



TAIYO A & F CO., LTD.

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To whom it may concern

### Mission Statement

We, TAIYO A & F CO., LTD., have mainly engaged in fishing, processing and distribution of fishery products for more than half a century. The scope of our activity is spread across the world.

We state below the core values of our mission that highlight the following: Sustainability and Compliance.

#### 1) Fishing

Fishing is conducted by vessels of various sizes under the flag of Japan or foreign countries governed by:

- (1) Relevant laws and regulations of the flag states for ship's safety, ship's officers and crews, and national fishery laws and regulations and others including that of environmental consideration, and:
- (2) Conservation measures determined by various Regional Fisheries Management Organizations (RFMOs) such as Convention on the Conservation of Antarctic Marine Living Resources (CCAMLR), South East Atlantic Fisheries Organization (SEAFO), International Commission for the Conservation of Atlantic Tunas (ICCAT), Southern Indian Ocean Fisheries Agreement (SIOFA), Northwest Atlantic Fisheries Organization (NAFO), and Western and Central Pacific Fisheries Commission (WCPFC), focusing, in the long term, on

sustainable use of targeted species of fish stock, alleviation of pressure on non-targeted species, and minimum impact on vulnerable fish species and marine eco-system.

Conservation measures are the rules and regulations that are based on scientific analysis of commercial fishing and its environmental impacts by the experts of wide range of professions and that result from the interaction among industries and stakeholders. Their enforcement is ensured by the built-in measures in RFMOs such as the placement of observers, satellite tracking system and surveillance in one way or another including voluntary measures taken by the industries.

With regard to the crew employment, our crews consist of Japanese and an equal number of foreign nationals. The sign-on and sign-off of all crews are appropriately managed in accordance with the legitimate employment contract that complies with conditions set in the laws and regulations of the countries and/or regions where the business is registered and/or conducted.

We, as a fishing company, responsible, accountable and transparent to public and society, hereby give a firm commitment to the compliance with all the relevant laws, rules and regulations aforesaid and make a pledge to fulfill all the requirements arising therefrom.

We take pride in expressing that the degree of our commitment to sustainability and compliance is one of the highest among industries. This is only possible as we invest in education and training of crews to raise the awareness of the concepts and make a constant follow-up so that it is reflected in their improved performance.

We keep ourselves proactive and progressive in leading others in the wider application of sustainability which industries, stakeholders and community commonly share.

## 2) Onshore Processing and Distribution of Fishery Products

Sustainable business of processing and distribution is only possible if the material procured is sustainable. We engage in processing with our own

material and material procured from others, both sustainably harvested and legitimately documented.

Onshore processing factory is governed by laws and regulations of competent authorities of the countries and/or regions where the business is registered and/or conducted and various forms of food safety standard including HACCP and traceability.

In the processing factory of our own, quality and safety standard of the products are guaranteed by the regular inspection on the establishment by the in-house quality assurance team in addition to the annual inspection for the purpose of renewal of certification by the competent authorities of the countries and/or regions where the business is registered and/or conducted. We hereby make a full commitment to the compliance with all the relevant laws, regulations and food safety standards and take a pledge to fulfill all the requirements arising therefrom.

With regard to the employment, the legitimate contract between the employers and employees ensures a full compliance with relevant laws and regulations, and ethical standards.

When we purchase products from the processing factory other than our own for the purpose of distribution in our sales outlet, we conduct pre-inspection by our quality assurance team and only start business if materials were confirmed to be from sustainable fish stock and in compliance with laws and regulations, food safety and ethical standards.

As well as 1) Fishing aforesaid, we systematically educate and train our employees in our own processing factory. We have embarked upon the program to progressively enhance the awareness of the concepts of safety and sustainability above all, and make a constant follow-up so that it is reflected in their improved performance.

3) Our uniqueness

We are in a unique position to be able to offer establishments for Fishing as well as Onshore Processing and to be in control of upstream to downstream activity in an integrated management to ensure sustainability, compliance, quality assurance and food safety.

Yours faithfully,

TAIYO A & F CO., LTD.

A handwritten signature in black ink, appearing to read 'Wakasa', is written over a horizontal line.

Nobuyuki Wakasa  
CEO, President