

Fuji Oil Group Sustainability Report 2026: ESG Data Book

• "Year" refers to the period from January 1 to December 31 of the relevant year.
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Environment												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
1	Material used for packaging		Consolidated subsidiaries	Fiscal year	36,909	29,249	35,825	27,526	38,637	ton	2-4 301-1	• Type of raw materials: Packaging materials (e.g. papers, cardboards, plastics) • Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) • Reason for modifying past data: Review of collected data and calculation methods • Impact of modifying past data: FY2024
2	Breakdown by type	Plastic	Consolidated subsidiaries	Fiscal year	-	8,689	10,491	8,195	7,640	ton	2-4 301-1	• Reason for modifying past data: Review of collected data and calculation methods • Impact of modifying past data: FY2024
3		Others	Consolidated subsidiaries	Fiscal year	-	20,560	25,334	19,331	30,997	ton	2-4 301-1	• Reason for modifying past data: Review of collected data and calculation methods • Impact of modifying past data: FY2024
4	Total energy consumption		Consolidated subsidiaries	Fiscal year	8,661,941	8,344,927	7,692,109	7,477,633	7,220,393	GJ	2-4 103-5 302-1	• Sources of emission factor information: Greenhouse Gas Emissions Calculation and Reporting Manual, Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain (Ver.3.6), US EPA • Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) • Reason for modifying past data: Review of collected data and calculation methods • Impact of modifying past data: FY2024
5	Breakdown by energy source	Total non-renewable energy consumption	Consolidated subsidiaries	Fiscal year	8,308,886	7,734,926	7,477,353	7,315,722	6,970,500	GJ	2-4 103-2 103-5 302-1	• Reason for modifying past data: Review of collected data and calculation methods • Impact of Past Data Corrections: FY2023, FY2024
6		Total renewable energy consumption	Consolidated subsidiaries	Fiscal year	353,055	610,001	214,756	161,911	249,893	GJ	103-2 103-5 302-1	Prerequisite: Of renewable energy sources, solar power and biomass are calculated by converting into fossil fuel-equivalent calorific value [GJ].
7	Breakdown by region	Japan	Group companies in Japan	Fiscal year	2,876,950	2,711,905	2,602,860	2,592,184	2,496,628	GJ	302-1	-
8		Outside Japan	Group companies outside Japan	Fiscal year	5,784,991	5,633,022	5,089,249	4,885,449	4,723,765	GJ	2-4 302-1	• Reason for modifying past data: Review of collected data and calculation methods • Impact of modifying past data: FY2024
9	Energy intensity		Consolidated subsidiaries	Fiscal year	3.95	3.88	3.54	3.41	3.39	GJ/ton	103-4 302-3	• Denominator selected for intensity calculation: Production volume (ton) • Types of energy: Fuel (city gas, natural gas, LPG, etc.), electricity, steam • Prerequisite: Limited to the energy consumption within the organization • Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025)
10	Scope 1		Consolidated subsidiaries	Fiscal year	201,824	196,187	179,361	180,326	179,803	t-CO ₂	2-4 102-5 305-1	• Gas subject to calculation: CO ₂ (Although the Fuji Oil Group's reduction targets are set with GHG emissions, CO ₂ accounts for 94% of the total GHG emissions (FY2025 results). Accordingly, actual CO ₂ emissions (the primary source of GHG emissions) are reported.) • Base year: FY2020 • Sources of emission factor information: Greenhouse Gas Emissions Calculation and Reporting Manual, disclosure reports from government agencies in relevant countries, etc. • Calculation standards: Energy Conservation Act, Greenhouse Gas Emissions Calculation and Reporting Manual, Greenhouse Gas (GHG) Protocol
11	Scope 2 (Market-based)		Consolidated subsidiaries	Fiscal year	201,082	180,664	177,755	172,225	150,503	t-CO ₂	102-6 305-2	• Gas subject to calculation: CO ₂ • Base year: FY2020 • Sources of emission factor information: Greenhouse Gas Emissions Calculation and Reporting Manual, Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain, Emission Factors by Electricity Provider (for Calculating Greenhouse Gas Emissions by Specified Emitters), disclosure reports from government agencies and suppliers in relevant countries, etc. • Calculation standards: Energy Conservation Act, Greenhouse Gas Emissions Calculation and Reporting Manual, Greenhouse Gas (GHG) Protocol • Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025)

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Environment												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
12	Scope 1 & Scope 2 (Total)		Consolidated subsidiaries	Fiscal year	402,906	376,851	357,116	352,551	330,306	t-CO ₂	2-4 102-4 102-5 102-6 305-1 305-2	・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025)
13	Breakdown by region	Japan	Group companies in Japan	Fiscal year	137,573	117,924	108,240	112,368	107,653	t-CO ₂	2-4 102-5 102-6 305-1 305-2	-
14		Outside Japan	Group companies outside Japan	Fiscal year	265,333	258,927	248,876	240,183	222,653	t-CO ₂	2-4 102-5 102-6 305-1 305-2	-
15	Greenhouse gas (GHG) emissions intensity		Consolidated subsidiaries	Fiscal year	0.184	0.175	0.164	0.161	0.155	t-CO ₂	2-4 102-8 305-4	・ Denominator selected for intensity calculation: Production volume (ton) ・ GHG emissions included in the calculation : Scope 1, Scope 2 ・ Gas subject to calculation: CO ₂ ・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of Past Data Corrections: FY2021, FY2022, FY2023, FY2024
16	Scope 3 (Category 1) (Purchased goods and services)		Consolidated subsidiaries	Fiscal year	2,915,734	2,721,949	2,523,297	2,114,347	2,022,884	t-CO ₂ eq	2-4 102-4 102-7 305-3	・ Gases subject to calculation: CO ₂ ⁶ , non-energy-derived CO ₂ ³ , six major greenhouse gases (CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃), etc. ・ Sources of emission factor information: IDEA (latest fiscal year: v3.5.1), Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain, primary data from some suppliers (2 companies) ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisites: Energy- and industry-derived emissions (non-FLAG), including emissions from purchased services from FY2023 onward ・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: Recalculating values for FY2023 and FY2024 using the above emission factors
17	Scope 3 Category 2 (Capital goods)		Consolidated subsidiaries	Fiscal year	-	-	47,458	80,804	93,743	t-CO ₂ eq	102-7 305-3	・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG)
18	Scope 3 Category 3 (Fuel- and energy-related activities not included in Scope 1 or Scope 2 GHG emissions)		Consolidated subsidiaries	Fiscal year	-	-	82,151	81,240	71,439	t-CO ₂ eq	102-7 305-3	・ Gases subject to calculation: CO ₂ , non-energy-derived CO ₂ , six major greenhouse gases (CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃), etc. ・ Sources of emission factor information: IDEA (latest fiscal year: v3.5.1), Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain, US EPA ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG) ・ Exclusion: France (FY2025)
19	Scope 3 Category 4 (Upstream transportation and distribution)		Consolidated subsidiaries	Fiscal year	-	-	348,983	293,175	331,593	t-CO ₂ eq	102-7 305-3	・ Gases subject to calculation: CO ₂ , non-energy-derived CO ₂ , six major greenhouse gases (CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃), etc. ・ Source of emission factor information: IDEA (latest fiscal year: v3.5.1), Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain, US EPA ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG) ・ Exclusion: France (FY2025)
20	Scope 3 Category 5 (Waste generated in operations)		Consolidated subsidiaries	Fiscal year	-	-	1,602	1,912	1,376	t-CO ₂ eq	102-7 305-3	・ Gases subject to calculation: CO ₂ , non-energy-derived CO ₂ , six major greenhouse gases (CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃), etc. ・ Source of emission factor information: IDEA (latest fiscal year: v3.5.1), Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG) ・ Exclusion: France (FY2025)

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21	Scope 3 Category 6 (Business travel)	Consolidated subsidiaries	Fiscal year	-	-	565	559	582	t-CO ₂	102-7 305-3	・ Gas subject to calculation: CO ₂ ・ Source of emission factor information: Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG)	
22	Scope 3 Category 7 (Employee commuting)	Consolidated subsidiaries	Fiscal year	-	-	2,654	2,620	2,753	t-CO ₂	102-7 305-3	・ Gas subject to calculation: CO ₂ ・ Source of emission factor information: Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG)	
23	Scope 3 Category 8 (Upstream leased assets)	Consolidated subsidiaries	Fiscal year	-	-	39,704	35,278	42,681	t-CO ₂	102-7 305-3	・ Gas subject to calculation: CO ₂ ・ Sources of emission factor information: Greenhouse Gas Emissions Calculation and Reporting Manual, Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG)	
24	Scope 3 Category 9 (Downstream transportation and distribution)	Consolidated subsidiaries	Fiscal year	-	-	32,973	35,978	39,313	t-CO ₂ eq	102-7 305-3	・ Gases subject to calculation: CO ₂ , non-energy-derived CO ₂ , six major greenhouse gases (CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃), etc. ・ Sources of emission factor information: IDEA (latest fiscal year: v3.5.1), US EPA, etc. ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG) ・ Exclusion: France (FY2025)	
25	Scope 3 Category 10 (Processing of sold products)	Consolidated subsidiaries	Fiscal year	-	-	90,699	90,578	77,814	t-CO ₂	102-7 305-3	・ Gas subject to calculation: CO ₂ ・ Source of emission factor information: Calculated based on the Company's scenario ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG) ・ Exclusion: France (FY2025)	
26	Scope 3 Category 11 (Use of sold products)	Consolidated subsidiaries	Fiscal year	N/A	N/A	N/A	N/A	N/A	t-CO ₂ eq	102-7 305-3	-	
27	Scope 3 Category 12 (End-of-life treatment of sold products)	Consolidated subsidiaries	Fiscal year	-	-	26,746	23,979	24,372	t-CO ₂ eq	102-7 305-3	・ Gases subject to calculation: CO ₂ , non-energy-derived CO ₂ , six major greenhouse gases (CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃), etc. ・ Source of emission factor information: Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG) ・ Exclusion: France (FY2025)	
28	Scope 3 Category 13 (Downstream leased assets)	Consolidated subsidiaries	Fiscal year	-	-	123	123	123	t-CO ₂	102-7 305-3	・ Gas subject to calculation: CO ₂ ・ Source of emission factor information: Emission Factor Database for Calculating Greenhouse Gas Emissions of Organization throughout Supply Chain ・ Calculation standards: Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, GHG Protocol ・ Prerequisite: Energy- and industry-derived emissions (non-FLAG) ・ Exclusion: France (FY2025)	
29	Scope 3 Category 14 (Franchises)	Consolidated subsidiaries	Fiscal year	N/A	N/A	N/A	N/A	N/A	t-CO ₂ eq	102-7 305-3	-	
30	Scope 3 Category 15 (Investments)	Investment Destinations (Not Consolidated)	Fiscal year	Excluded due to small number	Excluded due to small number	Excluded due to small number	Excluded due to small number	Excluded due to small number	t-CO ₂ eq	102-7 305-3	-	
31	Scope 3 (Total)	Consolidated subsidiaries	Fiscal year	-	-	3,196,954	2,760,594	2,708,673	t-CO ₂ eq	102-7 305-3	・ Prerequisite: Energy- and industry-derived emissions (non-FLAG) ・ Exclusion: France (FY2025)	

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Environment												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
32	FLAG		Consolidated subsidiaries	Fiscal year	-	-	625,028	564,856	581,027	t-CO ₂ eq	2-4 102-4	・ Gases subject to calculation: CO ₂ , CH ₄ , N ₂ O ・ Source of emission factor information: IDEA (latest fiscal year: v3.4.1) ・ Calculation standard: Land Sector and Removals Standard (GHG Protocol) ・ Prerequisites: Greenhouse gas emissions related to land use change, agriculture management and land management (FLAG); only Scope 3 (Category 1) ・ Exclusion: France (FY2025) ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2023, FY2024
33	Emissions of ozone-depleting substances (ODS)		Consolidated subsidiaries	Fiscal year	N/A	N/A	N/A	N/A	N/A	-	305-6	・ Prerequisite: In FY2025, Group companies was confirmed that no ODS was produced, imported, or exported.
34	NOx emissions		Group companies in Japan	Fiscal year	52.0	52.8	50.9	54.0	46.3	ton	305-7	・ Sources of emission factors: Environmental Reporting Guidelines [Reference Materials] (Ministry of the Environment of Japan) ・ Calculation standard: Environmental Reporting Guidelines [Reference Materials] (Ministry of the Environment of Japan) ・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025)
35	Total water withdrawal from all areas		Consolidated subsidiaries	Fiscal year	4,672	4,398	4,160	4,023	3,955	1,000 kL	2-4 303-3	・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022
36	Breakdown by water source	Surface water	Consolidated subsidiaries	Fiscal year	476	530	412	155	158	1,000 kL	303-3	・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022, FY2023, FY2024
37		Groundwater	Consolidated subsidiaries	Fiscal year	1,850	1,716	1,722	1,747	1,682	1,000 kL	303-3	・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2023
38		Seawater	Consolidated subsidiaries	Fiscal year	145	0	0	0	0	1,000 kL	303-3	・ Exclusion: Seawater used in a once-through system is excluded from the water withdrawal (from FY2022).
39		Produced water	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-3	-
40		Third-party water	Consolidated subsidiaries	Fiscal year	2,202	2,152	2,026	2,121	2,115	1,000 kL	303-3	・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022, FY2023
41	Total water withdrawal from all areas with water stress		Consolidated subsidiaries	Fiscal year	369	393	374	370	298	1,000 kL	303-3	Prerequisites: ・ Each group company conducts risk management PDCA cycles such as identifying significant risks, formulating and implementing countermeasures, evaluating, and improving them. ・ Based on analysis by Aqueeduct of the World Resources Institute (WRI), Group companies classified as 'Extremely High' about their 'Overall Water Risk' were assessed for water risks. Flood risk was newly recognized as a significant risk, and areas with a flood risk were identified as water risk areas.
42	Ratio of total water withdrawal from all areas with water stress		Consolidated subsidiaries	Fiscal year	7.9	8.9	9.0	9.2	7.5	%	-	・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025)
43	Breakdown of water withdrawal from all areas with water stress by water source	Surface water	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-3	-
44		Groundwater	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-3	-
45		Seawater	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-3	-
46		Produced water	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-3	-
47		Third-party water	Consolidated subsidiaries	Fiscal year	369	393	374	370	298	1,000 kL	303-3	-
48	Water use (per unit of production)		Consolidated subsidiaries	Fiscal year	2.13	2.04	1.91	1.84	1.86	kL / ton	-	・ Denominator selected for intensity calculation: Production volume (ton) ・ Prerequisite: "Water use" in Environmental Vision 2030 corresponds to "Water withdrawal" in GRI standards. ・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022
49	Total water discharge to all areas		Consolidated subsidiaries	Fiscal year	2,897	2,705	2,542	2,529	2,473	1,000 kL	303-4	・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022
50	Breakdown by discharge destination	Surface water	Consolidated subsidiaries	Fiscal year	310	378	296	357	392	1,000 kL	303-4	・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022
51		Groundwater	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-4	-
52		Seawater	Consolidated subsidiaries	Fiscal year	145	0	0	0	16	1,000 kL	303-4	・ Exclusion: Seawater used in a once-through system is excluded from the water withdrawal (from FY2022).
53		Third-party water	Consolidated subsidiaries	Fiscal year	2,441	2,327	2,246	2,172	2,065	1,000 kL	303-4	・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022

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Environment												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
54	Total water discharge to all areas with water stress		Consolidated subsidiaries	Fiscal year	206	218	205	192	164	1,000 kL	303-4	Prerequisites: ・ Each group company conducts risk management PDCA cycles such as identifying significant risks, formulating and implementing countermeasures, evaluating, and improving them. ・ Based on analysis by Aquaduct of the World Resources Institute (WRI), Group companies classified as 'Extremely High' about their 'Overall Water Risk' were assessed for water risks. Flood risk was newly recognized as a significant risk, and areas with a flood risk were identified as water risk areas.
55	Ratio of total water discharge to all areas with water stress		Consolidated subsidiaries	Fiscal year	7.1	8.1	8.0	7.6	6.6	%	-	・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025)
56	Breakdown of water discharge to all areas with water stress by destination	Surface water	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-4	-
57		Groundwater	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-4	-
58		Seawater	Consolidated subsidiaries	Fiscal year	0	0	0	0	0	1,000 kL	303-4	-
59		Third-party water	Consolidated subsidiaries	Fiscal year	206	218	205	192	164	1,000 kL	303-4	-
60	Total water consumption in all areas		Consolidated subsidiaries	Fiscal year	1,775	1,693	1,618	1,494	1,482	1,000 kL	303-5	・ Prerequisite: Water consumption = Total water withdrawal - Total water discharge ・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025)
61	Total water consumption in all areas with water stress		Consolidated subsidiaries	Fiscal year	163	175	170	178	134	1,000 kL	303-5	Prerequisites: ・ Water consumption = Total water withdrawal - Total water discharge ・ Each group company conducts risk management PDCA cycles such as identifying significant risks, formulating and implementing countermeasures, evaluating, and improving them. ・ Based on analysis by Aquaduct of the World Resources Institute (WRI), Group companies classified as 'Extremely High' about their 'Overall Water Risk' were assessed for water risks. Flood risk was newly recognized as a significant risk, and areas with a flood risk were identified as water risk areas.
62	Total waste generated		Consolidated subsidiaries	Fiscal year	44,092	42,348	39,530	36,243	34,838	ton	306-3	・ Scope of Group companies in Japan: Amount of waste listed on manifest slips ・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) Waste sold at a value or taken free of charge ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022, FY2024
63	Breakdown by region	Japan	Group companies in Japan	Fiscal year	17,922	16,827	16,777	15,374	14,803	ton	306-3	-
64		Outside Japan	Group companies outside Japan	Fiscal year	26,170	25,521	22,753	20,868	20,035	ton	306-3	・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022, FY2024
65	Waste generated (waste intensity)		Consolidated subsidiaries	Fiscal year	20.1	19.7	18.2	16.5	16.4	kg / ton	-	・ Denominator selected for intensity calculation: Production volume (ton) ・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025)
66	Waste not disposed		Consolidated subsidiaries	Fiscal year	20,101	19,489	21,422	16,612	16,746	ton	306-4	・ Prerequisite: Includes some waste that has been incinerated (energy recovered) ・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022
67	Breakdown by type	Plastic	Consolidated subsidiaries	Fiscal year	-	-	1,011	855	803	ton	306-4	-
68		Others	Consolidated subsidiaries	Fiscal year	-	-	20,411	15,758	15,944	ton	306-4	-
69	Waste disposed		Consolidated subsidiaries	Fiscal year	23,991	22,860	18,108	19,630	18,092	ton	306-5	・ Exclusions: Australia and Germany (FY2021, FY2022), France (FY2025) ・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2022, FY2024
70	Breakdown by type	Plastic	Consolidated subsidiaries	Fiscal year	-	-	61	21	22	ton	306-5	・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2024
71		Others	Consolidated subsidiaries	Fiscal year	-	-	18,046	19,609	18,070	ton	306-5	・ Reason for modifying past data: Review of collected data and calculation methods ・ Impact of modifying past data: FY2024
72	Waste recycling rate		Group companies in Japan	Fiscal year	99.47	99.69	99.85	99.84	99.83	%	-	-
73	Acquisition status of ISO 14001 certification		Consolidated subsidiaries	As of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/iso14001/

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Society												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
74	Total number of Group companies subject to human rights impact assessment		Fuji Oil Group	Fiscal year	-	-	-	39	-	company(ies)	-	Human rights impact assessments were conducted as part of human rights due diligence.
75	Ratio of Group companies subject to human rights impact assessment		Fuji Oil Group	Fiscal year	-	-	-	100	-	%	-	-
76	Ratio of employees trained on human rights		Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	-	Disseminated information on business and human rights to all employees of Fuji Oil Co., Ltd. during Human Rights Week
77	Number of employees		Fuji Oil Group	As of the end of the fiscal year	5,623	5,799	5,731	5,654	5,891	person(s)	2-7 405-1	-
78	By employment type and gender	Regular male employees	Fuji Oil Group	As of the end of the fiscal year	4,387	4,536	4,459	4,334	4,407	person(s)	2-7 405-1	-
79		Regular female employees	Fuji Oil Group	As of the end of the fiscal year	1,236	1,263	1,272	1,320	1,484	person(s)	2-7 405-1	-
80		Casual employees and agency workers (Male)	Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	145	131	122	184	person(s)	2-8 405-1	・ From FY2025, the definitions of regular and casual employees were revised
81		Casual employees and agency workers (Female)	Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	190	186	190	99	person(s)	2-8 405-1	・ From FY2025, the definitions of regular and casual employees were revised
82	By working hours	Full time	Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	1,581	1,624	1,663	1,706	person(s)	2-7	-
83		Part time	Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	13	6	9	40	person(s)	2-7	-
84	By region	Japan (Male)	Group companies in Japan	As of the end of the fiscal year	-	1,354	1,365	1,349	1,315	person(s)	2-7 405-1	-
85		Japan (Female)	Group companies in Japan	As of the end of the fiscal year	-	349	368	379	496	person(s)	2-7 405-1	-
86		Europe and the U.S.	Group companies in Europe and the Americas	As of the end of the fiscal year	1,885	2,077	2,003	1,835	1,983	person(s)	2-7	-
87		Asia	Group companies in Asia	As of the end of the fiscal year	2,033	2,019	1,995	2,091	2,097	person(s)	2-7	-
88	Total number of managers		Fuji Oil Group	As of the end of the fiscal year	844	877	878	895	949	person(s)	-	-
89	By region and gender	Japan (Male)	Group companies in Japan	As of the end of the fiscal year	297	294	293	275	267	person(s)	-	-
90		Japan (Female)	Group companies in Japan	As of the end of the fiscal year	37	38	44	50	59	person(s)	-	-
91		Europe and the U.S. (Male)	Group companies in Europe and the Americas	As of the end of the fiscal year	192	215	174	165	206	person(s)	-	-
92		Europe and the U.S. (Female)	Group companies in Europe and the Americas	As of the end of the fiscal year	83	82	73	89	111	person(s)	-	-
93		Asia (Male)	Group companies in Asia	As of the end of the fiscal year	164	170	192	208	193	person(s)	-	-
94		Asia (Female)	Group companies in Asia	As of the end of the fiscal year	71	78	102	108	113	person(s)	-	-
95	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	29.8	%	405-1	-
96		Ratio of women in managerial positions in Japan	Fuji Oil Co., Ltd.	Until FY2021: as of April 1 of the relevant fiscal year From FY2022: as of the end of the fiscal year	11.1	11.7	14.4	15.9	16.3	%	405-1	-
97		Ratio of women at the highest union membership level in Japan	Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	21.8	25.4	23.6	24.5	%	405-1	-
98	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	50	45	44	50	%	202-2	・ Scope: Consolidated subsidiaries (excluding Group companies in Japan) From FY2025, companies without actual business operations were excluded from the calculation target.
99			Group companies in Asia	As of the end of the fiscal year	31	14	14	14	25	%	202-2	

Fuji Oil Group Sustainability Report 2026: ESG Data Book

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Society												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
100	Total number of newly hired regular employees		Fuji Oil Group	Fiscal year	958	964	793	801	798	person(s)	401-1	-
101	By region	Japan	Group companies in Japan	Fiscal year	84/8.8	95/9.8	102/12.8	111/13.8	135/16.9	person(s) / %	401-1	・ Scope: Number of newly hired regular employees by region, and the rate over total number of newly hired regular employees
102		Europe and the U.S.	Group companies in Europe and the Americas	Fiscal year	534/55.7	518/53.7	454/57.2	400/50.0	452/56.7	person(s) / %	401-1	
103		Asia	Group companies in Asia	Fiscal year	340/35.5	351/36.4	237/30.0	290/36.2	211/26.4	person(s) / %	401-1	
104	Total number of newly hired regular employees in Japan		Fuji Oil Co., Ltd.	Fiscal year	74	75	86	101	126	person(s)	401-1	・ Scope: Union members and managers at the time of hiring
105	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	59/79.7	69/92.0	63/73.2	74/73.2	87/69.0	person(s) / %	401-1 405-1	・ Scope: Number of newly hired regular employees by gender, and the rate over total number of newly hired regular employees
106		Female	Fuji Oil Co., Ltd.	Fiscal year	15/20.3	6/8.0	23/26.8	27/26.7	39/31.0	person(s) / %	401-1 405-1	・ Scope: Number of newly hired regular employees by gender, and the rate over total number of newly hired regular employees
107	By type of recruitment	New graduate	Fuji Oil Co., Ltd.	Fiscal year	32/43.2	26/34.7	34/39.5	39/38.6	44/34.9	person(s) / %	401-1 405-1	・ Scope: Number of newly hired regular employees by type of recruitment, and the rate over total number of newly hired regular employees
108		Mid-career	Fuji Oil Co., Ltd.	Fiscal year	42/56.8	49/65.3	52/60.5	62/61.4	82/65.1	person(s) / %	401-1 405-1	・ Scope: Number of mid-career regular employees hired during the fiscal year, and the rate over total number of newly hired regular employees
109	Total turnover of regular employees		Fuji Oil Group	Fiscal year	633	750	465	420	383	person(s)	401-1	-
110	By region	Japan	Group companies in Japan	Fiscal year	48/7.6	43/5.7	34/7.3	42/10.0	39/10.2	person(s) / %	401-1	・ Scope: Turnover of regular employees by region, and the rate over total turnover of regular employees
111		Europe and the U.S.	Group companies in Europe and the Americas	Fiscal year	302/47.7	325/43.3	233/50.1	193/46.0	207/54.0	person(s) / %	401-1	
112		Asia	Group companies in Asia	Fiscal year	283/44.7	382/50.9	198/42.6	185/44.0	137/35.8	person(s) / %	401-1	
113	Total turnover of regular employees in Japan		Fuji Oil Co., Ltd.	Fiscal year	32	33	28	33	33	person(s)	401-1	-
114	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	28/87.5	26/78.8	25/89.3	29/87.9	29/87.9	person(s) / %	401-1 405-1	・ Scope: Turnover of regular employees by gender, and the rate over total turnover of regular employees
115		Female	Fuji Oil Co., Ltd.	Fiscal year	4/12.5	7/21.2	3/10.7	4/12.1	4/12.1	person(s) / %	401-1 405-1	
116	Average years of continuous employment	Male	Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	17.8	17.4	16.7	11.0	year(s)	-	-
117		Female	Fuji Oil Co., Ltd.	As of the end of the fiscal year	-	15.4	14.7	14.2	10.6	year(s)	-	-
118	Number of employees who took nursing care leave		Fuji Oil Co., Ltd.	Fiscal year	7	12	9	10	15	person(s)	-	-
119	Percentage of annual leave taken		Fuji Oil Co., Ltd.	Until FY2019: From December 11 of the previous year to December 10 of the relevant year From FY2020: From April 1 of the relevant year to March 31 of the following year	69.1	73.9	73.2	77.3	77.7	%	-	・ Target: Maintain 65% or higher ・ Period: April 1, 2021 to March 31, 2026 (*) Target 2 in the General Employer Action Plan based on the "Act on Promotion of Women's Participation and Advancement in the Workplace": Maintain a percentage of annual leave taken 65% or higher (Period: April 1, 2021 to March 31, 2026).
120	Working hours per employee		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: From April 1 of the relevant year to March 31 of the following year	158.4	156.3	156.6	156.1	155.8	hours / month	-	-

Fuji Oil Group Sustainability Report 2026: ESG Data Book

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Society												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
121	Average monthly overtime per employee		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: From April 1 of the relevant year to March 31 of the following year	17.0	16.5	16.4	16.5	16.1	hours / month	-	-
122	Number of people rehired		Fuji Oil Co., Ltd.	As of April of the fiscal year	97	102	118	121	146	person(s)	-	-
123	Rehiring rate		Fuji Oil Co., Ltd.	Fiscal year	95.6	94.7	89.5	92.5	84.6	%	-	・ Scope: Rehiring rate of regular employees who retired by the end of September and March of the relevant fiscal year
124	Number of employees with disabilities		Fuji Oil Co., Ltd.	Fiscal year	33	35	34.5	40.8	45.4	person(s)	405-1	・ Scope: Average of the relevant fiscal year
125	Recruitment rate for people with disabilities		Fuji Oil Co., Ltd.	Fiscal year	2.05	2.13	2.05	2.36	2.5	%	405-1	・ Scope: Average of the relevant fiscal year
126	Number of employees using the shorter work hour system		Fuji Oil Co., Ltd.	Fiscal year	35	30	33	32	27	person(s)	-	・ Scope: Employees who started using the shorter work hour system in the relevant fiscal year
127	Number of employees whose children were born during the relevant year		Fuji Oil Co., Ltd.	Fiscal year	55	62	54	44	49	person(s)	401-3	・ Scope: (a) Employees who were entitled to parental leave (Employees whose children were born during the fiscal year). There may be discrepancies in the target fiscal year with 'childcare leave users.' ・ Exclusion: Employees with less than one year of service (ineligible under labor-management agreement)
128	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	44	54	46	40	39	person(s)	401-3	-
129		Female	Fuji Oil Co., Ltd.	Fiscal year	11	8	8	4	10	person(s)	401-3	-
130	Total number of employees who took parental leave		Fuji Oil Co., Ltd.	Fiscal year	43	40	41	31	45	person(s)	401-3	・ Scope: (b) Employees that took parental leave (Employees who started taking parental leave in the relevant fiscal year)
131	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	32	32	34	27	34	person(s)	401-3	・ Scope: Total number of persons taking parental leave (excluding the second or subsequent use for the same child. Excludes both within the same fiscal year and across fiscal years)
132		Female	Fuji Oil Co., Ltd.	Fiscal year	11	8	7	4	11	person(s)	401-3	-
133	Ratio of parental leave taken		Fuji Oil Co., Ltd.	Fiscal year	-	64.5	75.9	70.4	91.8	%	-	・ Calculation standard: 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 ・ Calculation method: (b) Total number of employees that took parental leave / (a) Total number of employees who were entitled to parental leave × 100 ・ Target ratio: 80% (achieve by FY2025) * Based on the goal stated in "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%
134	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	-	59.3	73.9	67.5	89.5	%	-	-
135		Female	Fuji Oil Co., Ltd.	Fiscal year	-	100	100	100	100	%	-	-
136	Average number of days of parental leave taken		Fuji Oil Co., Ltd.	Fiscal year	-	78	62	66	92	day(s)	-	・ Calculation method: Total leave period taken by (b) employees who took parental leave / (b) Total number of employees ・ In cases where parental leaves are extended, the scheduled number of days taken as of the disclosure date is counted.
137	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	-	21	15	29	33	day(s)	-	・ Calculation method: Leave taken for the second time for the same child is not included in calculation.
138		Female	Fuji Oil Co., Ltd.	Fiscal year	-	302	290	315	275	day(s)	-	Calculation method: ・ 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.
139	Total number of employees enrolled after returning from parental leave		Fuji Oil Co., Ltd.	Fiscal year	48	40	41	46	47	person(s)	401-3	・ Scope: (c) Employees that returned to work within the reporting period (Employees who completed their parental leave within the fiscal year)
140	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	32	31	32	37	42	person(s)	401-3	-
141		Female	Fuji Oil Co., Ltd.	Fiscal year	16	9	9	9	5	person(s)	401-3	・ Including an employee who shifted to the leave in order to accompany their spouse going abroad
142	Return to work rate of employees who took parental leave		Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	・ Calculation method: 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
143	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	-
144		Female	Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	401-3	-
145	Retention rate of employees who took parental leave		Fuji Oil Co., Ltd.	Fiscal year	97	96	95	100	100	%	401-3	・ Scope: (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 as "employees that returned to work in the reporting period after parental leave ended" in the previous year), employees who have retained for 12 months) ・ Calculation method: Retention rate (%) = (d) in the relevant fiscal year / (c) in the previous fiscal year x 100
146	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	97	97	97	100	100	%	401-3	-
147		Female	Fuji Oil Co., Ltd.	Fiscal year	100	94	89	100	100	%	401-3	-

Fuji Oil Group Sustainability Report 2026: ESG Data Book

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Society												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
148	Annual training expenditure per regular employee		Fuji Oil Co., Ltd.	Fiscal year	15,102	29,440	38,022	72,997	71,854	JPY	-	Scope: Regular employees who participated in the training organized by the HR Department
149	Ratio of regular employees receiving regular performance and career development		Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	404-3	-
150	By gender	Male	Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	404-3	-
151		Female	Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	404-3	-
152	Gender pay gap (All workers)		Fuji Oil Co., Ltd.	Fiscal year	-	74.8	76.7	76.0	75.3	%	405-2	・ Calculation method: Women's wage levels relative to men's (with men's wages set at 100) ・ Scope: Employees who received annual salary payments (including those on leave of absence), excluding those who joined or left the company during the period ・ Prerequisite: Wages are defined as the total amount of salary, allowances, bonuses, etc., excluding severance pay and commuting allowances
153	Number of employees with lost-time injuries per thousand employees (4 days or more)		Fuji Oil Group	Year	3.3	3.5	2.5	1.9	2.1	person(s)	-	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.)
154	Changes in frequency rate of labor accidents		Fuji Oil Group (Direct employees)	Year	6.27	4.69	4.72	5.10	4.95	Number of casualties due to labor accidents / 1 million actual working hours	403-9	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.) ・ Major injuries: lacerations, bruises, bone fractures, burns ・ Indicates Total Recordable Incident Rate (TRIR)
155	By region	Japan	Group companies in Japan (Direct employees)	Year	3.84	1.56	2.58	1.81	2.06	Number of casualties due to labor accidents / 1 million actual working hours	403-9	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.) ・ Indicates Total Recordable Incident Rate (TRIR)
156		Outside Japan	Group companies outside Japan (Direct employees)	Year	7.33	5.95	5.57	6.49	6.17	Number of casualties due to labor accidents / 1 million actual working hours	403-9	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.) ・ Indicates Total Recordable Incident Rate (TRIR)
157	Changes in severity rate of labor accidents		Fuji Oil Group (Direct employees)	Year	0.054	0.507	0.079	0.028	0.9	Number of work days lost / 1,000 actual working hours	-	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.)
158	By region	Japan	Group companies in Japan (Direct employees)	Year	0.036	0.002	0.037	0.001	0.003	Number of work days lost / 1,000 actual working hours	-	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.)
159		Outside Japan	Group companies outside Japan (Direct employees)	Year	0.062	0.711	0.096	0.039	1.277	Number of work days lost / 1,000 actual working hours	-	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.)
160	Number of deaths from work-related injuries among employees		Fuji Oil Group	Year	0	1	0	0	1	person(s)	403-9	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.)
161	Ratio of deaths from work-related injuries among employees		Fuji Oil Group	Year	0	0.013	0	0	0.013	%	403-9	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.) ・ Calculation method: Based on the 7,597 (as of the end of December, 2025) directly and indirectly employed workers at the 28 companies covered
162	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	23/82.1	company(ies) / %	403-1	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.) ・ Of the 28 eligible companies, 5 companies without manufacturing functions are excluded
163		Number and ratio of employees covered	Fuji Oil Group	Year	-	7,281/96.8	7,459/97.0	7,145/97.1	7,341/96.6	person(s) / %	403-8	・ Scope: 28 Group companies excluding function companies, etc. (Group companies based in Japan are counted as one company, including Fuji Oil Co., Ltd.) ・ Calculation method: Based on the 7,597 (as of the end of December, 2025) directly and indirectly employed workers at the 28 companies covered

Fuji Oil Group Sustainability Report 2026: ESG Data Book

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Society												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
164	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/
165	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	1,005/13.2	person(s) / %	403-8	• Calculation method: Calculated based on the 7,597 (as of the end of December, 2025) directly and in directly employed workers at the 28 companies covered • Scope: Calculated as the actual value for the two companies that have acquired ISO 45001 (see "Reference information" for no. 164)
166	Number of employees eligible to receive health examinations		Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	1,482	1,576	1,523	1,592	1,651	person(s)	-	-
167	Details	Number of examinees	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	1,482	1,576	1,523	1,592	1,651	person(s)	-	-
168		Health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	100	100	100	100	100	%	-	-
169		Secondary health examination rate	Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination	Fiscal year	98.6	92.6	95.3	94.9	97.2	%	-	-
170	Number of Group companies that have obtained GFSI-recognized certification		Fuji Oil Group	As of March 31 of the fiscal year *Until FY2023: as of the end of February of the fiscal year	19	21	20	20	21	company(ies)	-	•Scope: 23 Group companies that engage in manufacturing
171	GFSI-recognized certification acquisition rate		Fuji Oil Group	As of March 31 of the fiscal year *Until FY2023: as of the end of February of the fiscal year	76	88	87	87	84	%	-	-
172	Group companies that have obtained GFSI-recognized certification		Fuji Oil Group	As of March 31 of the fiscal year *Until FY2023: as of the end of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/gfsi/
173	Group companies that have obtained HALAL certification		Fuji Oil Group	As of March 31 of the fiscal year *Until FY2023: as of the end of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/halal/
174	Group companies that have obtained KOSHER certification		Fuji Oil Group	As of March 31 of the fiscal year *Until FY2023: as of the end of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/halal/
175	Group companies that have obtained HACCP certification		Fuji Oil Group	As of March 31 of the fiscal year *Until FY2023: as of the end of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/haccp/
176	Group companies that have obtained ISO 22000 certification		Fuji Oil Group	As of March 31 of the fiscal year *Until FY2023: as of the end of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/iso22000/
177	Group companies that have obtained ISO 9001 certification		Fuji Oil Group	As of March 31 of the fiscal year *Until FY2023: as of the end of February of the fiscal year	-	-	-	-	-	-	-	https://www.fujioil.co.jp/en/sustainability/authen/iso9001/
178	Ratio of products among important product categories that undergo health and safety impact assessment for improvement		Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	416-1	-

Fuji Oil Group Sustainability Report 2026: ESG Data Book

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Society												
No.	Data	Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)	
179	Number of quality-related recalls and accidents	Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	416-2 417-2	-	
180	Number of participants in a dietary education project	Fuji Oil Co., Ltd.	Fiscal year	1,188	857	830	1,041	1,193	person(s)	413-1	-	
181	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	99	%	-	• Scope: Percentage of palm oil procured by the Group that can be traced to oil mills(Traceable to Mill)	
182	Palm oil traceability to plantations	Fuji Oil Group	1H/2H (Jan-Dec) FY2022 (from April 1, 2022 to March 31, 2023)	84/85	93	95	95	96	%	-	•Scope: Percentage of palm oil procured by the Group that can be traced to plantations(Traceable to Plantation)	
183	Labor Transformation Program (LTP) implementation rate for all suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia)	Fuji Oil Group	Fiscal year	27	61	74	83	83	%	-	-	
184	Trees planted in cocoa-growing regions	Fuji Oil Group	Fiscal year	100,000	60,000	145,748	70,023	54,358	tree(s)	-	•Scope: From FY2025, in addition to the number of trees planted through our Group-led activities, the number of shade tree saplings provided by Blummer Chocolate Company funded by its own company will be added to the Scope.	

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Governance												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
185	Total number of directors		Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	8	12	12	11	11	person(s)	-	・ 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
186	By gender	Male	Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	7	10	10	9	9	person(s)	405-1	・ Including 3 Audit & Supervisory Committee members
187		Female	Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	1	2	2	2	2	person(s)	405-1	-
188	Independent outside directors		Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	3	6	6	6	6	person(s)	2-9	・ Including 2 independent outside directors who also serve as Audit & Supervisory Committee members
189	Outside directors		Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	4	7	7	7	7	person(s)	2-9	・ Including 2 outside directors who also serve as Audit & Supervisory Committee members
190	Term of office of directors		Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	1	1	1	1	1	year(s)	2-9	-
191	Chair of Board of Directors		Fuji Oil Co., Ltd.	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	-
192	Number of Board of Directors' meetings		Fuji Oil Co., Ltd.	Fiscal year	16	16	16	16	16	time(s)	-	-
193	Attendance rate of outside directors at Board of Directors' meetings		Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	99	%	-	-
194	Total number of Audit & Supervisory Board members or Audit & Supervisory Committee		Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	4	3	3	3	3	person(s)	-	-
195	By gender	Male	Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	4	3	3	3	3	person(s)	405-1	Scope: ・ Until FY2021: Counted the number of male and female directors and Audit & Supervisory Board members ・ From FY2022: Counted the number of male and female Audit & Supervisory Committee members.
196		Female	Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	0	0	0	0	0	person(s)	405-1	
197	Standing Audit & Supervisory Board members or standing Audit & Supervisory		Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	2	1	1	1	1	person(s)	2-9	-
198	Outside Audit & Supervisory Board members or outside directors who also serve as Audit		Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	2	2	2	2	2	person(s)	2-9	-
199	Term of office of Audit & Supervisory Board members or Audit & Supervisory Committee		Fuji Oil Co., Ltd.	As of June 30 of the fiscal year	4	2	2	2	2	year(s)	2-9	・ Term of office for Audit and Supervisory Committee members
200	Number of Audit & Supervisory Board meetings or Audit & Supervisory Committee		Fuji Oil Co., Ltd.	Fiscal year	12	12	12	13	13	time(s)	-	-
201	Attendance rate of standing Audit & Supervisory Board members at Audit &		Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	-	-
202	Attendance rate of outside Audit & Supervisory Board members at Audit &		Fuji Oil Co., Ltd.	Fiscal year	100	100	100	100	100	%	-	-
203	Total remuneration for directors (excludes Audit & Supervisory Committee members or		Fuji Oil Co., Ltd.	Fiscal year	178 (6)	164 (5)	159 (4)	101 (5)	187 (4)	millions of yen	2-19	・ Including 2 directors who stepped down and 1 director who took office during the period
204	Total remuneration for Audit & Supervisory Board members or Audit & Supervisory		Fuji Oil Co., Ltd.	Fiscal year	54 (2)	34 (2)	27 (1)	25 (2)	25 (1)	millions of yen	2-19	・ Including 1 committee member who stepped down and 1 committee member who took office during the period
205	Total remuneration for outside directors who also serve as outside Audit & Supervisory		Fuji Oil Co., Ltd.	Fiscal year	58 (7)	67 (7)	70 (9)	70 (8)	70 (8)	millions of yen	2-19	・ Including 1 director who stepped down and 1 director who took office during the period
206	Total number of cases of discrimination that occurred during the reporting period		Group companies in Japan	Fiscal year	2	6	6	8	13	case(s)	406-1	・ Scope: Number of harassment claims received through the whistleblowing system
207	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	-
208	Number of significant instances of non-compliance with laws and regulations for		Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	2-27	-
209	Number of significant instances of non-compliance with laws and regulations for		Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	2-27	-
210	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	-
211	Monetary value of fines for significant instances of non-compliance with laws and		Fuji Oil Group	Fiscal year	0	0	0	0	0	JPY	2-27	-
212	Monetary value of fines for significant instances of non-compliance with laws and		Fuji Oil Group	Fiscal year	0	0	0	0	0	JPY	2-27	-
213	Total number/ratio of governance body members to whom the organization's policies and procedures regarding anti-corruption were communicated		Fuji Oil Co., Ltd.	As of the end of the fiscal year	8/100	12/100	12/100	11/100	11/100	person(s) / %	205-2	・ Scope: All officers and employees of Group companies that is covered by the Basic Regulations for Preventing Bribery
214	Total number/ratio of employees to whom the organization's policies and procedures		Fuji Oil Co., Ltd.	Fiscal year	5,623/100	5,799/100	5,731/100	5,654/100	5,891/100	person(s) / %	205-2	・ Scope: All officers and employees of Group companies that is covered by the Basic Regulations for Preventing Bribery
215	Total number/percentage of business partners to whom the organization's anti-		Fuji Oil Co., Ltd.	Fiscal year	-	-	100%	100%	100%	person(s) / %	205-2	-

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Governance												
No.	Data		Scope	Data collection period	2021	2022	2023	2024	2025	Unit	GRI Standards	Reference information (standards, methods, prerequisites, etc.)
216	Total number/percentage of governance body members who have attended anti-corruption training		Fuji Oil Co., Ltd.	Fiscal year	4/50	-	-	7/64	-	person(s) / %	205-2	• Outside directors were out of scope when training was conducted in 2024.
217	By region	Japan	Group companies in Japan	Fiscal year	1,705/100	1,703/100	1,733/100	1,728/100	1,811/100	person(s) / %	205-2	• Scope: All officers and employees of Group companies that is covered by the Basic Regulations for Preventing Bribery
218		Europe and the U.S.	Group companies in Europe and the Americas	Fiscal year	1,885/100	2,077/100	2,003/100	1,835/100	1,983/100	person(s) / %	205-2	• Scope: All officers and employees of Group companies that is covered by the Basic Regulations for Preventing Bribery
219		Asia	Group companies in Asia	Fiscal year	2,033/100	2,019/100	1,995/100	2,091/100	2,097/100	person(s) / %	205-2	• Scope: All officers and employees of Group companies that is covered by the Basic Regulations for Preventing Bribery
220	Total number of confirmed cases of corruption		Fuji Oil Group	Fiscal year	0	0	0	0	0	case(s)	205-3	
221	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data		Fuji Oil Group	Fiscal year	-	-	-	-	0	case(s)	418-1	-

List of Fuji Oil Group Companies (as of March 31, 2026)

Category	Company Name	Industry			Area			Country of Residence
		Manufacturing	Sales	Others	Japan	Asia	Europe and Americas	
Submitting Company	FUJI OIL CO., LTD.* ¹	○	○	○	○			Japan
Consolidated subsidiaries	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
	FUJI OIL 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, LLC	○	○				○	America
	FUJI OIL EUROPE	○	○				○	Belgium
	FUJI OIL GHANA LIMITED	○	○				○	Ghana
	Fuji Brandenburg GmbH	○	○				○	Germany
	FUJI EUROPE AFRICA B.V.			○			○	Netherlands
	PROVENCE HUILES S.A.S	○	○				○	France
	Others: 8* ²							
Unconsolidated Subsidiaries	FUJI OIL (PHILIPPINES), INC.		○			○		Philippines
	Other: 1* ²							
Equity-method affiliates	PT. MUSIM MAS-FUJI	○	○			○		Indonesia
	UNIFUJI SDN. BHD.	○	○			○		Malaysia
	FREYABADI (THAILAND) CO., LTD.	○	○			○		Thailand
	JPG FUJI SDN.BHD.* ³	○	○			○		Malaysia
	Other: 1* ²							
Affiliates not accounted for by the equity method	Other: 1* ²							

*1 As of April 1, 2025, our company's trade name was changed to FUJI OIL CO., LTD.

*2 Function companies, etc.

*3 Scheduled to start operation in fiscal 2026