employees	%	domestic	52.8	54.4
Regular employees	%	domestic	66.8	67.7
Temporary employees	%	domestic	79.4	82.6

* There is no difference in the wage structure based on gender, but rather on differences in the composition of employees by grade, length of service, number of hours worked, etc.

(2) Foreign employees in Japan

Items	Unit	Targets	FY2022	FY2023
Number of foreign employees	person	domestic	1,772	2,042

(3) Status of Re-Employment Following Mandatory Retirement

Items	Unit	Targets	FY2022	FY2023
Number of mandatory retirees	person	domestic	321	323
Full-time employees	person	domestic	165	169
Semi-employees	person	domestic	156	154
Number of re-employed emplo	person	domestic	282	289
Full-time employees	person	domestic	136	140
Semi-employees	person	domestic	146	149
Re-employment rate	%	domestic	87.9	89.5

(4) Status of Hiring Personnel Disabilities

Items	Unit	Targets	FY2022	FY2023
Employment rate	%	domestic	2.7	2.7

Work-life balance

(1) Status of Annual Paid Leave taken

Items	Unit	Targets	FY2022	FY2023
Average number of days annual paid leave granted	days	domestic	16.6	15.2
Average number of days annual paid leave taken	days	domestic	11.5	10.8
Average usage rate of annual paid leave	%	domestic	69.7	71.1

(2) Condition of Utilizing Child and Nursing Care-Related Systems

Items	Unit	Targets	FY2022	FY2023
Before and after childbirth leave	number of leave takers	domestic	54	45
Childcare leave at birth	number of leave takers	domestic	18	28
Number of childcare leave takers		domestic	94	82
Male		domestic	38	37
Female		domestic	56	45
Rate of childcare leave takers ^{*1}	%	domestic	—	—
Male ^{*1}	%	domestic	35	37
Female ^{*1}	%	domestic	102	94
Average number of days of childcare leave taken by male	days	domestic	21	31
Rate of employees returning to work	%	domestic	98	98
Shortened working hours for childcare	number of users	domestic	128	151
Nursing leave	number of leave takers	domestic	6	6

^{*1} Depending on the gap between the birth year of the child and the year in which the leave is taken, the percentage may exceed 100%, or it may be less than 100% even if all eligible employees take the leave.

Overview of each systems

Before and after childbirth leave	:	Employees can take leave for 8 weeks before the birth (14 weeks in the case of multiple pregnancies) and 8 weeks after the birth.
Childcare leave at birth, childcare leave	:	Employees are paid for the first 10 days of leave for the first leave in respect of the same child.
Shortened working hours for childcare	:	Employees can reduce their working hours by up to 2 hours per day until their child completes the third grade of elementary school.
Nursing leave	:	Employees can take a total of 1 year of leave for each family member who requires care.

Occupational Health & Safety

(1) Status of Working Hours

Items	Unit	Targets	FY2022	FY2023
Annual business days	days	HD ^{*1}	244	244
Annual prescribed working hours	hours	HD ^{*1}	1,898.75	1,898.75
Hours of overtime work	hours	HD ^{*1}	258.80	238.23
Annual actual working hours	hours	HD ^{*1}	2,046.79	2,030.37

^{*1} ITOHAM YONEKYU HOLDINGS INC.

(2) Status of Occupational Safety

Items	Unit	Targets	FY2022	FY2023
Occupational Accidents Severity Ratio	%	domestic	1.54	2.29
Number of occupational Accidents		domestic	178	250
Number of non-lost time accident		domestic	111	150
Number of lost-time accidents		domestic	67	100
Number of fatal accidents		domestic	0	0

(3) Mental Health

Items	Unit	Targets	FY2022	FY2023
Stress check examination rate	%	domestic	89.4	93.0
High stress ratio	%	domestic	13.9	14.9

Union

(1) Labor Union

Items	Unit	Targets	FY2022	FY2023
Rate of eligible to participate	%	domestic	37.0	36.9
Participation rate	%	domestic	100.0	100.0

(2) Freedom of Association and Collective Bargaining

ITOHAM YONEKYU Group holds regular labor-management council meetings with the ITOHAM YONEKYU Labor Union.

Through these meetings and other means, we share necessary information on company policies with the labor union as appropriate, and exchange opinions aimed at improving working conditions, thereby maintaining sound labor-management relations.

Organizational Culture

Items	Unit	Targets	FY2022	FY2023
Number of employees surveyed for organizational culture	people	domestic	6,321	—
Response rate	%	domestic	95.5	—
Positive response rate for employee engagement	%	domestic	52.0	—
Positive response rate for an environment that utilizes employees	%	domestic	50.0	—

* The organizational culture survey was conducted every two years until fiscal year 2023, but will be conducted annually from fiscal year 2024.

Donations

Items	Unit	Targets	FY2022	FY2023
Total donation amount	million yen	domestic	37	50
Political contribution amount	million yen	domestic	0.5	0.3

Governance

Corporate governance

(1) Composition of Directors and Auditors FY2023

Position	Name	Board of Directors		Board of Auditors	
		Meetings attended/ Meetings Convened	Attendance Rate(%)	Meetings attended/ Meetings Convened	Attendance Rate(%)
President and Chief Executive officer	Isao Miyashita	15/15	100	—	—
Director, Managing Executive Officer	Koichi Ito	15/15	100	—	—
Director, Managing Executive Officer	Hajime Ogawa	14/15	93.3	—	—
Director, Managing Executive Officer	Akihisa Horiuchi ^{*2}	12/12	100	—	—
Director(Outside) ^{*1}	Aya Ito ^{*3}	3/3	100	—	—
Director(Outside) ^{*1}	Yukie Osaka	15/15	100	—	—
Director(Outside) ^{*1}	Mikiko Morimoto ^{*2}	12/12	100	—	—
Standing Auditor	Yoshiro Matsuzaki	15/15	100	12/12	100
Standing Auditor	Shin Takahashi	15/15	100	12/12	100
Auditor(Outside) ^{*1}	Ichiro Ichikawa ^{*3}	3/3	100	2/2	100
Auditor(Outside) ^{*1}	Kei Umebayashi	14/15	93.3	12/12	100
Auditor(Outside) ^{*1}	Koji Matsumura ^{*2}	12/12	100	10/10	100

^{*1} Independent Officer

^{*2} Appointed in June

^{*3} Resigned in June

Corporate governance

(2) Composition of Optional Committee

Executive Appointments Advisory Committee

Position	Name	Meetings attended/ Meetings Convened	Attendance Rate(%)
Director, Managing Executive Officer	Hajime Ogawa	1/1	100
Director(Outside) ^{*1}	Yukie Osaka	1/1	100
Director(Outside) ^{*1}	Mikiko Morimoto ^{*2}	1/1	100

^{*1} Independent Officer

^{*2} Appointed in June

Governance Committee

Position	Name	Meetings attended/ Meetings Convened	Attendance Rate(%)
Director, Managing Executive Officer	Hajime Ogawa	2/2	100
Director(Outside) ^{*1}	Yukie Osaka	2/2	100
Director(Outside) ^{*1}	Mikiko Morimoto ^{*2}	2/2	100

^{*1} Independent Officer

^{*2} Appointed in June

Compensation Advisory Committee

Position	Name	Meetings attended/ Meetings Convened	Attendance Rate(%)
Director, Managing Executive Officer	Hajime Ogawa	2/2	100
Director(Outside) ^{*1}	Aya Ito ^{*2}	1/1	100
Director(Outside) ^{*1}	Yukie Osaka	2/2	100
Director(Outside) ^{*1}	Mikiko Morimoto ^{*3}	1/1	100

^{*1} Independent Officer

^{*2} Resigned in June

^{*3} Appointed in June

Sustainability Committee

Position	Name	Meetings attended/ Meetings Convened	Attendance Rate(%)
Director, Managing Executive Officer	Hajime Ogawa	3/4	75.0
Director, Managing Executive Officer	Koichi Ito	4/4	100
Director, Managing Executive Officer	Akihisa Horiuchi ^{*2}	3/3	100
Director(Outside) ^{*1}	Aya Ito ^{*3}	1/1	100
Director(Outside) ^{*1}	Mikiko Morimoto ^{*2}	3/3	100
Managing Executive Officer	Yoshiyuki Ishimatsu	3/4	75
Managing Executive Officer	Katsumi Nozawa	4/4	100
Managing Executive Officer	Akihiro Asami	4/4	100

^{*1} Independent Officer

^{*2} Appointed in June

^{*3} Resigned in June

Corporate governance

(3) Composition of Directors and Corporate Auditors, Changes

			FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Board of Directors	number	total	9	9	9	9	9	6	6	6
		company director	7	7	7	7	7	4	4	4
		Outside Director	2	2	2	2	2	2	2	2
		Female Director	1	1	2	2	2	2	2	2
	Composition	total	100%	100%	100%	100%	100%	100%	100%	100%
		company director	78%	78%	78%	78%	78%	67%	67%	67%
		Outside Director	22%	22%	22%	22%	22%	33%	33%	33%
		Female Director	11%	11%	22%	22%	22%	33%	33%	33%
Board of Auditors	number	total	3	3	3	4	4	4	4	4
		Internal Auditor	1	1	1	1	2	2	2	2
		Outside Auditor	2	2	2	3	2	2	2	2
		Women Auditor	0	0	0	0	0	0	0	0
	Composition	total	100%	100%	100%	100%	100%	100%	100%	100%
		Internal Auditor	33%	33%	33%	25%	50%	50%	50%	50%
		Outside Auditor	67%	67%	67%	75%	50%	50%	50%	50%
		Women Auditor	0%	0%	0%	0%	0%	0%	0%	0%
Total	number	total	12	12	12	13	13	10	10	10
		company executive	8	8	8	8	9	6	6	6
		Outside Director and Auditor	4	4	4	5	4	4	4	4
		Women executive	1	1	2	2	2	2	2	2
	Composition	total	100%	100%	100%	100%	100%	100%	100%	100%
		company executive	67%	67%	67%	62%	69%	60%	60%	60%
		Outside Director and Auditor	33%	33%	33%	38%	31%	40%	40%	40%
		Women executive	8%	8%	17%	15%	15%	20%	20%	20%

Promoting Compliance

(1) Compliance Training

We conduct compliance training (company-wide training) once a year for all Group employees to promote understanding of compliance, raise awareness, and reaffirm its importance.

In addition, we conduct compliance training (management training) for managers as required according to their position, such as on industry laws and harassment prevention.

Items	Unit	FY2021	FY2022	FY2023
Number of attendees in the All-company training	person	13,887	13,378	13,831
Number of attendees in the Management training	person	1,117	1,124	1,154

(2) Compliance Promotion Committee Members Training

We have appointed compliance promotion committee members in each workplace who are engaged in activities to promote and establish compliance, and to raise awareness of laws and regulations related to work operations, as well as company regulations.

We hold training twice a year for these committee members to acquire knowledge about compliance.

Items		Unit	FY2021	FY2022	FY2023
Number of attendees in the compliance promotion committee members training	(1st)	person	358	321	329
	(2nd)	person	321	351	330

(3) Compliance Hotline

We have set up hotlines both within the company (Compliance Office) and outside the company (Outside lawyers) to receive consultations and internal reports regarding compliance.

Items	Unit	FY2021	FY2022	FY2023
Number of reports	cases	76	101	90