

Fuji Oil Group Sustainability Report 2021 “ESG Data Book”

[Data collection period]

• "Year" refers to the period from January 1 to December 31 of the relevant year.

• "Fiscal year" refers to the period from April 1 of the relevant year to March 31 of the following year at FUJI OIL HOLDINGS INC. and Group companies in Japan, and from January 1 to December 31 of the relevant year at Group companies outside Japan.

Environment											
Data		Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Material used for packaging		Fuji Oil Group	Fiscal year	-	-	-	-	124,406	ton	301-1	Type of raw materials: Packaging materials (e.g. papers, cardboards, plastics)
Total energy consumption		Fuji Oil Group	Year	8,647,170	8,469,392	8,190,484	9,194,154	8,797,343	GJ	302-1	<ul style="list-style-type: none"> Data for 2016 and 2017 are not included as renewable energy consumption is unknown. Sources of conversion factors: Greenhouse gas emissions calculation and reporting manual (MOE: Ministry of the Environment), US EPA The data for 2019 and before are partly revised due to the change in calculation method (The same applies to other environment data)
Breakdown by energy source	Total non-renewable energy consumption	Fuji Oil Group	Year	8,647,170	8,469,392	8,150,453	9,008,335	8,520,155	GJ	302-1	
	Total renewable energy consumption	Fuji Oil Group	Year	-	-	40,031	185,819	277,188	GJ	302-1	Prerequisites: Of renewable energy sources, solar power and biomass generation are calculated by converting generated electricity and steam into calorific value [GJ].
Breakdown by region	Japan	Group companies in Japan	Year	3,368,527	3,343,953	3,316,440	3,222,591	3,042,350	GJ	302-1	
	Outside Japan	Group companies outside Japan	Year	5,278,643	5,125,439	4,874,044	5,971,563	5,754,993	GJ	302-1	
Energy intensity		Fuji Oil Group	Year	4.61	4.45	4.26	4.18	4.14	GJ/ton	302-3	<ul style="list-style-type: none"> Energy consumption per ton of production Energy types are: Fuel (e.g. town gas, natural gas, LPG), electricity, steam Limited to energy consumption within the organization
Breakdown by Scope	Scope 1	Fuji Oil Group	Year	289,602	249,441	231,821	216,226	202,777	t-CO ₂	305-1	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Base year: 2016 Sources of emission factors: IEA, Greenhouse gas emissions calculation and reporting manual (MOE), US EPA Standards, methods, calculation tools: GHG protocol, Energy Conservation Act, Greenhouse gas emissions calculation and reporting manual (MOE)
	Scope 2	Fuji Oil Group	Year	221,349	221,558	206,832	221,793	209,520	t-CO ₂	305-2	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Base year: 2016 Sources of emission factors: IEA, Greenhouse gas emissions calculation and reporting manual (MOE), US EPA Standards, methods, calculation tools: GHG protocol, Energy Conservation Act, Greenhouse gas emissions calculation and reporting manual (MOE) Data in Japan and part of Group companies outside Japan are calculated using a market-based method: a location-based method is used otherwise.
	Scope 3 (category 1)	Fuji Oil Group	Fiscal year	2,608,454	-	-	-	2,767,179	t-CO ₂	305-3	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Base year: 2016 Sources of emission factors: Carbon Footprint Program, IDEA v2, published information of Wilmar International Ltd. Standards, methods, calculation tools: GHG protocol, "Supply-chain emissions" in Japan (MOE) Prerequisites: Category 1 only. Excluding a Group company in Australia

Environment											
Data		Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Total CO ₂ emissions		Fuji Oil Group	Year	510,951	470,999	438,654	438,019	412,297	t-CO ₂	305-1 305-2	• Prerequisites: Scope 1 and 2 only
Breakdown by region	Japan	Group companies in Japan	Year	169,952	167,584	161,557	156,342	144,526	t-CO ₂	305-1 305-2	
	Outside Japan	Group companies outside Japan	Year	341,000	303,415	277,097	281,677	267,771	t-CO ₂	305-1 305-2	
Greenhouse gas (GHG) emissions intensity		Fuji Oil Group	Year	0.273	0.248	0.228	0.199	0.194	t-CO ₂ /ton	305-4	• The parameter selected by the organization as a denominator to calculate emissions intensity: production volume (ton) • Types of GHG emissions: Scope 1, Scope 2 • Gas used for calculation: CO ₂
Ozone-depleting substances (ODS) emissions		Fuji Oil Group	Year	-	-	-	-	N/A	-	305-6	• In FY2020, Group companies was confirmed that no ODS was produced, imported, or exported.
NOx emissions		Group companies in Japan	Year	-	87.7	89.7	81.9	50.5	ton	305-7	
Total water withdrawal from all regions		Fuji Oil Group	Fiscal year	5,354	5,105	4,717	4,980	4,754	1,000 kL	303-3	
Breakdown by water source	Surface water	Fuji Oil Group	Fiscal year	-	-	-	553	287	1,000 kL	303-3	
	Groundwater	Fuji Oil Group	Fiscal year	-	-	-	2,377	2,287	1,000 kL	303-3	
	Seawater	Fuji Oil Group	Fiscal year	-	-	-	262	262	1,000 kL	303-3	
	Water generated from production	Fuji Oil Group	Fiscal year	-	-	-	0	0	1,000 kL	303-3	
	Water purchased from third parties	Fuji Oil Group	Fiscal year	-	-	-	1,789	1,918	1,000 kL	303-3	
Total water withdrawal from all regions with water risks		Fuji Oil Group	Fiscal year	-	-	-	299	397	1,000 kL	303-3	Each Group company manages risks using a PDCA cycle, which includes identifying material risks, planning and implementing a management strategy, evaluating results and making improvements. In FY2020, we identified a new flooding risk and designated an additional water risk area. It was determined based on the World Resources Institute's Aqueduct results, where Overall Water Risk was evaluated as Extremely High for the relevant Group company.
Breakdown by water source	Surface water	Fuji Oil Group	Fiscal year	-	-	-	0	0	1,000 kL	303-3	
	Groundwater	Fuji Oil Group	Fiscal year	-	-	-	299	372	1,000 kL	303-3	
	Seawater	Fuji Oil Group	Fiscal year	-	-	-	0	0	1,000 kL	303-3	
	Water generated from production	Fuji Oil Group	Fiscal year	-	-	-	0	0	1,000 kL	303-3	
	Water purchased from third parties	Fuji Oil Group	Fiscal year	-	-	-	0	25	1,000 kL	303-3	
Water use (per unit of production)		Fuji Oil Group	Fiscal year	2.86	2.68	2.45	2.27	2.23	kL/ton	-	Water use per 1 ton of production "Water use" in Environmental Vision 2030 corresponds to "Water withdrawal" in GRI standards.
Total water discharge in all regions		Fuji Oil Group	Fiscal year	3,450	3,085	2,962	3,376	3,082	1,000 kL	303-4	
Breakdown by discharge destination	Surface water	Fuji Oil Group	Fiscal year	-	-	-	499	361	1,000 kL	303-4	
	Groundwater	Fuji Oil Group	Fiscal year	-	-	-	0	0	1,000 kL	303-4	
	Seawater	Fuji Oil Group	Fiscal year	-	-	-	262	262	1,000 kL	303-4	
	Water purchased from third parties	Fuji Oil Group	Fiscal year	-	-	-	2,615	2,459	1,000 kL	303-4	

Environment											
Data		Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Total water consumption in all regions		Fuji Oil Group	Fiscal year	1,904	2,020	1,755	1,604	1,672	1,000 kL	303-5	Water consumption = Total water withdrawal - total water discharge
Total water consumption in all regions with water risks		Fuji Oil Group	Fiscal year	-	-	-	156	205	1,000 kL	303-5	Water consumption = Total water withdrawal - total water discharge Each Group company manages risks using a PDCA cycle, which includes identifying material risks, planning and implementing a management strategy, evaluating results, and making improvements. In FY2020, we identified a new flooding risk and designated an additional water risk area. It was determined based on the World Resources Institute's Aqueduct results, where Overall Water Risk was evaluated as Extremely High for the relevant Group company.
Total waste generated		Fuji Oil Group	Fiscal year	41,464	46,043	45,683	50,148	47,385	ton	306-3	Group companies in Japan: Waste volume recorded in the manifest slips Prerequisites: Excluding waste sold or taken over for free Excluding a Group company in Australia.
Breakdown by region	Japan	Group companies in Japan	Fiscal year	19,850	18,529	19,742	19,461	17,067	ton	306-3	
	Outside Japan	Group companies outside Japan	Fiscal year	21,614	27,514	25,941	30,688	30,319	ton	306-3	
Waste generated (waste intensity)		Fuji Oil Group	Fiscal year	22.1	24.2	23.8	22.8	22.3	kg/ton	-	Waste generated per ton of production
Waste disposed		Fuji Oil Group	Fiscal year	27,523	34,017	28,379	32,554	26,088	ton	306-4	Partly including the waste incinerated (energy recovery)
Waste not disposed		Fuji Oil Group	Fiscal year	13,941	12,026	17,304	17,594	21,297	ton	306-5	
Waste recycling rate		Group companies in Japan	Fiscal year	99.94	99.96	99.33	99.33	99.37	%	-	
Acquisition status of ISO 14001 certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioilholdings.com/en/sustainability/auten/
Breakdown by region	Acquisition rate at plants in Japan	Group companies in Japan	Fiscal year	-	-	-	40	50	%	-	• Rate of production sites that have acquired ISO14001 certification
	Acquisition rate at Group companies outside Japan	Group companies outside Japan	Fiscal year	-	-	-	29	41	%	-	

Society											
Data	Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
Total number of Group companies subject to human rights impact assessment	Fuji Oil Group	Fiscal year	31	-	-	-	37	company(ies)	412-1	Human rights impact assessments were conducted as part of human rights due diligence.	
Ratio of Group companies subject to human rights impact assessment	Fuji Oil Group	Fiscal year	94	-	-	-	95	%	412-1		
Ratio of employees trained on human rights	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	100	100	%	412-2	Disseminated information on business and human rights to all employees of Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd. during Human Rights Week.	
Number of employees	Fuji Oil Group	As of the end of the fiscal year	-	-	5,963	5,874	5,679	person(s)	102-8	Both in and outside Japan, as of March 31, 2021	
By gender	Male	Fuji Oil Group	As of the end of the fiscal year	-	-	4,598	4,579	4,447	person(s)	102-8 405-1	
	Female	Fuji Oil Group	As of the end of the fiscal year	-	-	1,365	1,295	1,232	person(s)	102-8 405-1	
By region	Japan	Group companies in Japan	As of the end of the fiscal year	-	-	1,883	1,903	1,714	person(s)	102-8	
	Europe and the U.S.	Group companies in Europe and the Americas	As of the end of the fiscal year	-	-	1,849	1,862	1,826	person(s)	102-8	
	Asia	Group companies in Asia	As of the end of the fiscal year	-	-	2,231	2,109	2,139	person(s)	102-8	
Total number of managers	Fuji Oil Group	As of the end of the fiscal year	-	-	854	880	880	person(s)	-	Both in and outside Japan, as of March 31, 2021	
By region and gender	Japan (Male)	Group companies in Japan	As of the end of the fiscal year	-	-	361	336	307	person(s)	-	
	Japan (Female)	Group companies in Japan	As of the end of the fiscal year	-	-	37	40	34	person(s)	-	
	Europe and the U.S. (Male)	Group companies in Europe and the Americas	As of the end of the fiscal year	-	-	161	178	172	person(s)	-	
	Europe and the U.S. (Female)	Group companies in Europe and the Americas	As of the end of the fiscal year	-	-	61	75	78	person(s)	-	
	Asia (Male)	Group companies in Asia	As of the end of the fiscal year	-	-	174	183	208	person(s)	-	
	Asia (Female)	Group companies in Asia	As of the end of the fiscal year	-	-	60	68	81	person(s)	-	
Ratio of local hiring of Presidents for Group companies outside Japan	Group companies in Europe and the Americas	As of the end of the fiscal year	-	-	-	-	75	%	202-2	As of March 31, 2021. Consolidated subsidiaries are included; Group companies in Japan are excluded.	
	Group companies in Asia	As of the end of the fiscal year	-	-	-	-	43	%	202-2	As of March 31, 2021. Consolidated subsidiaries are included; Group companies in Japan are excluded.	
Ratio of women in managerial positions	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of April every year	3.78	5.52	7.02	9.36	10.54	%	-		
Total number of newly hired regular employees	Fuji Oil Group	As of the end of the fiscal year	-	-	-	785	615	person(s)	401-1	Number of newly hired regular employees in and outside Japan as of March 31, 2021	
By region	Japan	Group companies in Japan	As of the end of the fiscal year	-	-	-	69 / 8.8	58 / 9.4	person(s) / %	401-1	Number of newly hired regular employees by region and the rate over total number of newly hired regular employees
	Europe and the U.S.	Group companies in Europe and the Americas	As of the end of the fiscal year	-	-	-	502 / 63.9	328 / 53.3	person(s) / %	401-1	Same as above
	Asia	Group companies in Asia	As of the end of the fiscal year	-	-	-	214 / 27.3	229 / 37.2	person(s) / %	401-1	Same as above
Total number of newly hired regular employees in Japan	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	44	48	64	53	49	person(s)	401-1	Included union members and managers at the time of hiring	
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	36 / 81.8	34 / 70.8	40 / 62.5	34 / 64.2	38 / 77.6	person(s) / %	401-1	Number of newly hired regular employees by gender and the rate over total number of newly hired regular employees
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	8 / 18.2	14 / 29.2	24 / 37.5	19 / 35.8	11 / 22.4	person(s) / %	401-1	Same as above
By type of adoption	New graduate	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	32 / 72.7	30 / 62.5	34 / 53.1	36 / 67.9	28 / 57.1	person(s) / %	401-1	Number of newly hired regular employees by adoption and the rate over total number of newly hired regular employees
	Mid-career	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	12 / 27.3	18 / 37.5	30 / 46.9	17 / 32.1	21 / 42.9	person(s) / %	401-1	Same as above

Society											
Data	Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
Total turnover of regular employees	Fuji Oil Group	As of the end of the fiscal year	-	-	-	718	470	名	401-1	The number gap is wider as compared to FY2019 since the definition of turnover changed in FY2020.	
By region	Japan	Group companies in Japan	As of the end of the fiscal year	-	-	-	74 / 10.3	35 / 7.4	person(s) / %	401-1	Turnover of regular employees by region and the rate over total turnover of regular employees
	Europe and the U.S.	Group companies in Europe and the Americas	As of the end of the fiscal year	-	-	-	414 / 57.7	216 / 46.0	person(s) / %	401-1	Same as above
	Asia	Group companies in Asia	As of the end of the fiscal year	-	-	-	230 / 32.0	219 / 46.6	person(s) / %	401-1	Same as above
Total turnover of regular employees in Japan	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	30	19	person(s)	401-1		
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	23 / 76.7	13 / 68.4	person(s) / %	401-1	Turnover of regular employees by gender and the rate over total turnover of regular employees
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	7 / 23.3	6 / 31.6	person(s) / %	401-1	Same as above
Average years of continuous employment	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	17.8	17.7	year(s)	-		
Number of employees who took nursing care leave	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	1	2	0	3	1	person(s)	-		
Percentage of annual paid vacation days taken	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Until FY2019: From December 11 of the previous year to December 10 of the relevant year From FY2020 onward: From April 1 of the relevant year to March 31 of the following year	57.8	59.3	63.2	76.6	69.4	%	-		
Working hours per employee	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Until FY2018: From March 11 of the relevant year to March 10 of the following year In FY2019: From March 11, 2019 to March 31, 2020 From FY2020 onward: From April 1 of the relevant year to March 31 of the following year	161.2	159.3	159.1	156.5	158.3	hours / month	-		
Average monthly overtime per employee	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Until FY2018: From March 11 of the relevant year to March 10 of the following year In FY2019: From March 11, 2019 to March 31, 2020 From FY2020 onward: From April 1 of the relevant year to March 31 of the following year	16.9	16.4	17	16.8	16.3	hours / month	-		

Society											
Data		Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Number of people rehired		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of April every year	-	-	-	85	91	person(s)	-	Ninety seven as of April 2021
Rehiring rate		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	83.9	87	%	-	Rehiring rate of regular employees who retired by the end of September and March of the relevant fiscal year.
Number of people with disabilities recruited		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	31	30	34	35	33	person(s)	-	Average of the relevant fiscal year
Recruitment rate for people with disabilities		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	1.94	1.77	2.08	2.16	2.03	%	-	Average of the relevant fiscal year
Number of employees using the shorter work hour system		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	20	18	25	31	37*	person(s)	-	Employees who started using the shorter work hour system in the relevant fiscal year(* Including a male employee in FY2020)
Number of employees whose children were born during the relevant year		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	43	79	62	57	65	person(s)	401-3	<ul style="list-style-type: none"> a. "Total number of employees that were entitled to take parental leave" (Employees whose children were born during the relevant fiscal year) The number may not match "employees who took parental leave" due to the birth timing in the fiscal year.
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	36	62	47	45	51	person(s)	401-3	<ul style="list-style-type: none"> Even those who had not joined the company at the time of birth of their child are included in the count if they joined the company during the relevant fiscal year.
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	7	17	15	12	14	person(s)	401-3	
Total number of employees who took parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	15	39	36	56	49	person(s)	401-3	b. "Total number of employees that took parental leave" (Employees who started taking parental leave in the relevant fiscal year)
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	9	24	20	41	37	person(s)	401-3	In cases where parental leaves were taken for the same child more than once, only the first leave was counted.
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	6	15	16	15	12	person(s)	401-3	
Total number of employees enrolled after returning from parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	14	38	34	56	49	person(s)	401-3	<ul style="list-style-type: none"> c. "Total number of employees that returned to work in the reporting period after parental leave ended" (Employees who completed their parental leave within the fiscal year) We used to count employees who took parental leave until FY2019; we started to count employees returning from parental leave from FY2020.
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	9	23	19	41	37	person(s)	401-3	
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	5	15	15	15*	12	person(s)	401-3	* Including an employee who shifted to the leave in order to accompany their spouse going abroad
Return to work rate of employees who took parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	Return to work rate (%) = Total number of employees that did return to work after parental leave in the relevant fiscal year / Total number of employees due to return to work after taking parental leave in the relevant fiscal year x 100
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	
Retention rate of employees who took parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	93	97	94	100	100	%	401-3	<ul style="list-style-type: none"> d. "Total number of employees that returned to work after parental leave ended and that were still employed 12 months after their return to work" (Of the eligible employees (who were reported in (c) "Total number of employees that returned to work in the reporting period after parental leave ended" in the previous year), employees who have retained for 12 months) Retention rate (%) = (d) in the relevant fiscal year / (c) in the previous fiscal year We used to count employees who took parental leave until FY2019; we started to count employees who returned from parental leave from FY2020.
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	96	95	100	100	%	401-3	
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	83	100	94	100	100	%	401-3	

Society											
Data		Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Average annual training hours per regular employee		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	7.5	10.0	Hours(s)	404-1	Target: Regular employees who participated in the training organized by the HR Department
Education and training expenses per regular employee		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	22,378	13,724	JPY	-	
Ratio of regular employees receiving regular performance and career development reviews		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	100	100	%	404-3	
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	100	100	%	404-3	
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	100	100	%	404-3	
Total number of directors		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	-	-	10	9	Person(s)	405-1	
By gender	Male	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	-	-	9	8	Person(s)	405-1	
	Female	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	-	-	1	1	Person(s)	405-1	
Number of employees with lost-time injuries per thousand employees (4 days or more)		Fuji Oil Group	Year	5.3	3.9	3.3	2.9	4.7	Person(s)	-	
Changes in frequency rate of labor accidents		Fuji Oil Group	Year	6.02	5.56	4.65	6.82	7.49	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	
By region	Japan	Group companies in Japan	Year	3.39	4.91	3.72	2.89	4.03	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	
	Outside Japan	Group companies outside Japan	Year	8.19	5.93	5.09	8.62	9.00	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	
Changes in severity rate of labor accidents		Fuji Oil Group	Year	0.038	0.0721	0.037	0.049	0.645	Number of work days lost / 1,000 actual working hours	-	
By region	Japan	Group companies in Japan	Year	0.014	0.019	0.018	0.006	0.004	Number of work days lost / 1,000 actual working hours	-	
	Outside Japan	Group companies outside Japan	Year	0.058	1.117	0.037	0.068	0.924	Number of work days lost / 1,000 actual working hours	-	

Society											
Data		Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Number of deaths from work-related injuries among employees		Fuji Oil Group	Year	-	-	-	0	1	person(s)	403-9	
Ratio of deaths from work-related injuries among employees		Fuji Oil Group	Year	-	-	-	0	0.014	%	403-9	
Group companies that have obtained Occupational Health and Safety Management Certification (OHSAS 18001, ISO 45001: 2018)		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/authen/
Number of employees eligible to receive health examinations		Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	-	1,418	1,464	1,505	1,527	person(s)	-	
Details	Number of examinees	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	-	1,418	1,464	1,505	1,527	person(s)	-	
	Health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	-	100	100	100	100	%	-	
	Secondary health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	-	95.9	94.3	94.4	84.4	%	-	
Number of Group companies that have obtained GFSI-recognized certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	20	19	company(ies)	-	
GFSI-recognized certification acquisition rate		Fuji Oil Group	As of February of the fiscal year	-	-	-	77	79	%	-	
Group companies that have obtained GFSI-recognized certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/authen/
Group companies that have obtained HALAL certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/authen/
Group companies that have obtained KOSHER certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/authen/
Group companies that have obtained HACCP certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/authen/
Group companies that have obtained ISO 22000 certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/authen/
Group companies that have obtained ISO 9001 certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/authen/
Ratio of products among important product categories that undergo health and safety impact assessment for improvement purposes		Fuji Oil Co., Ltd.	Fiscal year	-	-	-	100	100	%	416-1	
Number of participants in a dietary education project		Fuji Oil Co., Ltd.	Fiscal year	655	584	526	613	366	Person(s)	413-1	
Number of participants in classes under the SDGs for School project for which the Fuji Oil Group provides chocolate		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	1,395	320	Person(s)	413-1	
Palm oil traceability to oil mills*		Fuji Oil Group	1H/2H (Jan-Dec)	- / 94	96 / 95	98 / 99	99 / 100	100 / 100	%	-	* Percentage of palm oil procured by the Group that can be traced to oil mills
Palm oil traceability to plantations*		Fuji Oil Group	1H/2H (Jan-Dec)	-	-	-	-	- / 71	%	-	* Percentage of palm oil procured by the Group that can be traced to plantations
Labor Transformation Program (LTP) implementation rate for all suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia)		Fuji Oil Group	Fiscal year	-	-	-	10	10	%	-	Applies to the 20% of all suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia) as of FY2020
Trees planted in cocoa-growing regions		Fuji Oil Group	Fiscal year	-	-	-	-	10,000	Tree(s)	-	

Governance											
Data		Scope	Data collection period	2016	2017	2018	2019	2020	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Total number of cases of discrimination that occurred during the reporting period		Group companies in Japan	Fiscal year	-	-	-	3	2	case(s)	406-1	Number of harassment claims received through the hotline system
Significant fines imposed on the organization for non-compliance with laws and regulations in the social and economic area		Fuji Oil Group	Fiscal year	-	-	-	0	0	JPY	419-1	
Sanctions other than significant fines imposed on the organization for non-compliance with laws and regulations in the social and economic area		Fuji Oil Group	Fiscal year	-	-	-	0	0	case(s)	419-1	
Total number/ratio of governance body members to whom the organization's policies and procedures regarding anti-corruption were communicated		Fuji Oil Holdings Inc.	As of the end of the fiscal year	-	-	-	10 / 100	9 / 100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
Total number/ratio of employees to whom the organization's policies and procedures regarding anti-corruption were communicated		Fuji Oil Group	Fiscal year	-	-	-	5,874 / 100	5,679 / 100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
By region	Japan	Group companies in Japan	Fiscal year	-	-	-	1,903 / 100	1,714 / 100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
	Europe and the U.S.	Group companies in Europe and the Americas	Fiscal year	-	-	-	1,862 / 100	1,826 / 100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
	Asia	Group companies in Asia	Fiscal year	-	-	-	2,109 / 100	2,139 / 100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
Total number of confirmed cases of corruption		Fuji Oil Group	Fiscal year	-	-	-	0	0	case(s)	205-3	