

Fuji Oil Group Sustainability Report 2025: 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	2020	2021	2022	2023	2024	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	124,693	36,909	29,249	35,825	82,296	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	10,491	14,327	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	25,334	67,969	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	8,797,343	8,661,941	8,344,927	7,692,109	7,475,544	GJ	302-1	• Sources of conversion factors: Greenhouse gas emissions calculation and reporting manual (Japan's Ministry of the Environment: MOE), 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	8,524,700	8,308,886	7,734,926	7,451,433	7,477,353	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	272,643	353,055	610,001	240,676	214,756	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	3,042,350	2,876,950	2,711,905	2,602,860	2,592,184	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	5,754,993	5,784,991	5,633,022	5,089,249	4,883,360	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	4.14	3.95	3.88	3.54	3.41	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	2020	2021	2022	2023	2024	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	202,777	201,824	196,187	179,361	180,326	t-CO ₂	305-1	- Gas used for calculation: CO₂ - Base year: FY2016 - 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) - Reason for modifying past data: Due to a review of collected data 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	209,618	201,082	180,664	177,755	172,225	t-CO ₂	305-2	- Gas used for calculation: CO₂ - Base year: FY2016 - Sources of emission factors: IEA, Greenhouse gas emissions calculation and reporting manual (MOE), Singapore Energy Statistics (Energy Market Authority of Singapore: EMA), US EPA, Electric Company CO₂ and Resource Mix Database for Corporate Customers (EEI), Ontario Electricity Emissions Factors and Guidelines (TAF), Inventários Corporativos (MCTI), Climate-Related Disclosure 2023 (Electricity company's website, PT. PLN) - 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) - Reason for modifying past data: Due to a review of collected data 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	2,291,643	2,915,734	2,721,949	2,537,992	2,432,825	t-CO ₂	2-4 305-3	- Gas used for calculation: CO₂ - Sources of emission factors: LCI database AIST-IDEA ver. 3.4.1, primary data of some suppliers - 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) - Prerequisites: Category 1 only. Excluding companies in Australia and Germany for FY2021 and FY2022. - Reason for modifying past data: Due to a review of collected data and calculation method - Impact of modifying past data: Recalculated emissions for FY2020 and FY2023 using emissions factors mentioned above	
13		FLAG	Consolidated subsidiaries	Year FY2020, FY2023 and from FY2024 onward: April 1 of the relevant year to March 31 of the following year	677,112	-	-	610,333	543,231	t-CO ₂		- Gas used for calculation: CO₂ - Sources of emission factors: LCI database AIST-IDEA ver. 3.4.1 - 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) - Prerequisites: Category 1 only.	
14	Total CO ₂ emissions		Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	412,395	402,906	376,851	357,116	352,551	t-CO ₂	305-1 305-2	- Prerequisites: Scopes 1 and 2 only - Reason for modifying past data: Due to a review of collected data and calculation method - Impact of modifying past data: No impact other than on year(s) changed	
15	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	144,526	137,573	117,924	108,240	112,368	t-CO ₂	305-1 305-2	- Reason for modifying past data: Due to a review of collected data and calculation method - Impact of modifying past data: No impact other than on year(s) changed	
16		Outside Japan	Group companies outside Japan	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	267,869	265,333	258,927	248,876	240,183	t-CO ₂	305-1 305-2	- Reason for modifying past data: Due to a review of collected data and calculation method - Impact of modifying past data: No impact other than on year(s) changed	
17	Greenhouse gas (GHG) emissions intensity		Consolidated subsidiaries	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	0.194	0.184	0.175	0.164	0.161	t-CO ₂ /ton	2-4 305-4	- The parameter selected by the organization as a denominator to calculate emissions intensity: production volume (ton) - Types of GHG emissions: Scope 1, Scope 2 - Gas used for calculation: CO₂ - Reason for modifying past data: Due to a review of collected data and calculation method - Impact of modifying past data: No impact other than on year(s) changed	
18	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	N/A	-	305-6	In FY2024, Group companies was confirmed that no ODS was produced, imported, or exported.	

Environment												
No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
19	NOx emissions		Group companies in Japan	Year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	50.5	52.0	52.8	50.9	54.0	ton	305-7	• Sources of emission factors: Environmental Reporting Guidelines - Reference (Ministry of the Environment of Japan) • Standards, methods: Environmental Reporting Guidelines - Reference (Ministry of the Environment of Japan)
20	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	4,754	4,672	4,341	4,160	4,023	1,000 kL	303-3	• Reason for modifying past data: Due to a review of collected data and calculation method • Impact of modifying past data: No impact other than on year(s) changed
21	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	287	476	471	195	154	1,000 kL	303-3	• Reason for modifying past data: Due to a review of collected data and calculation method • Impact of modifying past data: No impact other than on year(s) changed
22		Groundwater	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	2,287	1,850	1,716	1,723	1,747	1,000 kL	303-3	• Reason for modifying past data: Due to a review of collected data and calculation method • Impact of modifying past data: No impact other than on year(s) changed
23		Seawater	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	262	145	0	0	0	1,000 kL	303-3	• Reason for modifying past data: Due to a review of collected data and calculation method • Impact of modifying past data: No impact other than on year(s) changed • Seawater (from FY2022): Excluded from the water withdrawal since it is used only to pass through the equipment
24		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	0	1,000 kL	303-3	
25		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	1,918	2,202	2,154	2,242	2,121	1,000 kL	303-3	• Reason for modifying past data: Due to a review of collected data and calculation method • Impact of modifying past data: No impact other than on year(s) changed
26	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	397	369	393	374	370	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.
27	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	8.4	7.9	9.0	9.0	9.2	%	-	• Reason for modifying past data: Due to a review of collected data and calculation method • Impact of modifying past data: No impact other than on year(s) changed
28	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	0	1,000 kL	303-3	
29		Groundwater	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	372	0	0	0	0	1,000 kL	303-3	
30		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	303-3	
31		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	0	1,000 kL	303-3	
32		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	25	369	393	374	370	1,000 kL	303-3	
33	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	2.23	2.13	2.02	1.91	1.84	kL/ton	-	• Water use per 1 ton of production • "Water use" in Environmental Vision 2030 corresponds to "Water withdrawal" in GRI standards. • Reason for modifying past data: Due to a review of collected data and calculation method • Impact of modifying past data: No impact other than on year(s) changed

Environment												
No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
34	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	3,082	2,897	2,692	2,542	2,529	1,000 kL	303-4	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
35	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	361	310	363	296	357	1,000 kL	303-4	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
36		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	
37		Seawater	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	262	145	0	0	0	1,000 kL	303-4	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed ・Seawater (from FY2022): Excluded from the water withdrawal since it is used only to pass through the equipment
38		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	2,459	2,441	2,329	2,246	2,172	1,000 kL	303-4	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
39	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	192	206	218	205	192	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.
40	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	6.2	7.1	8.1	8.0	7.6	%	303-4	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
41	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	
42		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	
43		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	
44		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	192			205	192	1,000 kL	303-4	
45	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	1,672	1,775	1,649	1,617	1,494	1,000 kL	303-5	・Water consumption = Total water withdrawal - total water discharge ・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
46	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	205	163	175	170	178	1,000 kL	303-5	・Water consumption = Total water withdrawal - total water discharge ・Each Group company manages risks using a PDCA cycle, which includes identifying material risks, planning and implementing a management strategy, evaluating results, and making improvements. 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.
47	Total waste generated		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	43,437	44,092	41,909	39,530	36,209	ton	306-3	・Group companies in Japan: Waste volume recorded in the manifest slips ・Prerequisites: Excluding waste sold or taken over for free ・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed

Environment												
No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
48	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	17,067	17,922	16,827	16,777	15,374	ton	306-3	
49		Outside Japan	Group companies outside Japan	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	26,371	26,170	25,082	22,753	20,834	ton	306-3	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
50	Waste generated (waste intensity)		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	20.4	20.1	19.5	18.2	16.5	kg/ton	-	・Waste generated per ton of production ・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
51	Waste not disposed		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	21,607	20,101	19,059	21,422	16,612	ton	306-4	・Partly including the waste incinerated (energy recovery) ・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
52	Breakdown by type	Plastic	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	1,011	855	ton	306-4	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
53		Other	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	20,411	15,758	ton	306-4	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
54	Waste disposed		Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	21,830	23,991	22,851	18,108	19,596	ton	306-5	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
55	Breakdown by type	Plastic	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	61	11	ton	306-5	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
56		Other	Consolidated subsidiaries	Fiscal year From FY2021 onward: April 1 of the relevant year to March 31 of the following year	-	-	-	18,046	19,585	ton	306-5	・Reason for modifying past data: Due to a review of collected data and calculation method ・Impact of modifying past data: No impact other than on year(s) changed
57	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	99.37	99.47	99.69	99.85	99.84	%	-	
58	Acquisition status of ISO 14001 certification		Consolidated subsidiaries	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/iso14001/

Society												
No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
59	Total number of Group companies subject to human rights impact assessment		Fuji Oil Group	Fiscal year	37	-	-	-	39	company(ies)		Human rights impact assessments were conducted as part of human rights due diligence.
60	Ratio of Group companies subject to human rights impact assessment		Fuji Oil Group	Fiscal year	95	-	-	-	100	%		
61	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
62	Number of employees		Fuji Oil Group	As of the end of the fiscal year	5,679	5,623	5,799	5,731	5,654	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.
63	By employment type and gender	Regular male employees	Fuji Oil Group	As of the end of the fiscal year	4,447	4,387	4,536	4,459	4,334	person(s)	2-7 405-1	
64		Regular female employees	Fuji Oil Group	As of the end of the fiscal year	1,232	1,236	1,263	1,272	1,320	person(s)	2-7 405-1	
65		Casual employees and agency workers (Male)	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	145	131	122	person(s)	2-8 405-1	
66		Casual employees and agency workers (Female)	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	190	186	190	person(s)	2-8 405-1	
67	By working hours	Full time	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	1,581	1,624	1,663	person(s)	2-7 405-1	
68		Part time	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	13	6	9	person(s)	2-7 405-1	
69	By region	Japan (Male)	Group companies in Japan	As of the end of the fiscal year	-	-	1,354	1,365	1,349	person(s)	2-7 405-1	
70		Japan (Female)	Group companies in Japan	As of the end of the fiscal year	-	-	349	368	379	person(s)	2-7 405-1	
71		Europe and the U.S.	Group companies in Europe and the Americas	As of the end of the fiscal year	1,826	1,885	2,077	2,003	1,835	person(s)	2-7 405-1	
72		Asia	Group companies in Asia	As of the end of the fiscal year	2,139	2,033	2,019	1,995	2,091	person(s)	2-7 405-1	
73	Total number of managers		Fuji Oil Group	As of the end of the fiscal year	880	844	877	878	895	person(s)	-	Both in and outside Japan, as of March 31, 2025
74	By region and gender	Japan (Male)	Group companies in Japan	As of the end of the fiscal year	307	297	294	293	275	person(s)	-	
75		Japan (Female)	Group companies in Japan	As of the end of the fiscal year	34	37	38	44	50	person(s)	-	
76		Europe and the U.S. (Male)	Group companies in Europe and the Americas	As of the end of the fiscal year	172	192	215	174	165	person(s)	-	
77		Europe and the U.S. (Female)	Group companies in Europe and the Americas	As of the end of the fiscal year	78	83	82	73	89	person(s)	-	
78		Asia (Male)	Group companies in Asia	As of the end of the fiscal year	208	164	170	192	208	person(s)	-	
79		Asia (Female)	Group companies in Asia	As of the end of the fiscal year	81	71	78	102	108	person(s)	-	
80	Ratio of women in managerial positions	Group ratio of women in managerial positions	Fuji Oil Group	As of the end of the fiscal year	-	-	22.6	24.9	27.6	%	-	Both in and outside Japan, as of March 31, 2025
81		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	10.5	11.1	11.7	14.4	15.9	%	-	In Japan, as of March 31, 2025
82		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	23.6	%	-	In Japan, level four as of March 31, 2025
83	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	44	%	202-2	As of March 31, 2025. Consolidated subsidiaries are included; Group companies in Japan are excluded.
84			Group companies in Asia	As of the end of the fiscal year	43	31	14	14	14	%	202-2	As of March 31, 2025. Consolidated subsidiaries are included; Group companies in Japan are excluded.
85	Total number of newly hired regular employee		Fuji Oil Group	As of the end of the fiscal year	615	958	964	793	801	person(s)	401-1 405-1	Both in and outside Japan, as of March 31, 2025

Society												
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86	By region	Japan	Group companies in Japan	As of the end of the fiscal year	58/9.4	84/8.8	95/9.8	102/12.8	111/13.8	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
87		Europe and the U.S.	Group companies in Europe and the Americas	As of the end of the fiscal year	328/53.3	534/55.7	518/53.7	454/57.2	400/50.0	person(s) / %	401-1 405-1	
88		Asia	Group companies in Asia	As of the end of the fiscal year	229/37.2	340/35.5	351/36.4	237/30.0	290/36.2	person(s) / %	401-1 405-1	
89	Total number of newly hired regular employees in Japan		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	49	74	75	86	101	person(s)	401-1 405-1	Included union members and managers at the time of hiring
90	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	38/77.6	59/79.7	69/92.0	63/73.2	74/73.2	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
91		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	11/22.4	15/20.3	6/8.0	23/26.8	27/26.7	person(s) / %	401-1 405-1	
92	By type of adoption	New graduate	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	28/57.1	32/43.2	26/34.7	34/39.5	39/38.6	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
93		Mid-career	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	21/42.9	42/56.8	49/65.3	52/60.5	62/61.4	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
94	Total turnover of regular employees		Fuji Oil Group	As of the end of the fiscal year	470	633	750	465	420	person(s)	401-1 405-1	The number gap is wider as compared to FY2019 since the definition of turnover changed in FY2020.
95	By region	Japan	Group companies in Japan	As of the end of the fiscal year	35/7.4	48/7.6	43/5.7	34/7.3	42/10.0	person(s) / %	401-1 405-1	Turnover of regular employees by region and the rate over total turnover of regular employees
96		Europe and the U.S.	Group companies in Europe and the Americas	As of the end of the fiscal year	216/46.0	302/47.7	325/43.3	233/50.1	193/46.0	person(s) / %	401-1 405-1	
97		Asia	Group companies in Asia	As of the end of the fiscal year	219/46.6	283/44.7	382/50.9	198/42.6	185/44.0	person(s) / %	401-1 405-1	
98	Total turnover of regular employees in Japan		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	19	32	33	28	33	person(s)	401-1 405-1	
99	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	13/68.4	28/87.5	26/78.8	25/89.3	29/87.9	person(s) / %	401-1 405-1	Turnover of regular employees by gender and the rate over total turnover of regular employees
100		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	6/31.6	4/12.5	7/21.2	3/10.7	4/12.1	person(s) / %	401-1 405-1	
101	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	16.7	year(s)	-	
102		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	-	15.4	14.7	14.2	year(s)	-	
103	Number of employees who took nursing care leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	1	7	12	9	10	year(s)	-	
104	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	69.4	69.1	73.9	73.2	77.3	%	-	•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)
105	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	158.3	158.4	156.3	156.6	156.1	hours / month	-	
106	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	16.3	17.0	16.5	16.4	16.5	hours / month	-	
107	Number of people rehired		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	As of April of the fiscal year	91	97	102	118	121	person(s)	-	

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No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
108	Rehiring rate		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	87.0	95.6	94.7	89.5	92.5	%	-	Rehiring rate of regular employees who retired by the end of September and March of the relevant fiscal year
109	Number of people with disabilities recruited		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	33	33	35	34.5	40.8	person(s)	405-1	Average of the relevant fiscal year
110	Recruitment rate for people with disabilities		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	2.03	2.05	2.13	2.05	2.36	%	405-1	Average of the relevant fiscal year
111	Number of employees using the shorter work hour system		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	37 (※)	35	30	33	32	person(s)	-	Employees who started using the shorter work hour system in the relevant fiscal year (*Including a male employee in FY2020)
112	Number of employees whose children were born during the relevant year		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	65	55	62	54	44	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.
113	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	51	44	54	46	40	person(s)	401-3	Excluding those who have been employed for less than one year (as the labor-management agreement stipulates that those employed for less than one year are not eligible).
114		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	14	11	8	8	4	person(s)	401-3	
115	Total number of employees who took parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	49	43	40	41	31	person(s)	401-3	b. "Total number of employees that took parental leave" (Employees who started taking parental leave in the relevant fiscal year)
116	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	37	32	32	34	27	person(s)	401-3	In cases where parental leaves were taken for the same child more than once, only the first leave was counted.
117		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	12	11	8	7	4	person(s)	401-3	
118	Ratio of parental leave taken		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	64.5	75.9	70.4	%	-	・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%)
119	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	59.3	73.9	67.5	%	-	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
120		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	100	100	100	%	-	
121	Average number of days of parental leave taken		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	78	62	66	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.
122	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	21	15	29	day(s)	-	Leave taken for the second time for the same child not included in calculation
123		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	302	290	315	day(s)	-	・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
124	Total number of employees enrolled after returning from parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	49	48	40	41	46	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.
125	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	37	32	31	32	37	person(s)	401-3	
126		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	12	16	9	9	9	person(s)	401-3	* Including an employee who shifted to the leave in order to accompany their spouse going abroad
127	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 × 100
128	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	
129		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	

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No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
130	Retention rate of employees who took parental leave		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	97	96	95	100	%	401-3	・d. "Total number of employees that returned to work after parental leave ended and that were still employed 12 months after their return to work" (Of the eligible employees (who were reported in (c) "Total number of employees that returned to work in the reporting period after parental leave ended" in the previous year), employees who have retained for 12 months) Retention rate (%) = (d) in the relevant fiscal year / (c) in the previous fiscal year ・ We used to count employees who took parental leave until FY2019; we started to count employees who returned from parental leave from FY2020.
131	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	97	97	97	100	%	401-3	
132		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	94	89	100	%	401-3	
133	Average annual training hours per regular employee		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	13,724	15,102	29,440	38,022	72,997	JPY	-	Target: Regular employees who participated in the training organized by the HR Department
134	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	
135	By gender	Male	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	404-3	
136		Female	Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	404-3	
137	Gender pay gap (All workers)		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Fiscal year	-	-	74.8	76.7	76.0	%	405-2	・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
138	Number of employees with lost-time injuries per thousand employees (4 days or more)		Fuji Oil Holdings Inc. and Fuji Oil Co., Ltd.	Year	4.7	3.3	3.5	2.5	1.9	名	-	No. 138-148 covers 28 Group companies (consolidated subsidiaries in Japan and Fuji Oil Co., Ltd. were counted as one company) excluding common function companies
139	Changes in frequency rate of labor accidents		Fuji Oil Group (Direct employees)	Year	7.49	6.27	4.69	4.72	5.10	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	・See "Reference information" for no. 138 ・Major injuries: lacerations, bruises, bone fractures, burns ・Indicates Total Recordable Incident Rate (TRIR)
140	By region	Japan	Fuji Oil Group (Direct employees)	Year	4.03	3.84	1.56	2.58	1.81	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	See "Reference information" for no. 138 ・Indicates Total Recordable Incident Rate (TRIR)
141		Outside Japan	Group companies in Japan (Direct employees)	Year	9.00	7.33	5.95	5.57	6.49	Number of casualties due to labor accidents / Total actual working hours x 1,000,000	403-9	See "Reference information" for no. 138 ・Indicates Total Recordable Incident Rate (TRIR)
142	Changes in severity rate of labor accidents		Group companies outside Japan (Direct employees)	Year	0.645	0.054	0.507	0.079	0.028	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 138
143	By region	Japan	Group companies in Japan (Direct employees)	Year	0.004	0.036	0.002	0.037	0.001	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 138
144		Outside Japan	Group companies outside Japan (Direct employees)	Year	0.924	0.062	0.711	0.096	0.039	Number of work days lost / 1,000 actual working hours	-	See "Reference information" for no. 138
145	Number of deaths from work-related injuries among employees		Fuji Oil Group	Year	1	0	1	0	0	person(s)	403-9	See "Reference information" for no. 138
146	Ratio of deaths from work-related injuries among employees		Fuji Oil Group	Year	0.014	0	0.013	0	0	%	403-9	See "Reference information" for no. 138

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No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
147	Introduction of occupational health and safety management systems	Number and ratio of companies	Fuji Oil Group	Year	-	-	25/86.2%	24/85.77%	20/83.3	company(ies) / %	403-1	·See "Reference information" for no. 138 ·Excluding four companies with no manufacturing functions out of the 24companies covered
148		Number and ratio of employees covered	Fuji Oil Group	Year	-	-	7281/96.8%	7459/97.0%	7145/97.1	person(s) / %	403-8	·See "Reference information" for no. 138 ·Calculated based on the 7,358 (as of the end of December, 2024) directly and indirectly employed workers at the 24 companies covered
149	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.fujioil.co.jp/en/sustainability/authen/ohsas18001/
150	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%	770/10.2	person(s) / %	403-8	·Calculated based on the 7,358 (as of the end of December, 2024) directly and indirectly employed workers at the 24 companies covered ·With the three companies that have acquired ISO 45001 (see "Reference information" for no. 148) as the actual value
151	Number of employees eligible to receive health examinations		Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	1,527	1,482	1,576	1,523	1,592	person(s)	-	
152	Details	Number of examinees	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	1,527	1,482	1,576	1,523	1,592	person(s)	-	
153		Health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	100	100	100	100	100	%	-	
154		Secondary health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	93.0	98.6	92.6	95.3	94.9	%	-	
155	Number of Group companies that have obtained GFSI-recognized certification		Fuji Oil Group	As of February of the fiscal year *From FY2024: as of March 31 of the fiscal year	19	19	21	20	20	company(ies)	-	Covering the 23 Group companies that engage in manufacturing
156	GFSI-recognized certification acquisition rate		Fuji Oil Group	As of February of the fiscal year *From FY2024: as of March 31 of the fiscal year	79	76	88	87	87	%	-	
157	Group companies that have obtained GFSI-recognized certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/gfsi/
158	Group companies that have obtained HALAL certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/halal/
159	Group companies that have obtained KOSHER certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/halal/
160	Group companies that have obtained HACCP certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/haccp/
161	Group companies that have obtained ISO 22000 certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/iso22000/
162	Group companies that have obtained ISO 9001 certification		Fuji Oil Group	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/iso9001/
163	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	
164	Number of quality-related recalls and accidents		Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	416-2 417-2	
165	Number of participants in a dietary education project		Fuji Oil Co., Ltd.	Fiscal year	366	1,188	857	830	1,041	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)	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	95	%	-	Percentage of palm oil procured by the Group that can be traced to plantations

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No.	Data	Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
168	Labor Transformation Program (LTP) implementation rate for all suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia)	Fuji Oil Group	Fiscal year	10	27	61	74	83	%	-	
169	Trees planted in cocoa-growing regions	Fuji Oil Group	Fiscal year	10,000	100,000	60,000	145,748	70,023	tree(s)	-	

No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	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	9	8	12	12	11	person(s)	405-1	2024: · Total number of directors (including Audit & Supervisory Committee members): 11 (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	8	7	10	10	9	person(s)	405-1	2024: Including 3 Audit & Supervisory Committee members
172		Female	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	1	1	2	2	2	person(s)	405-1	
173	Independent outside directors		Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	3	3	6	6	6	person(s)	2-9	2024: 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	4	7	7	7	person(s)	2-9	2024: 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	16	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	3	3	3	person(s)	405-1	
180	By gender	Male	Fuji Oil Holdings Inc.	As of June 30 of the fiscal year	4	4	3	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	1	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	2	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	12	12	12	12	13	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	238 (8)	178 (6)	164 (5)	159 (4)	101 (5)	millions of yen (person(s))	2-19	2024: Including 2 directors who stepped down and 1 director who took office 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 (3)	54 (2)	34 (2)	27 (1)	25 (2)	millions of yen (person(s))	2-19	2024: Including 1 board member who stepped down and 1 board member who took office during the period

Governance												
No.	Data		Scope	Data collection period	2020	2021	2022	2023	2024	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
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	54 (6)	58 (7)	67 (7)	70 (9)	70 (8)	millions of yen (person(s))	2-19	2024: Including 1 director who stepped down and 1 director 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	2	2	6	6	8	case(s)	406-1	Number of harassment claims received through the hotline system
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	9/100	8/100	12/100	12/100	11/100	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	5,679/100	5,623/100	5,799/100	5,731/100	5,654/100	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%	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	—	—	7/64	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	1,714/100	1,705/100	1,703/100	1,733/100	1,728/100	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	1,826/100	1,885/100	2,077/100	2,003/100	1,835/100	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	2,139/100	2,033/100	2,019/100	1,995/100	2,091/100	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	

List of Fuji Oil Group Companies (as of March 31, 2025)

Category	Company Name	Industry			Area ^{*1}			Country of Residence
		Manufacturing	Sales	Others	Japan	Asia	Europe and Americas	
Submitting Company	FUJI OIL HOLDINGS INC. ^{*2}			○	○			Japan
Consolidated subsidiaries	FUJI OIL CO., LTD.	○	○	○	○			Japan
	FUJI FRESH FOODS CO., LTD.		○		○			Japan
	FUJI SUNNY 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, LLC	○	○				○	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 ^{*3}							
Unconsolidated Subsidiaries	FUJI OIL (PHILIPPINES), INC.		○			○		Philippines
	FUJI EUROPE AFRICA B.V.			○			○	Netherlands
	Other: 1 ^{*3}							
Equity-method affiliates	PT. MUSIM MAS-FUJI	○	○			○		Indonesia
	UNIFUJI SDN. BHD.	○	○			○		Malaysia
	Other: 1 ^{*3}							
Affiliates not accounted for by the equity method	FREYABADI (THAILAND) CO., LTD.	○	○			○		Thailand
	JPG FUJI SDN.BHD.	○	○			○		Malaysia
	Others: 1 ^{*3}							

^{*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} As of March 31, 2025. In April 2025, FUJI OIL HOLDINGS INC. merged its wholly owned subsidiary FUJI OIL CO., LTD., and the trade name was changed to FUJI OIL CO., LTD.

^{*3} Function companies, etc.