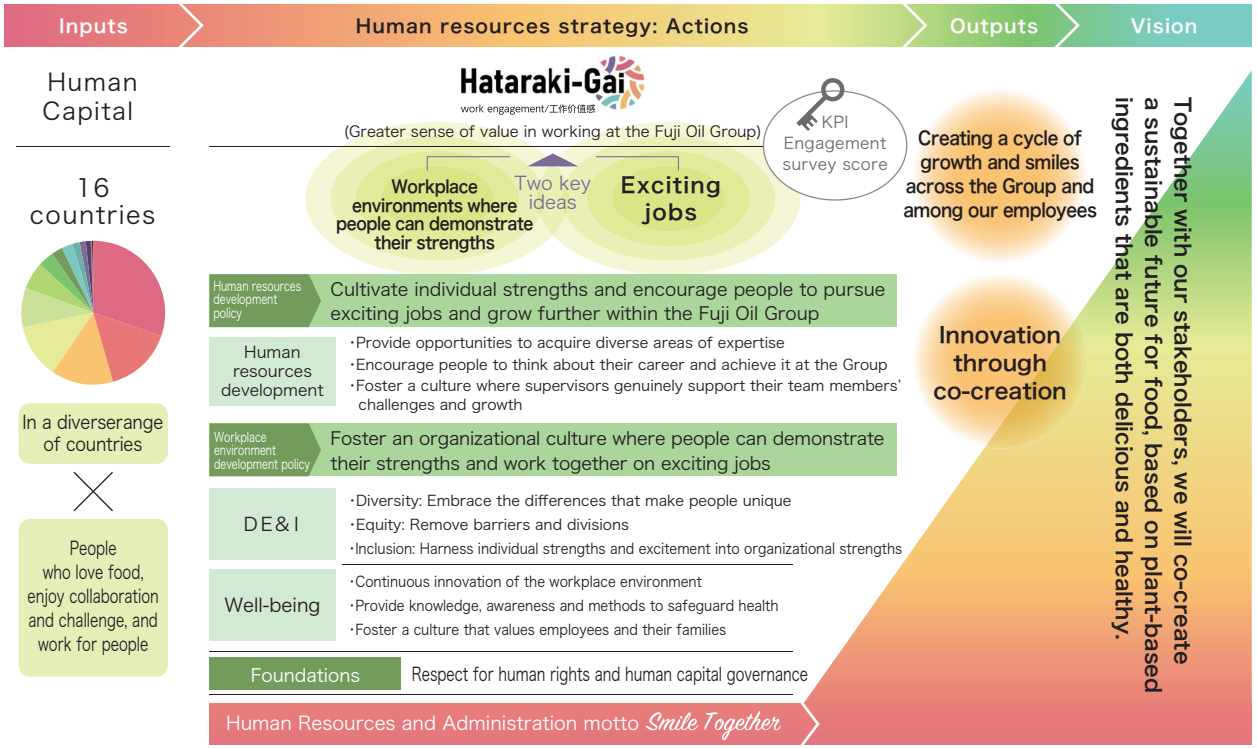

Inputs
Human resources strategy: Actions
Outputs
Vision
Human Capital
16 countries
In a diverserange of countries
People who love food, enjoy collaboration and challenge, and work for people
Hataraki-Gai
work engagement/工作价值感
(Greater sense of value in working at the Fuji Oil Group)
KPI
Engagement survey score
Workplace environments where people can demonstrate their strengths
Two key ideas
Exciting jobs
Creating a cycle of growth and smiles across the Group and among our employees
Human resources development policy
Cultivate individual strengths and encourage people to pursue exciting jobs and grow further within the Fuji Oil Group
Human resources development
・Provide opportunities to acquire diverse areas of expertise
・Encourage people to think about their career and achieve it at the Group
・Foster a culture where supervisors genuinely support their team members' challenges and growth
Workplace environment development policy
Foster an organizational culture where people can demonstrate their strengths and work together on exciting jobs
DE&I
・Diversity: Embrace the differences that make people unique
・Equity: Remove barriers and divisions
・Inclusion: Harness individual strengths and excitement into organizational strengths
Well-being
・Continuous innovation of the workplace environment
・Provide knowledge, awareness and methods to safeguard health
・Foster a culture that values employees and their families
Foundations
Respect for human rights and human capital governance
Human Resources and Administration motto Smile Together
Innovation through co-creation
Together with our stakeholders, we will co-create a sustainable future for food, based on plant-based ingredients that are both delicious and healthy.