

## **(Reference) Topics for the first half of FY2020**

- Actions for COVID-19 : Maintaining Supply/Employees' mental and physical health
- Release information etc.

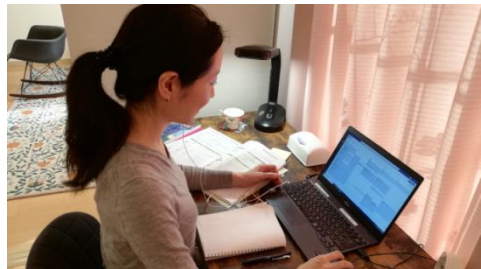
# Actions for COVID-19 : Maintaining Supply/Employees' mental and physical health

- Fuji Oil Group has 39 consolidated subsidiaries in 13 countries and areas
- Emergency headquarters have been set up at the Group's head office, regional management companies and each Group company. Continue to support and share timely situational awareness and measures



## Maintaining Production and Supply

- Enforcement of infection prevention measures at each company (wearing masks, washing hands, expanding remote work, Securing social distance on the premises, and enforcement of travel restriction policies, etc.)
- Immediate measures in case of an outbreak (quarantine of infected persons, identification of persons who have been in contact with high concentrations of infected persons including employees' families, staying at home, disinfection of the plant, etc.).
- Flexible production planning and working
- Maintain stable operations by timely acquisition of permits to comply with the temporary suspension of production by the local government



## Working style transformation

- Maintain employment in all group companies (full-time and temporary employees)
- Continuing to conduct remote works as needed to respond to the situation of infection spread in each country.
- Introducing a new remote work system in Japan : Promoting flexible working by removing restrictions on eligibility, reasons for use, and core time



## Employees' mental and physical health

- More than 90 group employees, mainly in the U.S. and Brazil, have been affected as of early November 2020  
(Total number of employees: 32 Blommer, 55 Harald, 6 Fuji Vegetable Oil and others)

\* Please refer to the next page for details on measures taken by both Blommer and Harald.

# Actions for COVID-19 : Blommer and Harald's main practices

## Blommer



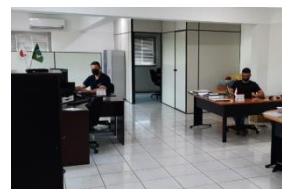
### Occupational health

- Interviews on arrival at work (including checking the health status of roommates)
- Setting up cameras on the premises to isolate high-density contacts in the event of a positive reaction
- Securing physical social distance
- Limitations on numbers in the cafeteria and meeting rooms
- Use of posters and internal SNS to improve prior knowledge
- Control the attendance rate to less than 50%.
- Equipped with air purifiers in each room

### Communications

- Message from Top Management to Employees
- Web meeting for all employees (1 per month), Fear relief through briefing and Q&A sessions on company-wide status
- Sharing accurate information by distributing a newsletter called "Blommer - Announcement" to all employees in case of an infection outbreak

## Harald





### Occupational health

- Strengthening of temperature measurement and confirmation by industrial physicians
- Distribution of masks to employees
- Telecommuting (rental office chair)
- Lecturing on how to washing hands
- High frequency disinfection of the plant
- Strictly enforcing social distance on the premises
- Changes to the process for buses and cafeterias
- Corona testing by insurance coverage for employees and their families
- Distribution of EVMRMECTINA to those who request it



### Communications

- Message from Top Management to Employees
- Distribution of response manuals
- Timely internal disclosure
- Strengthen mental counseling
- Support employees and their families by setting up a telephone consultation service for experts.
- Webinars for employees

# Topics list for 1H FY2020

Link URL to the Website	Release Date	Reference
<a href="#">Reduction of Greenhouse Gases Target approved by Science Based Targets initiative</a> 	May 7,2020	<ul style="list-style-type: none"> <li>-Reviewed "Environmental Vision 2030" based on SBTi certification.</li> <li>-Compile Scope 3 data for the first time to understand GHG emissions in the entire supply chain.</li> </ul>
<a href="#">Notification of Change (Transfer of Shares) regarding Consolidated Subsidiary</a>	May 12,2020	Transferred all outstanding shares of Toraku Foods Co.,Ltd (a Japanese dessert business group company).
<a href="#">Notice Regarding Plan to Adopt Performance-Linked Compensation for Directors</a>	May 19,2020	<ul style="list-style-type: none"> <li>-Revise the executive compensation system with the aim of sustainably enhancing the Group's corporate value, promoting stakeholder value, and ensuring that directors perform their duties in management oversight and business execution in an appropriate manner.</li> <li>-Introduction of performance-based compensation system</li> <li>- Reference (Integrated Report P96) :  <a href="https://www.fujioilholdings.com/pdf/en/ir/library/integrated_report/fujioil_integrated_report2020_01_en.pdf">https://www.fujioilholdings.com/pdf/en/ir/library/integrated_report/fujioil_integrated_report2020_01_en.pdf</a> </li> </ul>
<a href="#">Sustainable Procurement Commitment to Eliminate Child Labor and Prevent Deforestation</a>	Jun 4,2020	-See P 6
<a href="#">Notice of Resolutions of the 92nd Ordinary General Meeting of Shareholders</a>	Jun 18,2020	
Winner of the Grand Prize at the 5th Japan Vegetarian Awards  * Japanese release only	Jun 23,2020	<ul style="list-style-type: none"> <li>-Reasons for the Award            Contribution to environmental and social issues through business, using plant-based materials developed over many years, and 30 years of support for vegetarian citizens' groups.</li> </ul>

# Topics list for 1H FY2020

Link URL to the Website	Release Date	Reference
<a href="#">Progress report on responsible palm oil sourcing</a>	Jun 30,2020	We disclose progress reports on the web every six months on the Group's initiatives in accordance with the Responsible Palm Oil Procurement Policy.
<a href="#">Fuji Oil releases “Sustainability Report 2020”</a>	July 3,2020 (JP) Sep11,2020 (EN)	Sustainability Report 2020 <a href="https://www.fujioilholdings.com/en/csr/">https://www.fujioilholdings.com/en/csr/</a>
<a href="#">Notification of Change (Transfer of Shares) at a Non-Consolidated Subsidiary</a>	Aug 20,2020	Transfer of all shares held by the Group (3F FUJI FOODS PRIVATE LIMITED (Emulsion and fermentation business in India))
<a href="#">We received the Grand Prize in the ESG category of The Japan Times Satoyama &amp; ESG Awards 2020</a> 	Sep 9,2020	-Reason for the Award Strengthening ESG management under the philosophy of pursuing solutions to social issues through plant-based food materials. (Establishment of C "ESG "O, inclusion on Japan's only CDP Forest A list for palm oil procurement, commitment to the elimination of child labor in cocoa bean procurement, etc.)
<a href="#">Notification of UPGRADE Plant based kitchen's participation in SCAFFF2030's Sustainability Week</a>	Sep 11 2020	
<a href="#">Release of Integrated Report 2020</a>	Sep 17,2020	Integrated Report 2020 <a href="https://www.fujioilholdings.com/en/ir/library/integrated_report/">https://www.fujioilholdings.com/en/ir/library/integrated_report/</a>
<a href="#">Notification of Participation in “Food Tech Studio – Bites!”</a> 	Sep 30,2020	A global open innovation program of six Japanese food manufacturers and startups from around the world
<a href="#">Continual intake of 297 mg of DHA has been confirmed to prevent age-related cognitive decline Paper published on September 11, 2020 edition of the Journal of Functional Foods</a>	Oct 1,2020	
<a href="#">Celebrating 70 years since our establishment</a>	Oct 9,2020	

## Sustainable Procurement Commitment to Eliminate Child Labor and Prevent Deforestation

## &lt;Cacao&gt; KPIs for solving social issues

## ① Child labor

To completely eradicate child labor from our cacao bean and cacao product supply chain by 2030, we will eliminate what the International Labor Organization defines as the “Worst Forms of Child Labor” by 2025 .

## ② Reforestation

We will plant one million trees in cacao producing regions by 2030

## &lt;Palm&gt; KPIs for solving social issues

① Traceability To Plantation (TTP) will be 100% by 2030. (52% at present)

② Labor Transformation Program (LTP) will be applied to suppliers with regard to our subsidiary Palmaju Edible Oil (Malaysia) and will be 100% by 2025.

Mid-to-long term target		Current status 2025	2025	2030	Final Goal
Cacao	Child labor	CLMRS*1 97% Blommer direct supply	Zero WFCL*2	Zero Child labor	Eliminate child labor, eradicate deforestation
	Reforestation	130,000 trees current program tree planting)	500,000 tree planting	1 million trees planted	
Palm	Deforestation prevention	(TTP*3 52%)	TTP 75%	TTP 100%	NDPE*4
	Exploitation prevention	Improved working environment 10% (Major subsidiary	Improved working environment 100% (Major subsidiary	Improved working environment (all direct supplier)	

\*1:CLMRS: Child Labor Monitoring and Remediation System

\*3:TTP: TTP: Traceable to Plantation

\*2:WFCL: Worst Forms of Child Labor

\*4:NDPE: No Deforestation, No Peatland and No Exploitation

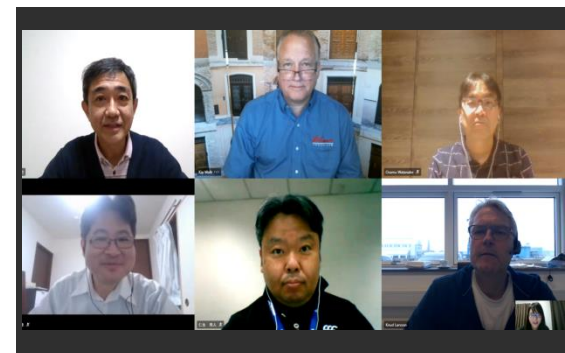


## ■ Sustainable Procurement (Promoting Commitment)

### Improving the Effectiveness of Our Medium-Term Commitment Global Sustainable Sourcing Committee (founded in September)

- Creating subcommittees for each of the main raw materials and promoting measures in line with the roadmap
- The Global Sustainable Sourcing Committee holds progress meetings every three months and reports to C "ESG" O

Progress meeting in November

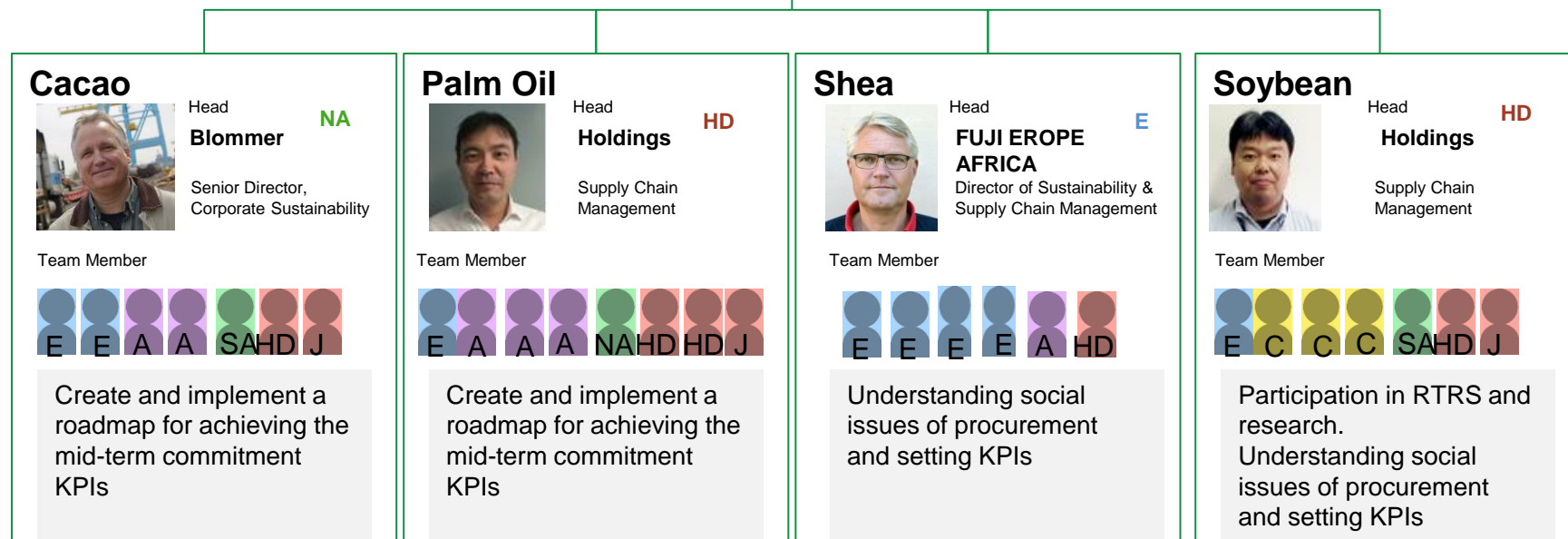


Committee  
Chairman  
Hiroshi Shinano  
General Manager  
Oils&Fats and  
Chocolate Division



#### Global Sustainable Sourcing Committee

C"ESG"O·  
CSR Team



(※E=「Europe Africa」、A=「Asia」、C=「China」、SA/NA=「South/North America」、HD/J=「Holdings/Japan」)

Regional officers directly participate in the Global Sustainability Team for each main raw material



# **FUJI OIL HOLDINGS INC.**