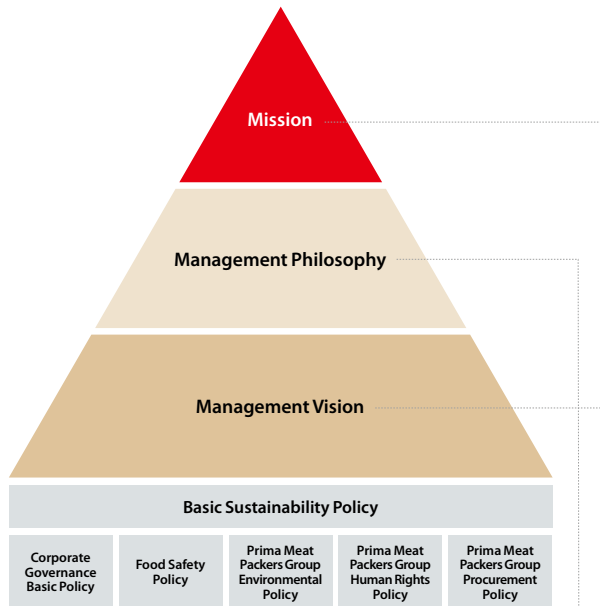


Corporate Ethos

Mission

**Contribute to food culture
and society through
great taste and excitement**



Management Philosophy

- Be candid and sincere.
- Create quality products that sustain the Prima Group.
- Provide value to customers through continuous innovation.

Management Vision

1. We will each demonstrate our creative and persuasive skills and ability to act swiftly.
2. We will contribute to healthy, well-rounded dietary habits by combining our outstanding product development and technical skills and using our integrated strengths to provide safe, great tasting food and related information.
3. We will boldly transform the Prima Group into a highly profitable integrated food business.

At a glance

Prima Meat Packers Group by the numbers

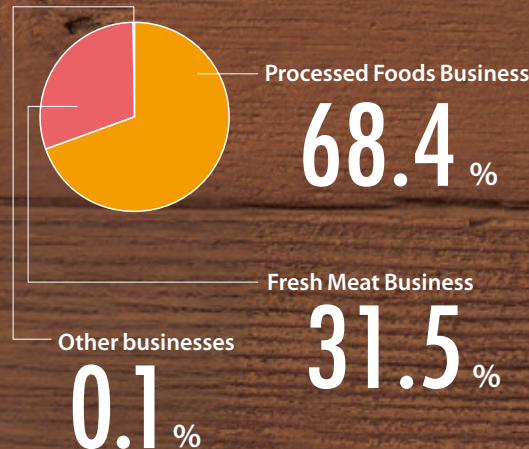
Year founded

1931

Consolidated net sales

See page 53 for the assumptions underlying this figure.

¥ **458.4** billion



Number of employees (consolidated basis)

Japan **14,542**
Overseas **1,419**
(As of March 31, 2025)

Number of patents (consolidated basis)

Japan **63** Overseas **10**
(As of March 31, 2025)

Share of Japanese market

Ham and sausage market

1st
Results of SCI consumer panel (a national consumer panel survey provided by Intage) on the amount consumers spend on ham, sausage, and bacon products between April 2024 and March 2025.

Overseas production locations

Thailand **2** Singapore **1**
(As of August 1, 2025)

Number of Group companies

28
(As of August 1, 2025)

Editorial Policy

We have published this integrated report to give our shareholders and stakeholders a deeper understanding of our organization, and to help them understand our medium- to long-term strategy for enhancing corporate value and how we are implementing the strategy.

This integrated report describes our founder's vision that formed the starting point for our organization and how we have carried this vision forward, tracing a path of continuous innovation. It also relates this history with our ongoing mission to contribute to food culture and society through great taste and excitement. We have also presented information about the capital, business, talent, and sustainability strategies aligned with our medium-term business plan (fiscal 2025 to 2027) to convey our future objectives more clearly. This report also provides detailed information about the metrics and targets for our material issues, including the progress we have made toward these targets, the challenges that remain, and the actions we will take.

In compiling this report, we followed the International Integrated Reporting Framework of the International Financial Reporting Standards Foundation. To give a more complete picture of Prima Meat Packers Group, we have added a disclosure chart showing the relationship between our integrated reporting and other channels of disclosure and reporting such as our annual securities reports, our IR website, and our sustainability website.

Scope of report and contact for inquiries

Time period covered: Fiscal 2024 (April 1, 2024 to March 31, 2025)
(includes some information from outside of this time period)

Organizations covered: Prima Meat Packers, Ltd. and Prima Meat Packers Group companies

Date published: September 2025 (next issue to be published in September 2026)

Contact for inquiries regarding the Integrated Report: Tel: +81-3-6386-1800

Disclaimer on projections

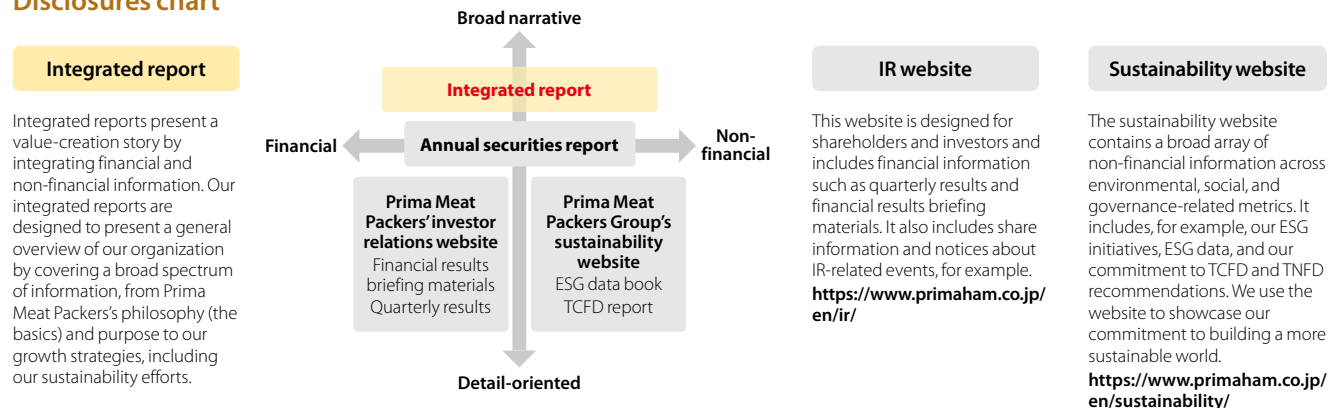
The data and projections in this integrated report are based on information available at the time this report was published. Actual results may differ substantially from these projections due to various factors. The Company assumes no obligation to update these projections based on new information and future events.

About the front cover



The front cover spotlights Koukun® Sausage, Prima Meat Packers's growth leader. It depicts the 11 carefully selected herbs and spices that give Koukun® Sausage its characteristic flavor. This report has a special feature in which employees involved in Koukun® Sausage share their passion and thoughts about the product.

Disclosures chart



Contents

03 President's Message

Section 1 Value Creation Story

08 Where It All Began

09 Our History

10 Our Business Model and Strengths

12 Value Creation Process

Section 2 Growth Strategy

14 Special Feature

Koukun® Sausage: The Possibilities That Innovation Produces

17 Medium-term Business Plan

Financial Strategy

19 Interview with the Chief Financial Officer

21 Capital Assets

Business Strategy

22 Processed Foods Business

26 Fresh Meat Business

Talent Strategy

30 Goals and Actions for a Stronger Workforce

Sustainability Strategy

32 Sustainability at the Prima Meat Packers Group

33 Initiatives for the Material Issues

34 Creating Healthy, Well-rounded Dietary Habits

35 Contributing to Global Environmental Protection

36 Applying the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)

37 Biodiversity (Task Force on Nature-related Financial Disclosures)

38 Strengthening Supply Chain Management

39 Creating a Workplace That Promotes Job Satisfaction

Section 3 Corporate Governance

41 Overview of Corporate Governance Structure

46 Risk Management

47 A Conversation among the Outside Directors

50 Directors and Corporate Auditors

Appendix Data Section

53 Eleven-year Summary Consolidated Financial Statements

55 Sustainability Data Highlights

56 Company Information / Stock Information