

Fuji Oil Group Sustainability Report 2023 "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												
No.	Data		Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
1	Material used for packaging		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	124,406	36,909	29,249	ton	301-1	Type of raw materials: Packaging materials (e.g. papers, cardboards, plastics)
2	Breakdown by type	Plastic	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	-	8,689	ton	301-1	
3		Other	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	-	20,560	ton	301-1	
4	Total energy consumption		Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	8,190,484	9,194,154	8,797,343	8,661,941	8,344,927	GJ	302-1	<ul style="list-style-type: none"> • Sources of conversion factors: Greenhouse gas emissions calculation and reporting manual (Ministry of the Environment of Japan), US EPA • Reasons for modifying past data: Reviewed the data collected and calculation method • Impact of modifying past data: No impact other than on year(s) changed
5	Breakdown by energy source	Total non-renewable energy consumption	Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	8,150,453	9,008,335	8,520,155	8,308,886	7,734,926	GJ	302-1	<ul style="list-style-type: none"> • Reasons for modifying past data: Reviewed the data collected and calculation method • Impact of modifying past data: No impact other than on year(s) changed
6		Total renewable energy consumption	Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	40,031	185,819	277,188	353,055	610,001	GJ	302-1	<ul style="list-style-type: none"> • Prerequisites: Of renewable energy sources, solar power and biomass generation are calculated by converting into fossil fuel-equivalent calorific value [GJ]. • Reasons for modifying past data: Reviewed the data collected and calculation method • Impact of modifying past data: No impact other than on year(s) changed
7	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	3,316,440	3,222,591	3,042,350	2,876,950	2,711,905	GJ	302-1	
8		Outside Japan	Group companies outside Japan	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	4,874,044	5,971,563	5,754,993	5,784,991	5,633,022	GJ	302-1	<ul style="list-style-type: none"> • Reasons for modifying past data: Reviewed the data collected and calculation method • Impact of modifying past data: No impact other than on year(s) changed
9	Energy intensity		Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	4.26	4.18	4.14	3.95	3.88	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 • Reasons for modifying past data: Reviewed the data collected and calculation method • Impact of modifying past data: No impact other than on year(s) changed

Environment												
No.	Data		Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
10	Breakdown by Scope	Scope 1	Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	231,821	216,226	202,777	201,824	196,187	t-CO ₂	305-1	<ul style="list-style-type: none"> Gas used for calculation: CO₂ 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) Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
11		Scope 2	Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	206,832	221,793	209,520	201,082	182,414	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, Carbon-Emissions-Quantification-Methodology (TAF), Corporate Inventories (MSTI), TENTANG PENETAPAN FAKTOR EMISI GAS RUMAH KACA SISTEM KETENAGALISTRIKAN (MENTERI ENERGI DAN SUMBER DAYA MINERAL REPUBLIK INDONESIA) Standards, methods, calculation tools: Energy Conservation Act, Greenhouse gas emissions calculation and reporting manual (MOE) Data in Japan are calculated using a market-based method; a location-based method is used for Group companies outside Japan (a market-based method is used partly) Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
12		Scope 3 (Category 1)	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	2,767,179	2,915,734	2,841,138	t-CO ₂	305-3	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Base year: 2016 Sources of emission factors: IDEA 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 U.S. Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
13	Total CO ₂ emissions		Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	438,654	438,019	412,297	402,906	378,601	t-CO ₂	305-1 305-2	<ul style="list-style-type: none"> Prerequisites: Scopes 1 and 2 only Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
14	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	161,557	156,342	144,526	137,573	117,924	t-CO ₂	305-1 305-2	
15		Outside Japan	Group companies outside Japan	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	277,097	281,677	267,771	265,333	260,677	t-CO ₂	305-1 305-2	<ul style="list-style-type: none"> Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
16	Greenhouse gas (GHG) emissions intensity		Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	0.228	0.199	0.194	0.184	0.176	t-CO ₂ /ton	305-4	<ul style="list-style-type: none"> 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: CO₂ Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
17	Ozone-depleting substances (ODS) emissions		Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	N/A	N/A	N/A		305-6	<ul style="list-style-type: none"> In FY2022, Group companies was confirmed that no ODS was produced, imported, or exported.
18	NOx emissions		Group companies in Japan	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	89.7	81.9	50.5	52.0	52.8	ton	305-7	<ul style="list-style-type: none"> 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)

Environment												
No.	Data		Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
19	Total water withdrawal from all regions		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	4,717	4,980	4,754	4,672	4,480	1,000 kL	303-3	•Reasons for modifying past data: Reviewed the data collected and calculation method •Impact of modifying past data: No impact other than on year(s) changed
20	Breakdown by water source	Surface water	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	553	287	476	471	1,000 kL	303-3	
21		Groundwater	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	2,377	2,287	1,850	1,716	1,000 kL	303-3	
22		Seawater	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	262	262	145	139	1,000 kL	303-3	
23		Water generated from production	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	0	0	0	1,000 kL	303-3	•Reasons for modifying past data: Reviewed the data collected and calculation method •Impact of modifying past data: No impact other than on year(s) changed
24		Water supplied by third parties	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	1,789	1,918	2,202	2,154	1,000 kL	303-3	
25	Total water withdrawal from all regions with water risk		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	299	397	369	393	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 Aqeduct results of the World Resources Institute (WRI), where Overall Water Risk was evaluated as Extremely High for the relevant Group company.
26	Ratio of total water withdrawal from all regions with water risk		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	6.0	8.4	7.9	8.8	%	-	•Reasons for modifying past data: Reviewed the data collected and calculation method •Impact of modifying past data: No impact other than on year(s) changed
27	Breakdown of water withdrawal from all regions with water risk by water source	Surface water	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	0	0	0	1,000 kL	303-3	
28		Groundwater	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	299	372	0	0	1,000 kL	303-3	
29		Seawater	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	0	0	0	1,000 kL	303-3	
30		Water generated from production	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	0	0	0	1,000 kL	303-3	
31		Water supplied by third parties	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	25	369	393	1,000 kL	303-3	

Environment												
No.	Data	Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
32	Water use (per unit of production)	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	2.45	2.27	2.23	2.13	2.08	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. Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed 	
33	Total water discharge in all regions	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	2,962	3,376	3,082	2,897	2,831	1,000 kL	303-4	<ul style="list-style-type: none"> Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed 	
34	Breakdown by discharge destination	Surface water	Consolidated subsidiaries Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	499	361	310	363	1,000 kL	303-4	<ul style="list-style-type: none"> Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed 	
35		Groundwater	Consolidated subsidiaries Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	0	0	0	1,000 kL	303-4		
36		Seawater	Consolidated subsidiaries Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	262	262	145	139	1,000 kL	303-4		
37		Water supplied by third parties	Consolidated subsidiaries Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	2,615	2,459	2,441	2,329	1,000 kL	303-4	<ul style="list-style-type: none"> Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed 	
38	Total water discharge to all regions with water risk	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	162	192	206	218	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.	
39	Ratio of total water discharge to all regions with water risk	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	4.8	6.2	7.1	7.7	%	303-4		
40	Breakdown of water discharge to all regions with water risk by drainage destination	Surface water	Consolidated subsidiaries Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	0	0	0	1,000 kL	303-4		
41		Groundwater	Consolidated subsidiaries Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	0	0	0	1,000 kL	303-4		
42		Seawater	Consolidated subsidiaries Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	0	0	0	0	1,000 kL	303-4		
43		Water supplied to third parties	Consolidated subsidiaries Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	162	192	206	218	1,000 kL	303-4		
44	Total water consumption in all regions	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	1,755	1,604	1,672	1,775	1,649	1,000 kL	303-5	<ul style="list-style-type: none"> Water consumption = Total water withdrawal - total water discharge Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed 	

Environment												
No.	Data		Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
45	Total water consumption in all regions with water risk		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	156	205	163	175	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 Aqeduct results of the World Resources Institute (WRI), where Overall Water Risk was evaluated as Extremely High for the relevant Group company.
46	Total waste generated		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	43,567	44,511	43,437	44,092	43,978	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 Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
47	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	19,742	19,461	17,067	17,922	16,827	ton	306-3	
48		Outside Japan	Group companies outside Japan	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	23,825	25,050	26,371	26,170	27,150	ton	306-3	<ul style="list-style-type: none"> Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
49	Waste generated (waste intensity)		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	22.7	20.3	20.4	20.1	20.4	kg/ton	-	<ul style="list-style-type: none"> Waste generated per ton of production Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
50	Waste not disposed		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	26,294	27,155	21,607	20,101	18,873	ton	306-4	<ul style="list-style-type: none"> Partly including the waste incinerated (energy recovery) Reasons for modifying past data: Reviewed the data collected and calculation method Impact of modifying past data: No impact other than on year(s) changed
51	Breakdown by type	Plastic	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	-	1,058	ton	306-4	
52		Other	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	-	17,815	ton	306-4	
53	Waste disposed		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	17,273	17,356	21,830	23,991	25,105	ton	306-5	
54	Breakdown by type	Plastic	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	-	107	ton	306-5	
55		Other	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	-	24,998	ton	306-5	
56	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	99.33	99.33	99.37	99.47	99.69	%	-	
57	Acquisition status of ISO 14001 certification		Consolidated subsidiaries	As of February of the fiscal year	-	-	-	-	-		-	https://www.fujioilholdings.com/en/sustainability/authen/

Society												
No.	Data	Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
58	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.	
59	Ratio of Group companies subject to human rights impact assessment	Fuji Oil Group	Fiscal year	-	-	95	-	-	%	412-1		
60	Ratio of employees trained on human rights	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	100	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	
61	Number of employees	Fuji Oil Group	As of the end of the fiscal year	5,963	5,874	5,679	5,623	5,799	person(s)	2-7 405-1	•Both in and outside Japan, as of March 31, 2023 •No significant changes were found in the relevant reporting period compared to the other reporting periods.	
62	By employment type and gender	Regular male employees	Fuji Oil Group	As of the end of the fiscal year	4,598	4,579	4,447	4,387	4,536	person(s)	2-7 405-1	
63		Regular female employees	Fuji Oil Group	As of the end of the fiscal year	1,365	1,295	1,232	1,236	1,263	person(s)	2-7 405-1	
64		Casual employees and agency workers (Male)	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	-	145	person(s)	2-8 405-1	•Number of casual employees and agency workers as of March 31. •No significant changes were found in the number of casual employees or agency workers in the relevant reporting period compared to the other reporting periods.
65		Casual employees and agency workers (Female)	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	-	190	person(s)	2-8 405-1	•Number of casual employees and agency workers as of March 31. •No significant changes were found in the number of casual employees or agency workers in the relevant reporting period compared to the other reporting periods.
66	By working hours	Full time	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	-	1,581	person(s)	2-7 405-1	
67		Part time	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	-	13	person(s)	2-7 405-1	
68	By region	Japan (Male)	Group companies in Japan	As of the end of the fiscal year	-	-	-	-	1,354	person(s)	2-7 405-1	
69		Japan (Female)	Group companies in Japan	As of the end of the fiscal year	-	-	-	-	349	person(s)	2-7 405-1	
70		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	2,077	person(s)	2-7 405-1	
71		Asia	Group companies in Asia	As of the end of the fiscal year	2,231	2,109	2,139	2,033	2,019	person(s)	2-7 405-1	
72	Total number of managers	Fuji Oil Group	As of the end of the fiscal year	854	880	880	844	877	person(s)	-	Both in and outside Japan, as of March 31, 2023	
73	By region and gender	Japan (Male)	Group companies in Japan	As of the end of the fiscal year	361	336	307	297	294	person(s)	-	
74		Japan (Female)	Group companies in Japan	As of the end of the fiscal year	37	40	34	37	38	person(s)	-	
75		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	215	person(s)	-	
76		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	82	person(s)	-	
77		Asia (Male)	Group companies in Asia	As of the end of the fiscal year	174	183	208	164	170	person(s)	-	
78		Asia (Female)	Group companies in Asia	As of the end of the fiscal year	60	68	81	71	78	person(s)	-	
79	Group ratio of women in managerial positions	Fuji Oil Group	As of the end of the fiscal year	-	-	-	-	22.6	%	-	Both in and outside Japan, as of March 31, 2023	
80	Ratio of women in managerial positions	Ratio of women in managerial positions in Japan	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Until FY2021: as of April 1 of the relevant fiscal year From FY2022 onward: as of the end of the fiscal year	7.0	9.3	10.5	11.1	11.7	%	-	In Japan, as of March 31, 2023
81		Ratio of women at the highest union membership level in Japan	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	-	21.8	%	-	In Japan, level four as of March 31, 2023

Society												
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82	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	50	%	202-2	As of March 31, 2023. Consolidated subsidiaries are included; Group companies in Japan are excluded.	
83		Group companies in Asia	As of the end of the fiscal year	-	-	43	31	14	%	202-2	As of March 31, 2023. Consolidated subsidiaries are included; Group companies in Japan are excluded.	
84	Total number of newly hired regular employees	Fuji Oil Group	As of the end of the fiscal year	-	785	615	958	964	person(s)	401-1 405-1	Both in and outside Japan, as of March 31, 2023	
85	By region	Japan	Group companies in Japan	As of the end of the fiscal year	-	69/8.8	58/9.4	84/8.8	95/9.8	person(s) / %	401-1 405-1	Number of newly hired regular employees by region and the rate over total number of newly hired regular employees
86		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	518/53.7	person(s) / %	401-1 405-1	Same as above
87		Asia	Group companies in Asia	As of the end of the fiscal year	-	214/27.3	229/37.2	340/35.5	351/36.4	person(s) / %	401-1 405-1	Same as above
88	Total number of newly hired regular employees in Japan	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	64	53	49	74	75	person(s)	401-1 405-1	Included union members and managers at the time of hiring	
89	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	40/62.5	34/64.2	38/77.6	59/79.7	69/92.0	person(s) / %	401-1 405-1	Number of newly hired regular employees by gender and the rate over total number of newly hired regular employees
90		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	24/37.5	19/35.8	11/22.4	15/20.3	6/8.0	person(s) / %	401-1 405-1	Same as above
91	By type of adoption	New graduate	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	34/53.1	36/67.9	28/57.1	32/43.2	26/34.7	person(s) / %	401-1 405-1	Number of newly hired regular employees by adoption and the rate over total number of newly hired regular employees
92		Mid-career	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	30/46.9	17/32.1	21/42.9	42/56.8	49/65.3	person(s) / %	401-1 405-1	Number of mid-career regular employees hired during the fiscal year and the rate over total number of newly hired regular employees
93	Total turnover of regular employees	Fuji Oil Group	As of the end of the fiscal year	-	718	470	633	750	person(s)	401-1 405-1	The number gap is wider as compared to FY2019 since the definition of turnover changed in FY2020.	
94	By region	Japan	Group companies in Japan	As of the end of the fiscal year	-	74/10.3	35/7.4	48/7.6	43/5.7	person(s) / %	401-1 405-1	Turnover of regular employees by region and the rate over total turnover of regular employees
95		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	325/43.3	person(s) / %	401-1 405-1	Same as above
96		Asia	Group companies in Asia	As of the end of the fiscal year	-	230/32.0	219/46.6	283/44.7	382/50.9	person(s) / %	401-1 405-1	Same as above
97	Total turnover of regular employees in Japan	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	30	19	32	33	person(s)	401-1 405-1	Same as above	
98	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	23/76.7	13/68.4	28/87.5	26/78.8	person(s) / %	401-1 405-1	Turnover of regular employees by gender and the rate over total turnover of regular employees
99		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	7/23.3	6/31.6	4/12.5	7/21.2	person(s) / %	401-1 405-1	Same as above
100	Average years of continuous employment	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	-	17.8	year(s)	-	
101		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	-	15.4	year(s)	-	
102	Number of employees who took nursing care leave	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	0	3	1	7	12	person(s)	-		
103	Percentage of annual leave 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	63.2	76.6	69.4	69.1	73.9	%	-	<ul style="list-style-type: none"> Target: Maintain 65% or higher Period: April 1, 2021 to March 31, 2026 (* Based on Fuji Oil Co., Ltd. "Act on Promotion of Women's Participation and Advancement in the Workplace General Employers Action Plan" target 2 (Maintain a percentage of annual leave taken 65% or higher. Period: April 1, 2021 to March 31, 2026) 	

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No.	Data		Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
104	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	159.1	156.5	158.3	158.4	156.3	hours / month	-	
105	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	17.0	16.8	16.3	17.0	16.5	hours / month	-	
106	Number of people rehired		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of April of the fiscal year	-	85	91	97	102	person(s)	-	
107	Rehiring rate		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	83.9	87.0	95.6	94.7	%	-	Rehiring rate of regular employees who retired by the end of September and March of the relevant fiscal year
108	Number of people with disabilities recruited		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	34	35	33	33	35	person(s)	405-1	Average of the relevant fiscal year
109	Recruitment rate for people with disabilities		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	2.08	2.16	2.03	2.05	2.13	%	405-1	Average of the relevant fiscal year
110	Number of employees using the shorter work hour system		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	25	31	37 (*)	35	30	person(s)	-	Employees who started using the shorter work hour system in the relevant fiscal year (*Including a male employee in FY2020)
111	Number of employees whose children were born during the relevant year		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	62	57	65	55	62	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.
112	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	47	45	51	44	54	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.
113		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	15	12	14	11	8	person(s)	401-3	
114	Total number of employees who took parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	36	56	49	43	40	person(s)	401-3	b. "Total number of employees that took parental leave" (Employees who started taking parental leave in the relevant fiscal year)
115	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	20	41	37	32	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.
116		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	16	15	12	11	8	person(s)	401-3	
117	Ratio of parental leave taken		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	-	64.5	%	-	<ul style="list-style-type: none"> Calculation method: b "Total number of employees that took parental leave" / a "Total number of employees with the right to take parental leave" × 100 Target ratio: 80% (achieve by fiscal 2025) * Based on the "Agreement on Parental Leave at Birth (enacted September 30, 2022)" (Strive to operate and raise awareness within the company of the parental leave system, with a target acquisition rate of 80%)
118	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	-	59.3	%	-	Calculated using the method from Article 71-4, paragraph 1 of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members
119		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	-	100	%	-	

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No.	Data	Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
120	Average number of days of parental leave taken	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	-	78	day(s)	-	<ul style="list-style-type: none"> · b Period of "Total number of employees who took parental leave" divided by total number of people · In cases where parental leaves are extended, the scheduled number of days taken as of the disclosure date is counted. 	
121	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	21	day(s)	-	Leave taken for the second time for the same child not included in calculation	
122		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	302	day(s)	-	<ul style="list-style-type: none"> · For women: Excludes the 56 days of maternity leave from the period between the date of birth and the end of parental leave · Includes up until return to work, if return to work has been decided 	
123	Total number of employees enrolled after returning from parental leave	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	34	56	49	48	40	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. 	
124	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	19	41	37	32	31	person(s)	401-3	
125		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	15	15 (*)	12	16	9	person(s)	401-3	* Including an employee who shifted to the leave in order to accompany their spouse going abroad
126	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	
127	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	
128		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	
129	Retention rate of employees who took parental leave	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	94	100	100	97	96	%	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. 	
130	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	95	100	100	97	97	%	401-3	
131		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	94	100	100	100	94	%	401-3	
141	Average annual training hours per regular employee	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	7.5	10.0	7.0	6.5	hours	404-1	Target: Regular employees who participated in the training organized by the HR Department	
142	Education and training expenses per regular employee	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	22,378	13,724	15,102	29,440	JPY	-	Target: Regular employees who participated in the training organized by the HR Department	
143	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	100	%	404-3		
144	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	100	100	100	100	%	404-3	
145		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	100	100	100	100	%	404-3	
146	Gender pay gap (All workers)	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	-	74.8	%	405-2	<ul style="list-style-type: none"> · The pay level of female employees with that of male employees represented as 100 · Total covers salaried employees for one year excluding those who joined or left the company during the period, and includes those on leave · Pay is total amount of benefits including salary, allowances and bonuses. Excludes severance payments and commuting allowances 	
147	Number of employees with lost-time injuries per thousand employees (4 days or more)	Fuji Oil Group	Year	3.3	2.9	4.7	3.3	3.5	person(s)	-	No. 147-157 covers 29 Group companies (consolidated subsidiaries in Japan and Fuji Oil Co., Ltd. were counted as one company) excluding common function companies	

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No.	Data		Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
148	Changes in frequency rate of labor accidents		Fuji Oil Group (Direct employees)	Year	4.65	6.82	7.49	6.27	4.69	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	·See "Reference information" for no. 147 ·Major injuries: lacerations, bruises, bone fractures, burns, muscle pain
149	By region	Japan	Group companies in Japan (Direct employees)	Year	3.72	2.89	4.03	3.84	1.56	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	See "Reference information" for no. 147
150		Outside Japan	Group companies outside Japan (Direct employees)	Year	5.09	8.62	9.00	7.33	5.95	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	See "Reference information" for no. 147
151	Changes in severity rate of labor accidents		Fuji Oil Group (Direct employees)	Year	0.037	0.049	0.645	0.054	0.507	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 147
152	By region	Japan	Group companies in Japan (Direct employees)	Year	0.018	0.006	0.004	0.036	0.002	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 147
153		Outside Japan	Group companies outside Japan (Direct employees)	Year	0.037	0.068	0.924	0.062	0.711	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 147
154	Number of deaths from work-related injuries among employees		Fuji Oil Group	Year	-	0	1	0	1	person(s)	403-9	See "Reference information" for no. 147
155	Ratio of deaths from work-related injuries among employees		Fuji Oil Group	Year	-	0	0.014	0	0.013	%	403-9	See "Reference information" for no. 147
156	Introduction of occupational health and safety management systems	Number and ratio of companies	Fuji Oil Group	Year	-	-	-	-	25 / 86.2%	company(ies) / %	403-1	·See "Reference information" for no. 147 ·Excluding four companies with no manufacturing functions out of the 29 companies covered
157		Number and ratio of employees covered	Fuji Oil Group	Year	-	-	-	-	7,281 / 96.8%	person(s) / %	403-8	·See "Reference information" for no. 147 ·Calculated based on the 7,524 (as of the end of December, 2023) directly and indirectly employed workers at the 29 companies covered
158	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.fujioilholdings.com/en/sustainability/authen/ohsas18001/
159	Number and ratio of employees at companies that have obtained management certification (by conducting external audits)		Fuji Oil Group	Year	-	-	-	-	379 / 5.0%	person(s) / %	403-8	·Calculated based on the 7,524 (as of the end of December, 2023) directly and indirectly employed workers at the 29 companies covered ·With the two companies that have acquired ISO 45001 (see "Reference information" for no. 158) as the actual value
160	Number of employees eligible to receive health examinations		Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	1,464	1,505	1,527	1,482	1,576	person(s)	-	
161	Details	Number of examinees	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	1,464	1,505	1,527	1,482	1,576	person(s)	-	
162		Health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	100	100	100	100	100	%	-	
163		Secondary health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	94.3	96.0	93.0	98.6	92.6	%	-	

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No.	Data	Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
164	Number of Group companies that have obtained GFSI-recognized certification	Fuji Oil Group	As of February of the fiscal year	-	20	19	19	21	company(ies)	-	Covering the 24 Group companies that engage in manufacturing	
165	GFSI-recognized certification acquisition rate	Fuji Oil Group	As of February of the fiscal year	-	77	79	76	88	%	-		
166	Group companies that have obtained GFSI-recognized certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-		-	https://www.fujioilholdings.com/en/sustainability/authen/gfsi/	
167	Group companies that have obtained HALAL certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-		-	https://www.fujioilholdings.com/en/sustainability/authen/halal/	
168	Group companies that have obtained KOSHER certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-		-	https://www.fujioilholdings.com/en/sustainability/authen/halal/	
169	Group companies that have obtained HACCP certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-		-	https://www.fujioilholdings.com/en/sustainability/authen/haccp/	
170	Group companies that have obtained ISO 22000 certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-		-	https://www.fujioilholdings.com/en/sustainability/authen/iso22000/	
171	Group companies that have obtained ISO 9001 certification	Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-		-	https://www.fujioilholdings.com/en/sustainability/authen/iso9001/	
172	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	100	%	416-1		
173	Number of quality-related recalls and accidents	Fuji Oil Group	Fiscal year	1	0	0	0	0	case(s)	416-2 417-2		
174	Number of participants in a dietary education project	Fuji Oil Co., Ltd.	Fiscal year	526	613	366	1,188	857	person(s)	413-1		
175	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	750	person(s)	413-1		
176	Palm oil traceability to oil mills	Fuji Oil Group	1H/2H (Jan-Dec) FY2022 (from April 1, 2022 to March 31, 2023)	98/99	99/100	100/100	100/100	100	%	-	Percentage of palm oil procured by the Group that can be traced to oil mills	
177	Palm oil traceability to plantations	Fuji Oil Group	1H/2H (Jan-Dec) FY2022 (from April 1, 2022 to March 31, 2023)	-	-	-/71	84/85	93	%	-	Percentage of palm oil procured by the Group that can be traced to plantations	
178	Labour Transformation Programme (LTP) implementation rate for all suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia)	Fuji Oil Group	Fiscal year	-	10	10	27	61	%	-		
179	Trees planted in cocoa-growing regions	Fuji Oil Group	Fiscal year	-	-	10,000	100,000	60,000	tree(s)	-		

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No.	Data	Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
180	Total number of directors	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	10	9	8	12	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	
181	By gender	Male	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	9	8	7	10	person(s)	405-1	2022: Including 3 Audit & Supervisory Committee members
182		Female	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	-	1	1	1	2	person(s)	405-1	
183	Independent outside directors	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	2	3	3	3	6	person(s)	2-9	2022: Including 2 independent outside directors who also serve as Audit & Supervisory Committee members	
184	Outside directors	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	2	3	3	4	7	person(s)	2-9	2022: Including 2 outside directors who also serve as Audit & Supervisory Committee members	
185	Term of office of directors	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	1	1	1	1	1	year(s)	2-9		
186	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		2-11		
187	Number of Board of Directors' meetings	Fuji Oil Holdings Inc.	Fiscal year	16	20	16	16	16	time(s)	-		
188	Attendance rate of outside directors at Board of Directors' meetings	Fuji Oil Holdings Inc.	Fiscal year	100	100	100	100	100	%	-		
189	Total number of Audit & Supervisory Board members or Audit & Supervisory Committee members	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	4	4	4	4	3	person(s)	405-1		
190	By gender	Male	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	4	4	4	4	3	person(s)	405-1	•Reasons for modifying past data: Reviewed the data collected and calculation method •Impact of modifying past data: No impact other than on year(s) changed * The number of male and female directors and Audit & Supervisory Board members was calculated before fiscal 2021, but from fiscal 2022 onwards the number of male and female Audit & Supervisory Committee members is calculated.
191		Female	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	0	0	0	0	0	person(s)	405-1	
192	Standing Audit & Supervisory Board members or standing Audit & Supervisory Committee members	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	2	2	2	2	1	person(s)	2-9		
193	Outside Audit & Supervisory Board members or outside directors who also serve as Audit & Supervisory Committee members	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	2	2	2	2	2	person(s)	2-9	2022: Listed in Term of Office of Audit & Supervisory Committee members	
194	Term of office of Audit & Supervisory Board members or Audit & Supervisory Committee members	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	4	4	4	4	2	year(s)	2-9	2022: Listed in Term of Office of Audit & Supervisory Committee members	
195	Number of Audit & Supervisory Board meetings or Audit & Supervisory Committee meetings	Fuji Oil Holdings Inc.	Fiscal year	12	13	12	12	12	time(s)	-		
196	Attendance rate of standing Audit & Supervisory Board members at Audit & Supervisory Board meetings or Audit & Supervisory Committee members at Audit & Supervisory Committee meetings	Fuji Oil Holdings Inc.	Fiscal year	100	100	100	100	100	%	-		
197	Attendance rate of outside Audit & Supervisory Board members at Audit & Supervisory Board meetings or outside directors who also serve as Audit & Supervisory Committee members at Audit & Supervisory Committee meetings	Fuji Oil Holdings Inc.	Fiscal year	100	100	100	100	100	%	-		
198	Total remuneration for directors (excludes Audit & Supervisory Committee members or outside directors)	Fuji Oil Holdings Inc.	Fiscal year	299 (8)	296 (7)	238 (8)	178 (6)	164 (5)	millions of yen (person(s))	2-19	2022: Including 1 director who stepped down during the period	
199	Total remuneration for Audit & Supervisory Board members or Audit & Supervisory Committee members (excludes outside Audit & Supervisory Board members or outside directors who also serve as Audit & Supervisory Committee members)	Fuji Oil Holdings Inc.	Fiscal year	52 (2)	54 (2)	54 (3)	54 (2)	34 (2)	millions of yen (person(s))	2-19	2022: Including 1 director who stepped down during the period	
200	Total remuneration for outside directors who also serve as outside Audit & Supervisory Board members or outside directors who also serve as Audit & Supervisory Committee members	Fuji Oil Holdings Inc.	Fiscal year	43 (5)	51 (6)	54 (6)	58 (7)	67 (7)	millions of yen (person(s))	2-19	2022: Including 1 director who took office during the period	

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No.	Data	Scope	Data collection period	2018	2019	2020	2021	2022	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
201	Total number of cases of discrimination that occurred during the reporting period	Group companies in Japan	Fiscal year	-	3	2	2	6	case(s)	406-1	Number of harassment claims received through the hotline system	
202	Total number of significant instances of non-compliance with laws and regulations	Fuji Oil Group	Fiscal year	-	0	0	0	0	case(s)	2-27		
203	Number of significant instances of non-compliance with laws and regulations for which fines were incurred	Fuji Oil Group	Fiscal year	-	0	0	0	0	case(s)	2-27		
204	Number of significant instances of non-compliance with laws and regulations for which non-monetary sanctions were incurred	Fuji Oil Group	Fiscal year	-	0	0	0	0	case(s)	2-27		
205	Total number of fines for significant instances of non-compliance with laws and regulations	Fuji Oil Group	Fiscal year	-	0	0	0	0	case(s)	2-27		
206	Monetary value of fines for significant instances of non-compliance with laws and regulations that occurred in the current reporting period	Fuji Oil Group	Fiscal year	-	0	0	0	0	JPY	2-27		
207	Monetary value of fines for significant instances of non-compliance with laws and regulations that occurred in previous reporting periods	Fuji Oil Group	Fiscal year	-	0	0	0	0	JPY	2-27		
208	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	12/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).	
209	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	5,799/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).	
210	By region	Japan	Group companies in Japan	Fiscal year	-	1,903/100	1,714/100	1,705/100	1,703/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
211		Europe and the U.S.	Group companies in Europe and the Americas	Fiscal year	-	1,862/100	1,826/100	1,885/100	2,077/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
212		Asia	Group companies in Asia	Fiscal year	-	2,109/100	2,139/100	2,033/100	2,019/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
213	Total number of confirmed cases of corruption		Fuji Oil Group	Fiscal year	-	0	0	0	0	case(s)	205-3	



Greenhouse gas emissions Verification Statement

12 July 2023

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 fiscal year 2022 Monitoring Report (hereinafter, referred to as “the Report”) from 1/April/2022 to 31/March/2023.

- 1) SCOPE 1 GHG emissions;
 - Direct CO₂ emissions at the Organizational boundary by using natural gas, city gas, LPG, diesel oil, kerosene and gasoline
- 2) SCOPE 2 GHG emissions;
 - Indirect CO₂ emissions at 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. The Organization’s responsibility is to make the Report and report the Monitoring data, and JMACC’s responsibility is to express our views on the Monitoring data of the Report 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 information to decide the GHG emissions in the Report, 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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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 2022 were not calculated and reported in conformance with the criteria.

NOTE:

※ 1: Domestic: FUJI OIL CO.,LTD. Hannan Business Operations Complex, FUJI OIL CO.,LTD. Chiba Plant

Overseas: FUJI OIL (SINGAPORE) PTE. LTD., WOODLANDS SUNNY FOODS PTE. LTD., PALMAJU EDIBLE OIL SDN. BHD., FUJI OIL (ZHANG JIA GANG) CO., LTD., TIANJIN FUJI PROTEIN CO., LTD., FUJI VEGETABLE OIL, INC., BLOMMER CHOCOLATE COMPANY (Chicago facility), BLOMMER CHOCOLATE COMPANY (East Greenville facility)

※ 2: Refer to the Attachment for the Verified GHG emissions of organizational boundary.

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Greenhouse gas emissions Verification Statement

21 July 2023

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 fiscal year 2022 Monitoring Report (hereinafter, referred to as "the Report") from 1/April/2022 to 31/March/2023.

- 1) SCOPE 3 GHG emissions;
CO₂ emissions at the category 1 of SCOPE 3^{※2} of the Organization's activities

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. The Organization's responsibility is to make the Report and report the Monitoring data, and JMACC's responsibility is to express our views on the Monitoring data of the Report 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 information to decide the GHG emissions in the Report, 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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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 2022 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.2.5) ", "LCI database IDEAv3 Ver.3.2" and "Scope3 Category 1 monitoring rule" prepared by the organization
- ※4: Refer to the Attachment for the Verified GHG emissions of organizational boundary.

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Fuji Oil Group List (as of March 31, 2023)

	Company Name	Industry			Area ^{*1}			Country of Residence
		Manufacturing	Sales	Others	Japan	Asia	Europe and America	
Submitting Company	FUJI OIL HOLDINGS INC.			○	○			Japan
Consolidated subsidiaries	FUJI OIL CO., LTD.	○	○	○	○			Japan
	FUJI FRESH FOODS CO., LTD.		○		○			Japan
	FUJI SUNNY FOODS CO., LTD.		○		○			Japan
	FUJI TSUKUBA FOODS CO., LTD.	○			○			Japan
	FUJI KOBE FOODS CO., LTD.	○			○			Japan
	F&F CO., LTD.	○	○		○			Japan
	HANNAN TANK TERMINAL CO., LTD.			○	○			Japan
	CHIBA VEGOIL TANK TERMINAL CO., LTD.			○	○			Japan
	OMU MILK PRODUCTS CO., LTD.	○	○		○			Japan
	FUJI OIL ASIA PTE. LTD.		○	○		○		Singapore
	FUJI OIL (SINGAPORE) PTE. LTD.	○	○			○		Singapore
	WOODLANDS SUNNY FOODS PTE. LTD.	○	○			○		Singapore
	PALMAJU EDIBLE OIL SDN. BHD	○	○			○		Malaysia
	FUJI OIL (THAILAND) CO., LTD.	○	○			○		Thailand
	PT. FREYABADI INDOTAMA	○	○			○		Indonesia
	FUJI GLOBAL CHOCOLATE (M) SDN. BHD.	○	○			○		Malaysia
	INDUSTRIAL FOOD SERVICES PTY. LIMITED	○	○			○		Australia
	FUJI OIL (CHINA) INVESTMENT CO., LTD.		○	○		○		China
	FUJI OIL (ZHANG JIA GANG) CO., LTD.	○	○			○		China
	FUI OIL (ZHANG JIA GANG FREE TRADE ZONE) CO., LTD.		○			○		China
	FUJI OIL (ZHAOQING) CO., LTD.	○	○			○		China
	TIANJIN FUJI PROTEIN CO., LTD.	○	○			○		China
	Blommer Chocolate Manufacturing (Shanghai) Co., Ltd.	○	○			○		China
	FUJI SPECIALTIES, INC.			○			○	America
	Fuji Oil International Inc.			○			○	America
	FUJI VEGETABLE OIL, INC.	○	○				○	America
	Fuji Oil New Orleans, LLC	○	○				○	America
	Oilseeds International, Ltd.	○	○				○	America
	HARALD INDÚSTRIA E COMÉRCIO DE ALIMENTOS LTDA	○	○				○	Brazil
	Blommer Chocolate Company	○	○				○	America
FUJI OIL EUROPE	○	○				○	Belgium	
FUJI OIL GHANA LIMITED	○	○				○	Ghana	
Fuji Brandenburg GmbH	○					○	Germany	
Others: 6 ^{*2}								
Unconsolidated Subsidiaries	FUJI OIL (PHILIPPINES), INC.		○			○		Philippines
	FUJI EUROPE AFRICA B.V.			○			○	Netherlands
	Other: 1 ^{*2}		○			○		
Equity-method affiliates	PT. MUSIM MAS-FUJI	○	○			○		Indonesia
	UNIFUJI SDN. BHD.	○	○			○		Malaysia
	Other: 1 ^{*2}							
Affiliates not accounted for by the equity method	Daishin Co., Ltd.	○	○			○		Japan
	Others: 2 ^{*2}							

*1 In our financial reporting, we report by the following categories: Japan, Americas, Southeast Asia, China, and Europe. In the ESG Databook, we classify them below.

Japan, Asia (Southeast Asia, China), Europe (Americas, Europe)

*2 Function companies, etc.