

Fuji Oil Group Sustainability Report 2022 "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	2017	2018	2019	2020	2021	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Material used for packaging		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	124,406	36,909	ton	301-1	Type of raw materials: Packaging materials (e.g. papers, cardboards, plastics)
Total energy consumption		Fuji Oil Group	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	8,469,392	8,190,484	9,194,154	8,797,343	8,678,068	GJ	302-1	· 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 (Ministry of the Environment of Japan), US EPA
Breakdown by energy source	Total non-renewable energy consumption	Fuji Oil Group	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	8,469,392	8,150,453	9,008,335	8,520,155	8,330,666	GJ	302-1	
	Total renewable energy consumption	Fuji Oil Group	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	40,031	185,819	277,188	347,402	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 From FY2021 onward: April 1 of the relevant year to March 31 of the following year	3,343,953	3,316,440	3,222,591	3,042,350	2,876,950	GJ	302-1	
	Outside Japan	Group companies outside Japan	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	5,125,439	4,874,044	5,971,563	5,754,993	5,801,118	GJ	302-1	
Energy intensity		Fuji Oil Group	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	4.45	4.26	4.18	4.14	3.96	GJ/ton	302-3	· 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 From FY2021 onward: April 1 of the relevant year to March 31 of the following year	249,441	231,821	216,226	202,777	202,604	t-CO ₂	305-1	· Gas used for calculation: CO ₂ · Base year: 2016 · Sources of emission factors: Greenhouse gas emissions calculation and reporting manual (Ministry of the Environment of Japan) · Standards, methods, calculation tools: Energy Conservation Act, Greenhouse gas emissions calculation and reporting manual (Ministry of the Environment of Japan)
	Scope 2	Fuji Oil Group	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	221,558	206,832	221,793	209,520	201,157	t-CO ₂	305-2	· Gas used for calculation: CO ₂ · Base year: 2016 · Sources of emission factors: IEA, Greenhouse gas emissions calculation and reporting manual (MOE), US EPA, A Clearer View of Ontario's Emissions (TAF), Corporate Inventories (MSTI) · Standards, methods, calculation tools: GHG protocol, Energy Conservation Act, Greenhouse gas emissions calculation and reporting manual (Ministry of the Environment of Japan) · Data in Japan are calculated using a market-based method: a location-based method is used for Group companies outside Japan.
	Scope 3 (Category 1)	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	2,767,179	2,611,435	t-CO ₂	305-3	· Gas used for calculation: CO ₂ · Base year: 2016 · Sources of emission factors: Carbon Footprint Program, IDEA, 3 EID, published information of Wilmar International Ltd. · Standards, methods, calculation tools: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ministry of the Environment of Japan, Ministry of Economy, Trade and Industry) · Prerequisites: Category 1 only. Excluding a Group company in Australia and in China.

Environment											
Data		Scope	Data collection period	2017	2018	2019	2020	2021	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Total CO ₂ emissions		Fuji Oil Group	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	470,999	438,654	438,019	412,297	403,761	t-CO ₂	305-1 305-2	· Prerequisites: Scope 1 and 2 only
Breakdown by region	Japan	Group companies in Japan	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	167,584	161,557	156,342	144,526	137,573	t-CO ₂	305-1 305-2	
	Outside Japan	Group companies outside Japan	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	303,415	277,097	281,677	267,771	266,188	t-CO ₂	305-1 305-2	
Greenhouse gas (GHG) emissions intensity		Fuji Oil Group	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	0.248	0.228	0.199	0.194	0.184	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 From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	N/A	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 From FY2021 onward: April 1 of the relevant year to March 31 of the following year	87.7	89.7	81.9	50.5	52.0	ton	305-7	· Sources of emission factors: Environmental Reporting Guidelines - Reference (Ministry of the Environment of Japan) · Standards, methods: Environmental Reporting Guidelines - Reference (Ministry of the Environment of Japan)
Total water withdrawal from all regions		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	5,105	4,717	4,980	4,754	4,714	1,000 kL	303-3	
Breakdown by water source	Surface water	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	553	287	476	1,000 kL	303-3	
	Groundwater	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	2,377	2,287	1,850	1,000 kL	303-3	
	Seawater	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	262	262	145	1,000 kL	303-3	
	Water generated from production	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	0	41	1,000 kL	303-3	
	Water supplied by third parties	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	1,789	1,918	2,202	1,000 kL	303-3	
Total water withdrawal from all regions with water risks		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	299	397	369	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. Furthermore, we identified a new flooding risk and designated an additional water risk area. It was determined based on Aquaduct results of the World Resources Institute (WRI), where Overall Water Risk was evaluated as Extremely High for the relevant Group company.
Ratio of total water withdrawal from all regions with water risks		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	6.0	8.4	7.8	%	-	

Environment											
	Data	Scope	Data collection period	2017	2018	2019	2020	2021	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Breakdown of water withdrawal from all regions with water risks by water source	Surface water	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	0	0	1,000 kL	303-3	
	Groundwater	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	299	372	0	1,000 kL	303-3	
	Seawater	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	0	0	1,000 kL	303-3	
	Water generated from production	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	0	0	1,000 kL	303-3	
	Water supplied by third parties	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	25	369	1,000 kL	303-3	
Water use (per unit of production)		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	2.68	2.45	2.27	2.23	2.15	kL/ton	-	<ul style="list-style-type: none"> 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 From FY2021 onward: April 1 of the relevant year to March 31 of the following year	3,085	2,962	3,376	3,082	2,898	1,000 kL	303-4	
Breakdown by discharge destination	Surface water	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	499	361	247	1,000 kL	303-4	
	Groundwater	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	0	0	1,000 kL	303-4	
	Seawater	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	262	262	145	1,000 kL	303-4	
	Water supplied by third parties	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	2,615	2,459	2,506	1,000 kL	303-4	
Total water discharge to all regions with water risks		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	162	192	206	1,000 kL	303-4	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. Furthermore, we identified a new flooding risk and designated an additional water risk area. It was determined based on Aqueduct results of the World Resources Institute (WRI), where Overall Water Risk was evaluated as Extremely High for the relevant Group company.
Ratio of total water discharge to all regions with water risks		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	4.80	6.23	7.12	%	303-4	

Environment											
Data		Scope	Data collection period	2017	2018	2019	2020	2021	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Breakdown of water discharge to all regions with water risks by water source	Surface water	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	0	0	1,000 kL	303-4	
	Groundwater	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	0	0	1,000 kL	303-4	
	Seawater	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	0	0	0	1,000 kL	303-4	
	Water supplied by third parties	Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	162	192	206	1,000 kL	303-4	
Total water consumption in all regions		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	2,020	1,755	1,604	1,672	1,815	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 From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	156	205	163	1,000 kL	303-5	<ul style="list-style-type: none"> 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. Furthermore, we identified a new flooding risk and designated an additional water risk area. It was determined based on Aqueduct results of the World Resources Institute (WRI), where Overall Water Risk was evaluated as Extremely High for the relevant Group company.
Total waste generated		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	44,352	43,639	44,511	43,150	44,097	ton	306-3	<ul style="list-style-type: none"> 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. We revised the category of data collected for total waste generated outside Japan and modified figures from before 2020.
Breakdown by region	Japan	Group companies in Japan	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	18,529	19,742	19,461	17,067	17,922	ton	306-3	
	Outside Japan	Group companies outside Japan	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	25,823	23,896	25,050	26,084	26,175	ton	306-3	We revised the category of data collected for total waste generated outside Japan and modified figures from before 2020.
Waste generated (waste intensity)		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	23.3	22.7	20.3	20.3	20.1	kg/ton	-	<ul style="list-style-type: none"> Waste generated per ton of production We revised the category of data collected for total waste generated outside Japan and modified figures from before 2020.
Waste not disposed		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	32,618	26,366	27,155	21,890	19,949	ton	306-4	<ul style="list-style-type: none"> Partly including the waste incinerated (energy recovery) We revised the category of data collected for total waste generated outside Japan and modified figures from before 2020.
Waste disposed		Fuji Oil Group	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	11,734	17,273	17,356	21,260	24,148	ton	306-5	We revised the category of data collected for total waste generated outside Japan and modified figures from before 2020.
Waste recycling rate		Group companies in Japan	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	99.96	99.33	99.33	99.37	99.47	%	-	
Acquisition status of ISO 14001 certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioilholdings.com/en/sustainability/authen/
Breakdown by region	Acquisition rate at plants in Japan	Group companies in Japan	Fiscal year	-	-	40	50	50	%	-	
	Acquisition rate at Group companies outside Japan	Group companies outside Japan	Fiscal year	-	-	29	41	41	%	-	Rate of production sites that have acquired ISO14001 certification

Society											
Data	Scope	Data collection period	2017	2018	2019	2020	2021	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	-	-	-	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	-	-	-	95	-	%	412-1		
Ratio of employees trained on human rights	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	100	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	5,623	person(s)	102-8	Both in and outside Japan, as of March 31, 2022	
By gender	Male	Fuji Oil Group	As of the end of the fiscal year	-	4,598	4,579	4,447	4,387	person(s)	102-8 405-1	
	Female	Fuji Oil Group	As of the end of the fiscal year	-	1,365	1,295	1,232	1,236	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	1,705	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	1,885	person(s)	102-8	
	Asia	Group companies in Asia	As of the end of the fiscal year	-	2,231	2,109	2,139	2,033	person(s)	102-8	
Total number of managers	Fuji Oil Group	As of the end of the fiscal year	-	854	880	880	844	person(s)	-	Both in and outside Japan, as of March 31, 2022	
By region and gender	Japan (Male)	Group companies in Japan	As of the end of the fiscal year	-	361	336	307	297	person(s)	-	
	Japan (Female)	Group companies in Japan	As of the end of the fiscal year	-	37	40	34	37	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	192	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	83	person(s)	-	
	Asia (Male)	Group companies in Asia	As of the end of the fiscal year	-	174	183	208	164	person(s)	-	
	Asia (Female)	Group companies in Asia	As of the end of the fiscal year	-	60	68	81	71	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	75	%	202-2	As of March 31, 2022. Consolidated subsidiaries are included; Group companies in Japan are excluded.	
	Group companies in Asia	As of the end of the fiscal year	-	-	-	43	31	%	202-2	As of March 31, 2022. 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	5.52	7.02	9.36	10.54	11.26%	%	-		
Total number of newly hired regular employees	Fuji Oil Group	As of the end of the fiscal year	-	-	785	615	958	person(s)	401-1	Number of newly hired regular employees in and outside Japan as of March 31, 2022	
By region	Japan	Group companies in Japan	As of the end of the fiscal year	-	-	69/8.8	58/9.4	84/8.8	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	534/55.7	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	340/35.5	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	48	64	53	49	74	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	34/70.8	40/62.5	34/64.2	38/77.6	59/79.7	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	14/29.2	24/37.5	19/35.8	11/22.4	15/20.3	person(s) / %	401-1	Same as above
By type of adoption	New graduate	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	30/62.5	34/53.1	36/67.9	28/57.1	32/43.2	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	18/37.5	30/46.9	17/32.1	21/42.9	42/56.8	person(s) / %	401-1	Same as above
Total turnover of regular employees	Fuji Oil Group	As of the end of the fiscal year	-	-	718	470	633	person(s)	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	48/7.6	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	302/47.7	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	283/44.7	person(s) / %	401-1	Same as above

Society											
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Total turnover of regular employees in Japan		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	30	19	32	person(s)	401-1	
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	23/76.7	13/68.4	28/87.5	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	4/12.5	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	17.5	year(s)	-	
Number of employees who took nursing care leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	2	0	3	1	7	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	59.3	63.2	76.6	69.4	69.1	%	-	
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	159.3	159.1	156.5	158.3	158.4	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	16.4	17	16.8	16.3	17	hours / month	-	
Number of people rehired		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of April every year	-	-	85	91	97	person(s)	-	
Rehiring rate		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	83.9	87	95.6	%	-	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	30	34	35	33	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	1.77	2.08	2.16	2.03	2.05	%	-	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	18	25	31	37 (※)	35	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	79	62	57	65	55	person(s)	401-3	· 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	62	47	45	51	44	person(s)	401-3	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	17	15	12	14	11	person(s)	401-3	

Society											
Data		Scope	Data collection period	2017	2018	2019	2020	2021	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Total number of employees who took parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	39	36	56	49	43	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	24	20	41	37	32	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	15	16	15	12	11	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	38	34	56	49	48	person(s)	401-3	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	23	19	41	37	32	person(s)	401-3	* Including an employee who shifted to the leave in order to accompany their spouse going abroad
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	15	15	15 (※)	12	16	person(s)	401-3	
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	97	94	100	100	97	%	401-3	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
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	96	95	100	100	97	%	401-3	
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	94	100	100	100	%	401-3	
Average annual training hours per regular employee		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	7.5	10.0	7.0	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	15,102	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	100	%	404-3	
By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	100	100	100	%	404-3	
	Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	100	100	100	%	404-3	

Society											
Data		Scope	Data collection period	2017	2018	2019	2020	2021	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Number of employees with lost-time injuries per thousand employees (4 days or more)		Fuji Oil Group	Year	3.9	3.3	2.9	4.7	3.3	person(s)	-	
Changes in frequency rate of labor accidents		Fuji Oil Group	Year	5.56	4.65	6.82	7.49	6.27	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	4.91	3.72	2.89	4.03	3.84	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	
	Outside Japan	Group companies outside Japan	Year	5.93	5.09	8.62	9.00	7.33	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	0.0721	0.037	0.049	0.645	0.054	Number of work days lost / 1,000 actual working hours	-	
By region	Japan	Group companies in Japan	Year	0.019	0.018	0.006	0.004	0.036	Number of work days lost / 1,000 actual working hours	-	
	Outside Japan	Group companies outside Japan	Year	1.117	0.037	0.068	0.924	0.062	Number of work days lost / 1,000 actual working hours	-	
Number of deaths from work-related injuries among employees		Fuji Oil Group	Year	-	-	0	1	0	person(s)	403-9	
Ratio of deaths from work-related injuries among employees		Fuji Oil Group	Year	-	-	0	0.014	0	%	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	-	-	-	-	-	-	-	
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	1,482	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	1,482	person(s)	-	
	Health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	100	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	89.3	%	-	

Society										
Data	Scope	Data collection period	2017	2018	2019	2020	2021	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Number of Group companies that have obtained GFSI-recognized certification	Fuji Oil Group	As of February of the fiscal year	-	-	20	19	19	company(ies)	-	
GFSI-recognized certification acquisition rate	Fuji Oil Group	As of February of the fiscal year	-	-	77	79	76	%	-	
Group companies that have obtained GFSI-recognized certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/auten/
Group companies that have obtained HALAL certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/auten/
Group companies that have obtained KOSHER certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/auten/
Group companies that have obtained HACCP certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/auten/
Group companies that have obtained ISO 22000 certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/auten/
Group companies that have obtained ISO 9001 certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujiioilholdings.com/en/sustainability/auten/
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	100	%	416-1	
Number of quality-related recalls and accidents	Fuji Oil Group	Fiscal year		1	0	0	0		417-2	
Number of participants in a dietary education project	Fuji Oil Co., Ltd.	Fiscal year	584	526	613	366	1,188	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	350	person(s)	413-1	
Palm oil traceability to oil mills*	Fuji Oil Group	1H/2H (Jan-Dec)	96/95	98/99	99/100	100/100	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	84/85	%	-	* 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	27	%		
Trees planted in cocoa-growing regions	Fuji Oil Group	Fiscal year	-	-	-	10,000	100,000	tree(s)	-	

Governance											
Data		Scope	Data collection period	2017	2018	2019	2020	2021	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
Total number of directors		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	-	10	9	8	person(s)	405-1	2022: Transitioned to a Company with an Audit & Supervisory Committee · Total number of directors (including Audit & Supervisory Committee members): 12 (with 3 Directors who also serve as Audit & Supervisory Committee members) · Outside directors (including Audit & Supervisory Committee members): 7 (with 6 independent outside directors) · Female directors: 2
By gender	Male	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	-	9	8	7	person(s)	405-1	
	Female	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	-	1	1	1	person(s)	405-1	
Independent outside directors		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	2	2	3	3	3	person(s)	102-22	
Outside directors		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	2	2	3	3	4	person(s)	102-22	
Term of office of directors		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	1	1	1	1	1	year(s)	102-22	
Chair of Board of Directors		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	President and Representative Director	President and Representative Director	President and Representative Director	President and Representative Director	President and Representative Director	-	102-23	
Number of Board of Directors' meetings		Fuji Oil Holdings Inc.	Fiscal year	16	16	20	16	16	time(s)	-	
Attendance rate of outside directors at Board of Directors' meetings		Fuji Oil Holdings Inc.	Fiscal year	100	100	100	100	100	%	-	
Total number of Audit & Supervisory Board members		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	4	4	4	4	4	person(s)	405-1	
By gender	Male	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	11	12	13	12	11	person(s)	405-1	
	Female	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	1	1	1	1	1	person(s)	405-1	
Standing Audit & Supervisory Board members		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	2	2	2	2	2	person(s)	102-24	
Outside Audit & Supervisory Board members		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	2	2	2	2	2	person(s)	102-24	
Term of office of Audit & Supervisory Board members		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	4	4	4	4	4	year(s)	102-22	
Number of Audit & Supervisory Board meetings		Fuji Oil Holdings Inc.	Fiscal year	12	12	13	12	16	-	-	
Attendance rate of standing Audit & Supervisory Board members at Audit & Supervisory Board meetings		Fuji Oil Holdings Inc.	Fiscal year	100	100	100	100	100	%	-	
Attendance rate of outside Audit & Supervisory Board members at Audit & Supervisory Board meetings		Fuji Oil Holdings Inc.	Fiscal year	100	100	100	100	100	%	-	
Total remuneration for directors (excludes outside directors)		Fuji Oil Holdings Inc.	Fiscal year	274 (10)	299 (6)	296 (7)	238 (6)	178 (6)	millions of yen (person(s))	102-35	
Total remuneration for Audit & Supervisory Board members (excludes outside Audit & Supervisory Board members)		Fuji Oil Holdings Inc.	Fiscal year	44 (3)	52 (2)	54 (2)	54 (3)	54 (2)	millions of yen (person(s))	102-35	
Total remuneration for outside directors and Audit & Supervisory Board members		Fuji Oil Holdings Inc.	Fiscal year	41 (4)	43 (5)	51 (6)	54 (6)	58 (7)	millions of yen (person(s))	102-35	
Total number of cases of discrimination that occurred during the reporting period		Group companies in Japan	Fiscal year	-	-	3	2	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	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	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	8/100	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	5,623 /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	1,705 /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	1,885 /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	2,033 /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	0	case(s)	205-3	



Verification Statement

6 July 2022

FUJI OIL HOLDINGS INC.

Japan Management Association
GHG Certification Center
Senior Executive: Masahiro Hirakawa



1. Objective and Scope

Japan Management Association GHG Certification Center (JMACC) was commissioned by FUJI OIL HOLDINGS INC. (hereinafter, referred to as “the Organization”) to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions of the Organizational boundary^{®1} within its Monitoring Report (hereinafter, referred to as “the Report”) from 1/April/2021 to 31/March/2022.

- 1) SCOPE 1 GHG emissions;
Direct CO₂ emissions from the Organizational boundary by using fuels
- 2) SCOPE 2 GHG emissions;
Indirect CO₂ emissions from the Organizational boundary by using electricity and heat

The objective of this verification is to confirm that the GHG emissions in the Organization’s applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure, and to express our views as a third party. Organization’s responsibility is to calculate and report the GHG emissions and JMACC’s responsibility is to express our views as a third party.

2. Procedure of Verification

The Report was verified in accordance with requirement of ISO14064-3:2019 (Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were implemented at limited level of assurance:

- Confirmation regarding to the data used to decide GHG emissions, monitoring procedure, monitoring system, and related documents
- Interviews with person in charge of making the Report
- Sampling the evidence for confirmation of the accuracy of GHG emissions

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Verification Statement

25 July 2022

FUJI OIL HOLDINGS INC.

Japan Management Association
GHG Certification Center
Senior Executive: Masahiro Hirakawa



1. Objective and Scope

Japan Management Association GHG Certification Center (JMACC) was commissioned by FUJI OIL HOLDINGS INC. (hereinafter, referred to as “the Organization”) to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions of the Organizational boundary^{®1} within its Monitoring Report (hereinafter, referred to as “the Report”) from 1/April/2021 to 31/March/2022.

- 1) SCOPE 3 GHG emissions;
CO₂ emissions from the category 1 of SCOPE 3^{®2} of the Organizational boundary

The objective of this verification is to confirm that the GHG emissions in the Organization’s applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure^{®3}, and to express our views as a third party. Organization’s responsibility is to calculate and report the GHG emissions and JMACC’s responsibility is to express our views as a third party.

2. Procedure of Verification

The Report was verified in accordance with requirement of ISO14064-3:2019 (Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were implemented at limited level of assurance:

- Confirmation regarding to the data used to decide GHG emissions, monitoring procedure, monitoring system, and related documents
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Verification Statement

25 July 2022

FUJI OIL HOLDINGS INC.

Japan Management Association
GHG Certification Center
Senior Executive: Masahiro Hirakawa



1. Objective and Scope

Japan Management Association GHG Certification Center (JMACC) was commissioned by FUJI OIL HOLDINGS INC. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions of the Organizational boundary^{※1} within its Monitoring Report (hereinafter, referred to as "the Report") from 1/April/2021 to 31/March/2022.

- 1) SCOPE 3 GHG emissions;
CO₂ emissions from the category 1 of SCOPE 3^{※2} of the Organizational boundary

The objective of this verification is to confirm that the GHG emissions in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure^{※3}, and to express our views as a third party. Organization's responsibility is to calculate and report the GHG emissions and JMACC's responsibility is to express our views as a third party.

2. Procedure of Verification

The Report was verified in accordance with requirement of ISO14064-3:2019 (Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were implemented at limited level of assurance:

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- Interviews with person in charge of making the Report
- Sampling the evidence for confirmation of the accuracy of GHG emissions

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3. Conclusion

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that Organization's GHG emissions in the Report of fiscal year 2021 were not calculated and reported in conformance with the criteria.

NOTE:

- ※1: Domestic: FUJI OIL CO.,LTD., FUJI FRESH FOODS CO., LTD., OMU MILK PRODUCTS CO., LTD., F&F CO., LTD.
Overseas: FUJI OIL (SINGAPORE) PTE. LTD., WOODLANDS SUNNY FOODS PTE. LTD., PALMAJU EDIBLE OIL SDN. BHD., FUJI OIL (THAILAND) CO., LTD., PT. FREYABADI INDOTAMA, FUJI GLOBAL CHOCOLATE (M) SDN. BHD., FUJI OIL (ZHANG JIA GANG) CO., LTD., FUJI OIL (ZHAOQING) CO., LTD., TIANJIN FUJI PROTEIN CO., LTD., Blommer Chocolate Manufacturing (Shanghai) Company Ltd., FUJI VEGETABLE OIL, INC., BLOMMER CHOCOLATE COMPANY, HARALD INDÚSTRIA E COMÉRCIO DE ALIMENTOS LTDA, FUJI OIL EUROPE, FUJI OIL GHANA LIMITED.
- ※2: Category 1 (Purchased goods and services) : Emissions from activities up to manufacturing of raw materials and packaging for main products
- ※3: Monitoring procedure : "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.3) " and "Scope3 Category 1 monitoring rule" prepared by the organization
Emission factor: Carbon footprint communication program ver.1.04, Carbon footprint communication program (IDEA ver.1.1) , Embodied Energy and Emission Intensity Data for Japan Using Input-Output Tables, and Wilmar Sustainability Report 2017
- ※4: Refer to the Attachment for the Verified GHG emissions of organizational boundary.

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