Raw material	Social issues in the supply chain		Our vision, medium- to long-term goals	KPIs		FY2024 results	Solution-based approach
				2030	2025		
Palm oil	Global environment	Climate change, deforestation, peatland development, biodiversity loss	No Deforestation, No Peatland Development and No Exploitation (NDPE)	Traceability to plantation (TTP*1): 100%	TTP: 85%	95%	• Trace supply chain to plantations • Monitor deforestation by satellite images • Implement a supply chain transformation program • Improve supply chain (reduce environmental/human rights risks) by collaborating with NGOs and oil mills, and engaging direct suppliers • Operate a grievance mechanism • Participate in landscape initiatives*3 • Procure RSPO-certified oil*4
	Human rights	Forced labor; child labor; exploitation of Indigenous Peoples, local residents and workers		Labour Transformation Programme (LTP) implementation rate: 100% (of all direct suppliers)	LTP implementation rate: 100% (of all suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia)*2)	83%	
Cocoa	Global environment	Deforestation, climate impacts on producing regions, biodiversity loss	Reforestation, elimination of child labor	One million trees planted*5	500,000 trees planted	Planted 70,023 trees in Côte d'Ivoire with partner AGRO-MAP (total: 385,771)	• Map out boundary lines (polygon) of supplier farms • Conserve and restore forests • Protect children (promote implementation of CLMRS) • Implement community support programs (Ghana, Côte d' Ivoire)
	Human rights	Child labor, poverty among farming families		Elimination of child labor	No worst forms of child labor*6	100% of farmer groups across our Group's direct supply chain covered by CLMRS*7	
Soybeans	Global environment	Deforestation, biodiversity loss	No deforestation, no exploitation	Traceability achieved to the community level, or 100% procurement of RTRS*8-certified products or products certified to equivalent standards	Traceability achieved to primary collection points, or 100% procurement of RTRS-certified products or products certified to equivalent standards	Traceability achieved to primary collection points: 92.8%	Promote continuous direct dialogue with suppliers in China
	Human rights	Exploitation of Indigenous Peoples, local residents and workers					
Shea kernels	Global environment	Loss of parkland	Forest conservation, support to women's empowerment	6,000 trees planted/year*9	6,000 trees planted/year	7,018 trees	• Implement Tebma-Kandu program • Conserve parkland in habitat of shea trees • Reduce environmental impact by shifting energy sources
	Human rights	Poverty among farming families		Traceability to the regional level, including procurement from Tebma-Kandu cooperatives*10: 75%	70%	91%	
				Procurement of shea kernels from the Tebma-Kandu program*11: 50%	30%*12	15%	
				Percentage of shea kernels crushed and fractionated (separated) in West Africa: 100%	100%	100%	
				Non-fossil fuel energy*13 used by Fuji Oil Ghana Ltd. (for steam generation): 100%	100%	70%	
				Utilization rate of storage buildings donated by our Group that generate alternative income for Tebma-Kandu cooperatives: 80%*14	20%	—	

*1 TTP: Traceability to plantation
*2 Palmaju Edible Oil Sdn. Bhd. (Malaysia): An oils and fats manufacturer wholly owned by the Fuji Oil Co., Ltd.
*3 Landscape initiative: An approach to making improvements at the regional level with the participation of not only palm plantations but also multiple stakeholders, including NGOs, local communities, and the government, in identified regions
*4 RSPO: Roundtable on Sustainable Palm Oil
*5 We plan to plant a variety of shade tree saplings, totaling one million trees over a 10-year period from 2021 through 2030.
*6 The International Labour Organization (ILO) Convention No. 182, known as the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor, prohibits hazardous work that may harm the health, safety, or morals of children. This includes the sale and trafficking of children, debt bondage, forced or compulsory labor, prostitution and pornography, illegal activities such as crime, and recruitment of children for use in armed conflict.
*7 CLMRS: Child Labor Monitoring & Remediation System
*8 RTRS: Round Table on Responsible Soy Association
*9 We plan to plant mainly shea tree saplings at a pace of 6,000 trees per year starting in 2021.
*10 Tebma-Kandu cooperatives: Cooperatives that have joined the Tebma-Kandu program.
*11 The KPI was changed from "direct procurement of shea kernels from Tebma-Kandu cooperatives" to "procurement of shea kernels from the Tebma-Kandu program." This includes procurement volumes from new partners who have aligned with the aims of Tebma-Kandu, in addition to the cooperatives that have been active from the outset based on the concept of the Tebma-Kandu program.
*12 Our KPIs for years 2021, 2022 and 2023 are 10%, 10% and 15%, respectively.
*13 We use shea olein, a byproduct obtained when fractionating shea butter, as biomass fuel.
*14 Because the KPI for value creation in local communities, "permanent, direct employees at Fuji Oil Ghana Ltd.: 50% increase (base year: 2017)," was achieved as of FY2022, we set a new KPI to replace it from FY2024. Percentage of storage buildings for shea kernel storage donated by Fuji Oil Ghana Ltd. that are generating income through the use of vacant space or periods outside the shea season to store harvests other than shea.