

(Reference) Topics for the second half of FY2020

-Release information etc.

Topics list for 2H FY2020

Release Date	内容	補足参照
2020	10.09 Celebrating 70 years since our establishment	
	11.16 UPGRADE Plant based kitchen making its first appearance in Tokyo for a limited time!	
	11.19 Fuji Oil Group Received the "IR Special Award" from Japan Investor Relations Association	
	12.08 Fuji Oil recognized with outstanding triple 'A' score for global environmental leadership	■ Sustainability ①
2021	01.13 Progress Report on the Responsible Palm Oil Sourcing Policy	■ Sustainability ④
	01.22 Announcement of Change of President and Chief Executive Officer	
	02.01 MIRACORE™ :a New Tehnoogy brand, Makes Plant-Based Food More Delicious	■ R & D・PBFS*1 ①
	02.09 Fuji Oil identified as leader for engaging with suppliers on climate change	■ Sustainability ②
	02.12 FUJI OIL Receives Award of Excellence at Nikkei Annual Report Awards 2020	
	02.25 Selected as one of the "Outstanding Integrated Reports" by the GPIF's domestic stock management organization	
	03.04 Establishment of "Plant Based Lifestyle Lab (Release in Japanese only)	■ R & D・PBFS ②
	03.04 Certified as an Excellent Enterprice of Health and Productivity Management 2021 (White 500)	■ Sustainability ③
	03.11 Tebma-kandu: Fuji Oil's ambitious Shea Sustainability Program	■ Sustainability ⑥
	03.18 Appointment of New Members of the Board and Audit & Supervisory Board Members Appointment of New Executie Officers	
FY2021	04.02 Fuji Oil Group reinforces commitment to sustainable development with a Supplier Code of Conduct	■ Sustainability ⑤
	04.07 Investment in Major Dutch Fund Specializing in Food Tech	■ R & D・PBFS ③
	04.22 Planting of 100,000 trees in Western Ghana with One Tree Planted	■ Sustainability ⑦

*1 PBFS : Plant-Based Food Solutions (Our brand Promise, which declares its commitment to solving social issues with plant-based food ingredients)

■ Sustainability_ external evaluation

①Fuji Oil recognized with outstanding triple 'A' score for global environmental leadership

- Selected as an "A-list" company by CDP and recognized as a leading company in corporate sustainability
- A total of 10 companies out of more than 5,800 companies worldwide responded to the "Triple A" evaluation in 2020 (the first two companies in Japan).



②Fuji Oil identified as leader for engaging with suppliers on climate change

- Achieved a place on the prestigious 'Supplier Engagement Leaderboard' of the non profit environmental organization CDP.
- Our company is among the top 7% out of a total of 5,640 companies assessed for supplier engagement on climate change.
- CDP's Supplier Engagement Rating (SER) provides a score on how effectively companies are engaging their suppliers on climate change



③Certified as an Excellent Enterprise of Health and Productivity Management 2021 (White 500)

- This certification is conducted by Japan's Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi, and recognizes outstanding enterprises engaging in efforts for health and productivity management
- Certification for four consecutive years



■ Sustainability__ Progress in sustainable procurement of palm oil

④ The status of the Responsible Palm Oil Sourcing initiative

https://www.fujioilholdings.com/en/news/2021/_icsFiles/afiedfile/2021/01/13/Responsiblepalmoil sourcingpolicyprogressreport_en.pdf

- The Company discloses the progress of the Group's initiatives in line with "the Responsible Palm Oil Sourcing Policy" on its website every six months.
- On January 13, 2021, we explained the progress made from January to June 2020 on the following items.

項目	進捗概要
①Traceability	- Maintain 100% Traceability To Mill
②Grievance Mechanism	- In April 2020, the Grievance Procedure was revised to more effectively address grievances.
③Transformation Activities for Palmaju Supply Chain	<p>NDPE Self Assessment & Monitoring Platform</p> <ul style="list-style-type: none"> - In 2018-2019, a total of 48 oil mills and farms from Palmaju and indirect suppliers participated in a workshop on self-assessment tools and engaged with us. <p>Engagements to implement “No Exploitation” commitments [LTP: Labour Transformation Programme]</p> <ul style="list-style-type: none"> - Strengthen one-on-one engagement with key suppliers - Palmaju plans to conduct Labour Transformation Programme ^{iv} (LTP) engagements with key companies. (LTP program...contract management, wages & working hours, grievance mechanisms, freedom of movement, freedom of association, migrant workers' post arrival recruitment processes as well workers' post arrival recruitment processes as well as health & safety and access to safe accommodations.) <p>Engagements to implement “No Deforestation” commitments</p> <ul style="list-style-type: none"> - In 2020, we will continue to focus on zero deforestation engagement at the mill level to achieve our goal of building better processes for traceability back to the farm.
④APT Landscape Initiative (Indonesia Sumatra)	<ul style="list-style-type: none"> - Participation in the Areal Prioritas Transformasi (APT) initiative since 2018. - First half of FY2020 <p>Present a self-assessment of the sustainability of the area to the local government and relevant institutions in the target area Distribute 20,000 seeds and seedlings in the target areas / Continue training of 300 farmers Confirmation of decreasing trend of deforestation in the target area</p>

■ Sustainability __ Supplier Code of Conduct • Other progresses

⑤Fuji Oil Group reinforces commitment to sustainable development with a Supplier Code of Conduct

- Formulation of Supplier Code of Conduct in April 2021
- Fuji Oil Group's Supplier Code of Conduct requires all suppliers to comply with a set of principles covering human rights, product quality and safety, environmental protection, business integrity and Risk Management. Fuji Oil Group will also request prevention and remediation mechanisms to detect and handle violations to the code of conduct. This document also includes the request for all suppliers to declare a policy on eliminating child labor and forced labor and to mitigate eventual negative environmental impact
- This Code of Conduct will enable us to continue communicating and engaging with suppliers, to ensure that the products and services we procure have been produced and handled in a resilient and responsible way, respecting the environment and human rights.



https://www.fujioilholdings.com/en/news/2021/_icsFiles/afidfile/2021/04/02/En_SupplierCodeofConduct_1.pdf

⑥Tebma-kandu: Fuji Oil's ambitious Shea Sustainability Program

- Through Fuji Oil Ghana, a group company, launched a shea nut sustainability program "Tebma-Kandu" with 16 women's cooperatives in northern Ghana, and signed a basic agreement.
- The agreement includes provisions for Fuji Oil Ghana to procure a certain quantity of shea kernels (shea nuts) of a certain quality from the cooperatives, and to provide pre-financing before the start of the harvesting season. These agreements are expected to benefit approximately 20,000 women in northern Ghana.



⑦Planting of 100,000 trees in Western Ghana with One Tree Planted

- Contract with One Tree Planted, a non-profit organization, to plant 100,000 trees in western Ghana, a cocoa production area
- This is part of the sustainable procurement commitment for cacao announced by the Group in June 2020.



■ R&D・PBFS

① New Technology Brand MIRACORE™

- A technology that emulates the deliciousness and satisfaction obtained by eating animal meat through the power of plants
We will develop solutions that enhance the deliciousness of PBF beyond what is possible today
- The concept is a "core food technology" delivering taste benefits to PBF that makes it much delicious and enjoyable

② Establishment of “Plant Based Lifestyle Lab (Release in Japanese only)

- Pasona Group, KAGOME CO., LTD. and Fuji Oil Group Inc. have established the Plant Based Lifestyle Lab, a voluntary organization in collaboration with 12 other companies (March 1, 2021).
- The purpose of this organization is to promote and raise awareness of new lifestyles that incorporate plant-based foods and to realize a sustainable society through the use of plant-based foods.

③ Investment in Major Dutch Fund Specializing in Food Tech

- Decided to invest in the UNOVIS NCAP II Fund, a major fund specializing in food technology, through a subsidiary to be established in the Netherlands.
- Accelerating PBFS (Plant-based Food Solutions) overseas