

## Fuji Oil Group Sustainability Report 2024: 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	2019	2020	2021	2022	2023	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	23,989	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	3,021	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	20,968	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	9,194,154	8,797,343	8,661,941	8,344,927	8,096,668	GJ	302-1	· Sources of conversion factors: Greenhouse gas emissions calculation and reporting manual (Ministry of the Environment of Japan), US EPA
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	9,008,335	8,520,155	8,308,886	7,734,926	7,629,577	GJ	302-1	
6		Total renewable energy consumption	Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	185,819	277,188	353,055	610,001	467,091	GJ	302-1	Prerequisites: Of renewable energy sources, solar power and biomass generation are calculated by converting into fossil fuel-equivalent calorific value [GJ].
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	3,222,591	3,042,350	2,876,950	2,711,905	2,802,214	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	5,971,563	5,754,993	5,784,991	5,633,022	5,294,454	GJ	302-1	
9	Energy intensity		Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	4.18	4.14	3.95	3.88	3.71	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

Environment

No.	Data	Scope	Data collection period	2019	2020	2021	2022	2023	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	216,226	202,777	203,165	196,187	179,678	t-CO <sub>2</sub>	305-1	<ul style="list-style-type: none"> <li>Gas used for calculation: CO<sub>2</sub></li> <li>Base year: FY2016</li> <li>Sources of emission factors: Greenhouse gas emissions calculation and reporting manual (Ministry of the Environment of Japan)</li> <li>Standards, methods, calculation tools: Energy Conservation Act, Greenhouse gas emissions calculation and reporting manual (Ministry of the Environment of Japan)</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
11		Scope 2	Consolidated subsidiaries Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	221,793	209,520	204,046	182,414	181,943	t-CO <sub>2</sub>	305-2	<ul style="list-style-type: none"> <li>Gas used for calculation: CO<sub>2</sub></li> <li>Base year: FY2016</li> <li>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)</li> <li>Standards, methods, calculation tools: Energy Conservation Act, Greenhouse gas emissions calculation and reporting manual (MOE)</li> <li>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)</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	2,721,949	2,656,779	t-CO <sub>2</sub>	2-4 305-3	<ul style="list-style-type: none"> <li>Gas used for calculation: CO<sub>2</sub></li> <li>Base year: FY2016</li> <li>Sources of emission factors: IDEA ver. 3.3, LULUC Regulations</li> <li>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 of Japan)</li> <li>Prerequisites: Category 1 only. Excluding one Group company in Australia and one Group company in Germany</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: Recalculated emissions for FY2016, FY2022, and FY2023 using emissions factors mentioned above</li> </ul>
13	Total CO <sub>2</sub> emissions		Consolidated subsidiaries Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	438,019	412,297	407,211	378,601	361,621	t-CO <sub>2</sub>	305-1 305-2	<ul style="list-style-type: none"> <li>Prerequisites: Scopes 1 and 2 only</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	156,342	144,526	138,363	117,924	108,239	t-CO <sub>2</sub>	305-1 305-2	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
15		Outside Japan	Group companies outside Japan Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	281,677	267,771	268,848	260,677	253,382	t-CO <sub>2</sub>	305-1 305-2	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	0.200	0.190	0.190	0.180	0.170	t-CO <sub>2</sub> /ton	2-4 305-4	<ul style="list-style-type: none"> <li>The parameter selected by the organization as a denominator to calculate emissions intensity: production volume (ton)</li> <li>Types of GHG emissions: Scope 1, Scope 2</li> <li>Gas used for calculation: CO<sub>2</sub></li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	N/A	-	305-6	<ul style="list-style-type: none"> <li>In FY2023, Group companies was confirmed that no ODS was produced, imported, or exported.</li> </ul>
18	NOx emissions		Group companies in Japan Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	81.9	50.5	52.0	52.8	50.9	ton	305-7	<ul style="list-style-type: none"> <li>Sources of emission factors: Environmental Reporting Guidelines - Reference (Ministry of the Environment of Japan)</li> <li>Standards, methods: Environmental Reporting Guidelines - Reference (Ministry of the Environment of Japan)</li> </ul>

Environment

No.	Data	Scope	Data collection period	2019	2020	2021	2022	2023	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	4,980	4,754	4,672	4,401	4,160	1,000 kL	303-3	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
20	Breakdown by water source	Surface water	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	553	287	476	530	195	1,000 kL	303-3	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
21		Groundwater	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	2,377	2,287	1,850	1,720	1,723	1,000 kL	303-3	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
22		Seawater	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	262	262	145	0	0	1,000 kL	303-3	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> <li>Seawater (from FY2022): Excluded from the water withdrawal since it is used only to pass through the equipment</li> </ul>
23		Water generated from production	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	0	0	0	0	0	1,000 kL	303-3	
24		Water supplied by third parties	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	1,789	1,918	2,202	2,152	2,242	1,000 kL	303-3	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	374	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 Aqueduct 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	8.9	9.0	%	-	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
27	Breakdown of water withdrawal from all regions with water risk by water source	Surface water	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	0	0	0	0	0	1,000 kL	303-3	
28		Groundwater	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	299	372	0	0	0	1,000 kL	303-3	
29		Seawater	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	0	0	0	0	0	1,000 kL	303-3	
30		Water generated from production	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	0	0	0	0	0	1,000 kL	303-3	
31		Water supplied by third parties	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	0	25	369	393	374	1,000 kL	303-3	
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	2.27	2.23	2.13	2.05	1.91	kL/ton	-	<ul style="list-style-type: none"> <li>Water use per 1 ton of production</li> <li>"Water use" in Environmental Vision 2030 corresponds to "Water withdrawal" in GRI standards.</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>

Environment

No.	Data		Scope	Data collection period	2019	2020	2021	2022	2023	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
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	3,376	3,082	2,897	2,692	2,540	1,000 kL	303-4	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	378	296	1,000 kL	303-4	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	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	0	0	1,000 kL	303-4	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> <li>Seawater (from FY2022): Excluded from the water withdrawal since it is used only to pass through the equipment</li> </ul>
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	2,314	2,245	1,000 kL	303-4	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	205	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	8.1	8.1	%	303-4	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	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	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	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	205	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	1,604	1,672	1,775	1,709	1,619	1,000 kL	303-5	<ul style="list-style-type: none"> <li>Water consumption = Total water withdrawal - total water discharge</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	170	1,000 kL	303-5	<ul style="list-style-type: none"> <li>Water consumption = Total water withdrawal - total water discharge</li> <li>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.</li> </ul>

Environment

No.	Data	Scope	Data collection period	2019	2020	2021	2022	2023	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
46	Total waste generated	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	44,511	43,437	44,092	41,348	39,531	ton	306-3	<ul style="list-style-type: none"> <li>Group companies in Japan: Waste volume recorded in the manifest slips</li> <li>Prerequisites: Excluding waste sold or taken over for free</li> <li>Excluding one Group company in Australia and Group company in Germany</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
47	Breakdown by region	Japan	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	19,461	17,067	17,922	16,827	16,777	ton	306-3	
48		Outside Japan	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	25,050	26,371	26,170	24,520	22,754	ton	306-3	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	20.3	20.4	20.1	19.2	18.1	kg/ton	-	<ul style="list-style-type: none"> <li>Waste generated per ton of production</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
50	Waste not disposed	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	27,155	21,607	20,101	17,439	21,422	ton	306-4	<ul style="list-style-type: none"> <li>Partly including the waste incinerated (energy recovery)</li> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
51	Breakdown by type	Plastic	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	1,088	1,011	ton	306-4	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
52		Other	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	16,350	20,411	ton	306-4	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
53	Waste disposed	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	17,356	21,830	23,991	23,909	18,109	ton	306-5	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
54	Breakdown by type	Plastic	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	107	61	ton	306-5	
55		Other	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	23,802	18,047	ton	306-5	<ul style="list-style-type: none"> <li>Reason for modifying past data: Due to a review of collected data and calculation method</li> <li>Impact of modifying past data: No impact other than on year(s) changed</li> </ul>
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	99.37	99.47	99.69	99.90	%	-	
57	Acquisition status of ISO 14001 certification	Consolidated subsidiaries	As of February of the fiscal year	-	-	-	-	-	-	-	<a href="https://www.fujioilholdings.com/en/sustainability/authen/">https://www.fujioilholdings.com/en/sustainability/authen/</a>

No.	Data	Scope	Data collection period	2019	2020	2021	2022	2023	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)		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	-	-	-	%			
60	Ratio of employees trained on human rights	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%		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	5,874	5,679	5,623	5,799	5,731	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	4,579	4,447	4,387	4,536	4,459	person(s)	2-7 405-1	
63		Regular female employees	Fuji Oil Group	As of the end of the fiscal year	1,295	1,232	1,236	1,263	1,272	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	1,365	person(s)	2-7 405-1	
69		Japan (Female)	Group companies in Japan	As of the end of the fiscal year	-	-	-	349	368	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	1,862	1,826	1,885	2,077	2,003	person(s)	2-7 405-1	
71		Asia	Group companies in Asia	As of the end of the fiscal year	2,109	2,139	2,033	2,019	1,995	person(s)	2-7 405-1	
72	Total number of managers	Fuji Oil Group	As of the end of the fiscal year	880	880	844	877	878	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	336	307	297	294	293	person(s)	-	
74		Japan (Female)	Group companies in Japan	As of the end of the fiscal year	40	34	37	38	44	person(s)	-	
75		Europe and the U.S. (Male)	Group companies in Europe and the Americas	As of the end of the fiscal year	178	172	192	215	174	person(s)	-	
76		Europe and the U.S. (Female)	Group companies in Europe and the Americas	As of the end of the fiscal year	75	78	83	82	73	person(s)	-	
77		Asia (Male)	Group companies in Asia	As of the end of the fiscal year	183	208	164	170	192	person(s)	-	
78		Asia (Female)	Group companies in Asia	As of the end of the fiscal year	68	81	71	78	102	person(s)	-	
79	Group ratio of women in managerial positions	Fuji Oil Group	As of the end of the fiscal year	-	-	-	22.6	24.9	%	-	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	9.3	10.5	11.1	11.7	14.4	%	-	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	25.4	%	-	In Japan, level four as of March 31, 2023
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	45	%	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	14	%	202-2	As of March 31, 2023. Consolidated subsidiaries are included; Group companies in Japan are excluded.	

No.	Data	Scope	Data collection period	2019	2020	2021	2022	2023	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
84	Total number of newly hired regular employees	Fuji Oil Group	As of the end of the fiscal year	785	615	958	964	793	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	102/12.8	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	454/57.2	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	237/30.0	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	53	49	74	75	86	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	34/64.2	38/77.6	59/79.7	69/92.0	63/73.2	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	19/35.8	11/22.4	15/20.3	6/8.0	23/26.8	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	36/67.9	28/57.1	32/43.2	26/34.7	34/39.5	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	17/32.1	21/42.9	42/56.8	49/65.3	52/60.5	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	465	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	34/7.3	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	233/50.1	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	198/42.6	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	28	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	25/89.3	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	3/10.7	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	17.4	person(s) / %	-	
101		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	-	15.4	14.7	year(s)	-	
102	Number of employees who took nursing care leave	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	3	1	7	12	9	year(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	76.6	69.4	69.1	73.9	73.2	%	-	•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)	
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	156.5	158.3	158.4	156.3	156.6	hours / month	-		

No.	Data	Scope	Data collection period	2019	2020	2021	2022	2023	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
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	16.8	16.3	17.0	16.5	16.4	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	118	person(s)	-		
107	Rehiring rate	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	83.9	87.0	95.6	94.7	89.5	%	-	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	35	33	33	35	34.5	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	2.16	2.03	2.05	2.13	2.05	%	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	31	37 (※)	35	30	33	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	57	65	55	62	54	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.	
112	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	45	51	44	54	46	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	12	14	11	8	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	56	49	43	40	41	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	41	37	32	32	34	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	15	12	11	8	7	person(s)	401-3	
117	Ratio of parental leave taken	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	64.5	75.9	%	-	· 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	73.9	%	-	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	100	%	-	
120	Average number of days of parental leave taken	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	78	62	day(s)	-	· 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	15	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	290	day(s)	-	
123	Total number of employees enrolled after returning from parental leave	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	56	49	48	40	41	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.	
124	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	41	37	32	31	32	person(s)	401-3	* Including an employee who shifted to the leave in order to accompany their spouse going abroad
125		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	15 (※)	12	16	9	9	person(s)	401-3	



No.	Data		Scope	Data collection period	2019	2020	2021	2022	2023	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
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	100	100	97	96	95	%	401-3	<ul style="list-style-type: none"> <li>·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</li> <li>· We used to count employees who took parental leave until FY2019; we started to count employees who returned from parental leave from FY2020.</li> </ul>
130	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	97	97	97	%	401-3	
131		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	94	89	%	401-3	
132	Average annual training hours per regular employee		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	22,378	13,724	15,102	29,440	38,022	JPY	-	Target: Regular employees who participated in the training organized by the HR Department
133	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	100	%	404-3	
134	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	404-3	
135		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	404-3	
136	Gender pay gap (All workers)		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	-	74.8	76.7	%	405-2	<ul style="list-style-type: none"> <li>·The pay level of female employees with that of male employees represented as 100</li> <li>·Total covers salaried employees for one year excluding those who joined or left the company during the period, and includes those on leave</li> <li>·Pay is total amount of benefits including salary, allowances and bonuses. Excludes severance payments and commuting allowances</li> </ul>
137	Number of employees with lost-time injuries per thousand employees (4 days or more)		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Year	2.9	4.7	3.3	3.5	2.5	person(s)	-	No. 137-147 covers 28 Group companies (consolidated subsidiaries in Japan and Fuji Oil Co., Ltd. were counted as one company) excluding common function companies
138	Changes in frequency rate of labor accidents		Fuji Oil Group (Direct employees)	Year	6.82	7.49	6.27	4.69	4.72	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	<ul style="list-style-type: none"> <li>·See "Reference information" for no. 137</li> <li>·Major injuries: lacerations, bruises, bone fractures, burns</li> <li>·Indicates Total Recordable Incident Rate (TRIR)</li> </ul>
139	By region	Japan	Fuji Oil Group (Direct employees)	Year	2.89	4.03	3.84	1.56	2.58	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	See "Reference information" for no. 137 ·Indicates Total Recordable Incident Rate (TRIR)
140		Outside Japan	Group companies in Japan (Direct employees)	Year	8.62	9.00	7.33	5.95	5.57	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	See "Reference information" for no. 137 ·Indicates Total Recordable Incident Rate (TRIR)
141	Changes in severity rate of labor accidents		Group companies outside Japan (Direct employees)	Year	0.049	0.645	0.054	0.507	0.079	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 137
142	By region	Japan	Group companies in Japan (Direct employees)	Year	0.006	0.004	0.036	0.002	0.037	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 137
143		Outside Japan	Group companies outside Japan (Direct employees)	Year	0.068	0.924	0.062	0.711	0.096	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 137
144	Number of deaths from work-related injuries among employees		Fuji Oil Group	Year	0	1	0	1	0	person(s)	403-9	See "Reference information" for no. 137
145	Ratio of deaths from work-related injuries among employees		Fuji Oil Group	Year	0	0.014	0	0.013	0	%	403-9	See "Reference information" for no. 137

No.	Data		Scope	Data collection period	2019	2020	2021	2022	2023	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
146	Introduction of occupational health and safety management systems	Number and ratio of companies	Fuji Oil Group	Year	-	-	-	25/86.2	24/85.77	company(ies) / %	403-1	•See "Reference information" for no. 137 •Excluding four companies with no manufacturing functions out of the 28 companies covered
147		Number and ratio of employees covered	Fuji Oil Group	Year	-	-	-	7281/96.8	7459/97.0	person(s) / %	403-8	•See "Reference information" for no. 137 •Calculated based on the 7,692 (as of the end of December, 2023) directly and indirectly employed workers at the 28 companies covered
148	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	-	-	-	-	-	-	-	<a href="https://www.fujioilholdings.com/en/sustainability/authen/ohsas18001/">https://www.fujioilholdings.com/en/sustainability/authen/ohsas18001/</a>
149	Number and ratio of employees at companies that have obtained management certification (by conducting external audits)		Fuji Oil Group	Year	-	-	-	379/5.0	373/4.8	person(s) / %	403-8	•Calculated based on the 7,692 (as of the end of December, 2023) directly and indirectly employed workers at the 28 companies covered •With the two companies that have acquired ISO 45001 (see "Reference information" for no. 148) as the actual value
150	Number of employees eligible to receive health examinations		Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	1,505	1,527	1,482	1,576	1,523	person(s)	-	
151	Details	Number of examinees	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	1,505	1,527	1,482	1,576	1,523	person(s)	-	
152		Health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	100	100	100	100	100	%	-	
153		Secondary health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	96.0	93.0	98.6	92.6	95.3	%	-	
154	Number of Group companies that have obtained GFSI-recognized certification		Fuji Oil Group	As of February of the fiscal year	20	19	19	21	20	company(ies)	-	Covering the 23 Group companies that engage in manufacturing
155	GFSI-recognized certification acquisition rate		Fuji Oil Group	As of February of the fiscal year	77	79	76	88	87	%	-	
156	Group companies that have obtained GFSI-recognized certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	<a href="https://www.fujioilholdings.com/en/sustainability/authen/gfsi/">https://www.fujioilholdings.com/en/sustainability/authen/gfsi/</a>
157	Group companies that have obtained HALAL certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	<a href="https://www.fujioilholdings.com/en/sustainability/authen/halal/">https://www.fujioilholdings.com/en/sustainability/authen/halal/</a>
158	Group companies that have obtained KOSHER certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	<a href="https://www.fujioilholdings.com/en/sustainability/authen/halal/">https://www.fujioilholdings.com/en/sustainability/authen/halal/</a>
159	Group companies that have obtained HACCP certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	<a href="https://www.fujioilholdings.com/en/sustainability/authen/haccp/">https://www.fujioilholdings.com/en/sustainability/authen/haccp/</a>
160	Group companies that have obtained ISO 22000 certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	<a href="https://www.fujioilholdings.com/en/sustainability/authen/iso22000/">https://www.fujioilholdings.com/en/sustainability/authen/iso22000/</a>
161	Group companies that have obtained ISO 9001 certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	<a href="https://www.fujioilholdings.com/en/sustainability/authen/iso9001/">https://www.fujioilholdings.com/en/sustainability/authen/iso9001/</a>
162	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	100	%	416-1	
163	Number of quality-related recalls and accidents		Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	416-2 417-2	
164	Number of participants in a dietary education project		Fuji Oil Co., Ltd.	Fiscal year	613	366	1,188	857	830	person(s)	413-1	
165	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	250	person(s)	413-1	
166	Palm oil traceability to oil mills		Fuji Oil Group	1H/2H (Jan-Dec) FY2022 (from April 1, 2022 to March 31, 2023)	99/100	100/100	100/100	100	100	%	-	Percentage of palm oil procured by the Group that can be traced to oil mills
167	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	95	%	-	Percentage of palm oil procured by the Group that can be traced to plantations
168	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	74	%	-	
169	Trees planted in cocoa-growing regions		Fuji Oil Group	Fiscal year	-	10,000	100,000	60,000	145,748	tree(s)	-	

Governance

No.	Data	Scope	Data collection period	2019	2020	2021	2022	2023	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
170	Total number of directors	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	10	9	8	12	12	person(s)	405-1	2023: • 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	
171	By gender	Male	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	9	8	7	10	10	person(s)	405-1	2023: Including 3 Audit & Supervisory Committee members
172		Female	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	1	1	1	2	2	person(s)	405-1	
173	Independent outside directors	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	3	3	3	6	6	person(s)	2-9	2023: Including 2 independent outside directors who also serve as Audit & Supervisory Committee members	
174	Outside directors	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	3	3	4	7	7	person(s)	2-9	2023: Including 2 outside directors who also serve as Audit & Supervisory Committee members	
175	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		
176	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		
177	Number of Board of Directors' meetings	Fuji Oil Holdings Inc.	Fiscal year	20	16	16	16	16	time(s)	-		
178	Attendance rate of outside directors at Board of Directors' meetings	Fuji Oil Holdings Inc.	Fiscal year	100	100	100	100	100	%	-		
179	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	3	3	person(s)	405-1		
180	By gender	Male	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	4	4	4	3	3	person(s)	405-1	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.
181		Female	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	0	0	0	0	0	person(s)	405-1	
182	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	1	1	person(s)	2-9		
183	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	2023: Listed in Term of Office of Audit & Supervisory Committee members	
184	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	2	2	year(s)	2-9	2023: Listed in Term of Office of Audit & Supervisory Committee members	
185	Number of Audit & Supervisory Board meetings or Audit & Supervisory Committee meetings	Fuji Oil Holdings Inc.	Fiscal year	13	12	12	12	12	time(s)	-		
186	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	%	-		
187	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	%	-		
188	Total remuneration for directors (excludes Audit & Supervisory Committee members or outside directors)	Fuji Oil Holdings Inc.	Fiscal year	296 (7)	238 (8)	178 (6)	164 (5)	159 (4)	millions of yen (person(s))	2-19	2023: No internal directors stepped down during the period	
189	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	54 (2)	54 (3)	54 (2)	34 (2)	27 (1)	millions of yen (person(s))	2-19	2023: No auditors stepped down during the period	
190	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	51 (6)	54 (6)	58 (7)	67 (7)	70 (9)	millions of yen (person(s))	2-19	2022: Including 2 directors who stepped down and 2 directors who took office during the period	
191	Total number of cases of discrimination that occurred during the reporting period	Group companies in Japan	Fiscal year	3	2	2	6	6	case(s)	406-1	Number of harassment claims received through the hotline system	

Governance												
No.	Data	Scope	Data collection period	2019	2020	2021	2022	2023	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
192	Total number of significant instances of non-compliance with laws and regulations	Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	2-27		
193	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	0	case(s)	2-27		
194	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	0	case(s)	2-27		
195	Total number of fines for significant instances of non-compliance with laws and regulations	Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	2-27		
196	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	0	JPY	2-27		
197	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	0	JPY	2-27		
198	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	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%).	
199	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	5,731/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).	
200	Total number/percentage of business partners to whom the organization's anti-corruption policy and procedures have been communicated	Fuji Oil Group	Fiscal year	–	–	–	–	100%	person(s) / %	205-2		
201	Total number/percentage of governance body members who have attended anti-corruption training	Fuji Oil Holdings Inc.	Fiscal year	–	–	4/50	–	–	person(s) / %	205-2	Outside directors were out of scope when training was conducted in 2021.	
202	By region	Japan	Group companies in Japan	Fiscal year	1,903/100	1,714/100	1,705/100	1,703/100	1,733/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
203		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	2,003/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
204		Asia	Group companies in Asia	Fiscal year	2,109/100	2,139/100	2,033/100	2,019/100	1,995/100	person(s) / %	205-2	The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).
205	Total number of confirmed cases of corruption	Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	205-3		



## Greenhouse gas emissions Verification Statement

16 July 2024

### FUJI OIL HOLDINGS INC.

Japan Management Association  
GHG Certification Center  
Chiga Maruo, Senior Executive



#### 1. Objective and Scope of Verification

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 within the organizational boundary<sup>※1</sup> in its fiscal year 2023 Monitoring Report (hereinafter, referred to as “the Report”) from 1/April/2023 to 31/March/2024.

- 1) SCOPE 1 GHG emissions;  
Direct CO<sub>2</sub> emissions within the organizational boundary by using natural gas, city gas, LPG, diesel oil, kerosene and gasoline
- 2) SCOPE 2 GHG emissions;  
Indirect CO<sub>2</sub> emissions within the organizational boundary by using electricity, heating and cooling

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<sup>※2</sup>, 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 by JMACC in accordance with the 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:

- Assessment regarding to the information to specify the GHG emissions in the Report, monitoring procedure, monitoring system and related documents
- Interviews with persons in charge of preparing the Report
- Verifying the evidence for confirmation of the accuracy of GHG emissions by sampling

GHG emissions Verification Statement(16/Jul./2024)	Japan Management Association GHG Certification Center 3-1-22 Shiba-koen, Minato-ku, Tokyo 105-8522 JAPAN	Page	1 / 2
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#### 3. Conclusion of Verification

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 2023 were not calculated and reported in conformance with the criteria.

#### NOTE

※1: Japan: FUJI OIL CO.,LTD. Hannan Business Operations Complex,  
FUJI OIL CO.,LTD. Chiba Plant,  
FUJI OIL CO.,LTD. Kanto Plant,  
FUJI OIL CO.,LTD. Kobe Plant,  
FUJI SUNNY FOODS CO., LTD.

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 (East Greenville facility),  
HARALD INDÚSTRIA E COMÉRCIO DE ALIMENTOS LTDA.,  
FUJI OIL EUROPE,  
FUJI OIL GHANA LTD.

※2: Monitoring procedure : “Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.6)” and “monitoring procedures” prepared by the organization.

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

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## Greenhouse gas emissions Verification Statement

19 July 2024

### FUJI OIL HOLDINGS INC.

Japan Management Association  
GHG Certification Center  
Chiga Maruo, Senior Executive



#### 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 within the organizational boundary<sup>※1</sup> in its fiscal year 2023 Monitoring Report (hereinafter, referred to as “the Report”) from 1/April/2023 to 31/March/2024.

- 1) SCOPE 3 GHG emissions;  
CO<sub>2</sub> emissions within the category 1 of SCOPE 3<sup>※2</sup>

The objective of this verification is to confirm that the monitoring data in the Organization’s applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure<sup>※3</sup>, and to express our views as a third party. The Organization’s responsibility is to prepare 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 by JMACC in accordance with the 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:

- Assessment regarding to the information to specify the GHG emissions in the Report, monitoring procedure, monitoring system and related documents
- Interviews with persons in charge of preparing the Report
- Verifying the evidence for confirmation of the accuracy of GHG emissions by sampling

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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 2023 were not calculated and reported in conformance with the criteria.

#### NOTE:

- ※1: Japan: FUJI OIL CO.,LTD.,  
OMU MILK PRODUCTS CO., LTD.,  
F&F CO., LTD.  
Overseas: FUJI OIL (SINGAPORE) PTE. LTD.,  
WOODLANDS SUNNY FOODS PTF. I.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 LTD.
- ※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.2.6) ” , “National Institute of Advanced Industrial Science and Technology IDEA Ver.3.3” 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, 2024)

	Company Name	Industry			Area <sup>*1</sup>			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
	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: 7 <sup>*2</sup>							
Unconsolidated Subsidiaries	FUJI OIL (PHILIPPINES), INC.		○			○		Philippines
	FUJI EUROPE AFRICA B.V.			○			○	Netherlands
	Other: 1 <sup>*2</sup>		○			○		
Equity-method affiliates	PT. MUSIM MAS-FUJI	○	○			○		Indonesia
	UNIFUJI SDN. BHD.	○	○			○		Malaysia
	Other: 1 <sup>*2</sup>							
Affiliates not accounted for by the equity method	FREYABADI (THAILAND) CO., LTD.	○	○			○		Thailand
	JPG REFINERY SDN.BHD.	○				○		Malaysia
	Others: 2 <sup>*2</sup>							

\*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.

\*3 100% of the shares held were transferred in July 2024.