

# Business Foundations

Social & Governance



## Business Foundation that Supports Fuji Oil Group's Value Proposition

The Group has designated the three years from FY2022 to FY2024 as a period for strengthening our business foundations with the aim of transforming into a corporate group that creates new value. To achieve this, we have been implementing Reborn 2024, our Medium-Term Management Plan.

Here, we present the FY2023 achievement highlights of our efforts to address our material ESG issues related to business foundations.

Visit the following links for details on our business foundations that support Fuji Oil Group's value proposition.

- Governance, Strategy, Metrics and Targets, Risk Management
- Integrated Report

### FY2023 Achievement Highlights



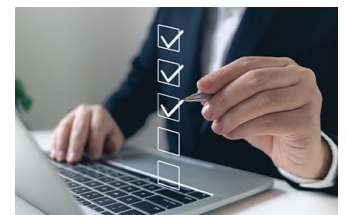
**Human resource strategy**  
Enhanced development of human resources to support global business management



**DE&I strategy**  
Conducted employee engagement surveys globally



**Information security**  
Conducted internal IT security audits and OT security assessments



**Fair business practices**  
Conducted a compliance program for the entire Group

## Initiatives on Material ESG Issues

### Occupational Health and Safety

**Priority action** Reducing Occupational Accidents and Property Damage >

- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets

### DE&I

**Priority action** Promotion of DE&I >

- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets
- > Specific initiatives

## Securing and Developing Human Resources



### Priority action Securing and Developing Human Resources >

- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets
- > Specific initiatives

## GRC



### Priority action Risk Management System >

- > Governance
- > Strategy
- > Risk management
- > Metrics and targets

### Priority action Information Security Management >

- > Governance
- > Strategy
- > Risk management
- > Metrics and targets

### Priority action Fair Business Practices >

- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets

### Priority action Group Governance >

- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets

### Priority action Corporate Governance >

- > Policy
- > Governance
- > Strategy
- > Risk management
- > Metrics and targets