



# UNITED FOODS INTERNATIONAL

## 2025 ESG Report





# Enrich the lives of people around the world through food

## Based on this corporate philosophy, UFI will contribute to realizing a sustainable society through its business activities.

We have been making steady progress in the areas of environment, society, and governance under our Purpose of "contributing to the sustainable development of society". Even in an era of accelerated change, we strive to further generate social value by building upon practices we have cultivated over the years.

On the environmental front, we are promoting the reduction of greenhouse gas emissions through increased use of renewable energy and energy-saving facilities. On the social front, we employ the fundamentals of respect for diversity and inclusivity and are focused on creating a workplace where employees from diverse backgrounds can flourish regardless of gender, age, or

nationality. Furthermore, whether educational support or stronger support system in the face of disasters, we are deepening our ties with local communities and are expanding initiatives that bring harmony to those communities we serve.

As a company with genuine interest in addressing global issues, we are committed to realizing a better future by combining our company's technological and front-line capabilities. As we move forward together with our stakeholders, we sincerely ask for your continued understanding and support.

 **UNITED FOODS**  
INTERNATIONAL Representative Director Hiroyuki Aoki

## Efforts by the UFI Group to address social issues

The UFI Group is making concerted efforts to achieve the 2030 Sustainable Development Goals (SDGs) and 2050 carbon neutrality, which are common global issues, as well as to contribute to the community around our facilities and sponsor events related to the education of the next generation.

These activities are based on our basic stance of "contributing to society through our business activities"

to realize a sustainable society.

In addition, by utilizing ESG management that addresses the three core factors - "Environment," "Social," and "Governance" -, we strive to contribute to solving social issues while simultaneously increasing corporate value, so that we can be part of building a society where sustainable development is possible.

## ESG policy

The UFI Group's ESG philosophy is to contribute to the sustainable development of society by implementing its corporate philosophy through honest and fair business activities.

### 01

We will identify various environmental and social issues from a global perspective, not just from a Japanese perspective.

As a result, we will create and provide value to solve them through our business activities.

### 02

We will constantly assess the impact of our business processes on both the environment and the society, and will continue to make improvements to spread positive impact to the society.

### 03

We will constantly review our activities to ensure that we respond appropriately to society's requests through communication with stakeholders.

# UFI Group sustainability targets

Expanding contributions in six areas

Honest and fair business activities (CSR) + Business activities aimed at long-term growth (ESG)

## Installation of Carbon Neutral Vending Machines



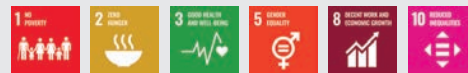
## Construction begins on new kindergarten in Thanh Hóa Province, Vietnam



## Development of Upcycled Food Products



## Promotion of Diversity and Value of Impartiality

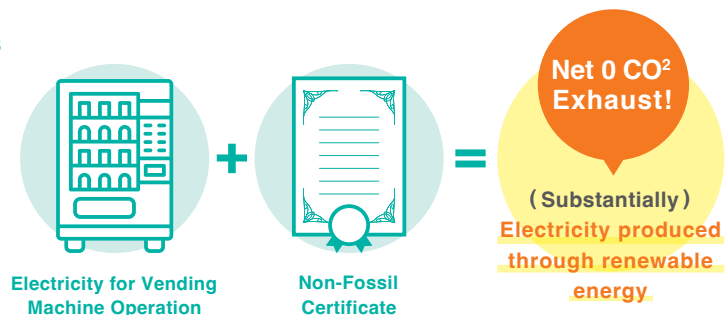


# Initiatives for the 2025 Fiscal Year

## Installation of Carbon Neutral Vending Machines

Based on a yearly energy usage of vending machines that corresponds to the Renewal Energy Non-Fossil Certificate\*, we are installing carbon neutral vending machines that can achieve real zero CO<sup>2</sup> exhaust during their operating hours.

\*A certificate that helps visualize the non-fossil value of electricity generated by no-fossil-fuel power (a method for making electricity), which does not use fossil fuel derived from coal and petroleum.



## Construction begins on new kindergarten in Thanh Hóa Province, Vietnam

According to the interim census results released by the General Statistics Office (GSO) of Vietnam in January 2025, Vietnam's population, which was in the 30 million range in the 1960s, grew at an average annual rate of 1 million and surpassed 100 million by January 2025, making Vietnam the third most populated country in Southeast Asia. On the other hand, Vietnam is facing a serious shortage of daycare centers, especially in urban areas, and low-income households are put in dire straits.

UFI Group utilizes Vietnamese watermelons in the production of "Watermelon Juice" for its own SONOMA GARDEN FOODS brand. This project aims to build a sustainable working relationship with producers and to improve the living standards of those producers through efforts including construction support of kindergartens in Vietnam (opening ceremony held in February 2025).



## Development of Upcycled Food Products

Up-cycling food is part of creating a society focused on recycling and a low waste environment through the creation of new products utilizing value-added materials otherwise seen as waste products from ingredients and meals.

Right now, we're working on developing a dressing made from onions.

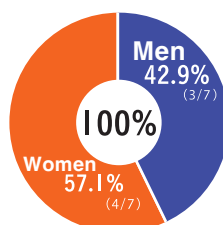


\*Product image for illustration purposes only.

## Promotion of Diversity and Value of Impartiality

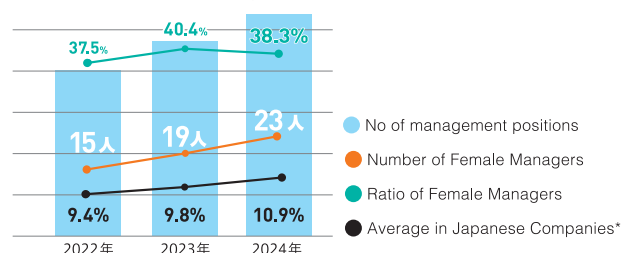
- Recruitment of people with diverse backgrounds
- Thorough implementation of equal pay, for equal work
- Realization of gender equality
- Increase in the percentage of female managers
- Establishment of parental leave system**

Percentage of employees taking parental leave in FY2024



\*Return to work rate is 80% (4/5 employees)

Trend of Female Managers



\*Average of all public companies. Prepared by the Cabinet Office based on TOYO KEIZAI INC.'s "JAPAN COMPANY HANDBOOK" and a survey by the Cabinet Office.













# Activities of the Humming Bird Future Foundation

The UFI Group supports the philosophy of the Humming Bird Future Fund and is engaged in social contribution activities to realize a sustainable society.



2013	August	Fund-raising commenced for Japan Guide Dog Association.	
2017	May	Promoter kick-off meeting started for Kodomo Mirai Kikin (Children's Future Fund).	
	June	Support began for children in need of special surgeries for repair of cleft lips and palates. Donations given to NPO Tokyo Smile Foundation.	
	December	Meeting of promoters resulted in donations to support the activities of Tohto Club Keiyo Boys. Donations began to support the activities of the Lilac Boys and Girls Choir.	
2018	March	Second round donations to support the Lilac Boys and Girls Choir.	
	July	Support for children affected by heavy rain in eastern Japan	
	August	Co-sponsored FY2018 Mirai wo Ninau Watashitachi no Shucho (Youth Advocacy Competition). Organizer: Saitama Prefecture, Saitama Prefectural Board of Education, Saitama Prefectural Assembly for Youth Development	
2019	January	Renamed Kodomo Mirai Kikin (Children's Future Fund) to Humming Bird Future Fund.	
	February	Second round of donations to support children in need of special surgeries for repair of cleft lips and palates. Donations given to NPO Tokyo Smile Foundation.	
	August	Co-sponsored FY2019 Mirai wo Ninau Watashitachi no Shucho (Youth Advocacy Competition). Organizer: Saitama Prefecture, Saitama Prefectural Board of Education, Saitama Prefectural Assembly for Youth Development	
	September	Guide Dog Training Fund established during UFI USA's 30-year anniversary party.	
2020	February	1. Support for children in need of special surgeries for repair of cleft lips and palates. Donated to NPO Tokyo Smile Foundation.	
		2. Create a society in which no one is left behind - Support for children's cafeterias. Donated to NPO Musubie National Children's Restaurant Support Center.	
	August	Co-sponsored FY2020 Mirai wo Ninau Watashitachi no Shucho (Youth Advocacy Competition). Organizer: Saitama Prefecture, Saitama Prefectural Board of Education, Saitama Prefectural Assembly for Youth Development	
	November	Donated to support Asahien, a facility for the disabled (Kagawa Prefecture) : for the introduction of welfare vehicles for transportation	
2021	April	Donated Japan-made surgical masks by UFI Life Science Co., Ltd. to Tsuchiura Kyodo Hospital, Ryugasaki Saiseikai Hospital, and Kohei Hospital	
	August	Co-sponsored FY2021 Saitama Prefecture Youth Advocacy Competition. Organizer: Saitama Prefecture, Saitama Prefectural Board of Education, Saitama Prefectural Assembly for Youth Development	
2022	March	Charity fair at Fancy Foods Factory Outlet Store ( March 23 - 25 ) where a portion of proceeds was donated.	
2023	May	Received a commendation from Governor Motohiro Ono of Saitama for contributions made to the Youth Advocacy Saitama Convention Fundraiser for 5 consecutive years.	
	August	Co-sponsored FY2023 Saitama Prefecture Youth Advocacy Competition.	
2024	February	Donated funds to the NPO Smiles from Tokyo to Asia.	
	August	Co-sponsored FY2024 Saitama Prefecture Youth Advocacy Competition	
	October	Donated to Japan Guide Dog Association	
2025	January	Donated to support Asahien, a facility for the disabled (Kagawa Prefecture)	



## Other contributions to society

- Donations to pediatric cancer patients and patient family support group, Minna no Lemonade no Kai
- Donation of baseballs to the Tokyo Club Keiyo Boys, part of the Japan Baseball Federation
- Donations to 3Keys, NPO supporting children suffering from abuse and poverty

## Company overview

Name	United Foods International Co., Ltd.	Revenue	UFI Group Revenue ¥87.1 billion (September 2024)
Established	1976/10/1	Representative Director	Hiroyuki Aoki
Capital	¥99 million	Main Office	Chiyoda Building, 1-5-18 Kanda Sarugakucho, Chiyoda-ku, Tokyo-to, 101-0064

