FY2026 material ESG issues and FY2025 targets and results

[Legend] ●:Enhance governance ●:Further strengthen growth fields ●:Establish new business fields

Theme	Material ESG issues: Sustainability area	Material ESG issues: Priority action/Chief officer in charge	Risks	Opportunities	Financial impact: Short-term	Financial impact: Mid-term	Financial impact: Long-term	Value chain: Upstream	Value chain: Group	Value chain: Downstream	Connection to key policy of the medium-term management plan	Our vision, medium- to long-term goal/ SDGs we aim to support	Social and environmental impact: Negative impacts to be reduced	Social and environmental impact: Positive impacts to be created	FY2025 Goals	FY2025 Results
Deliciousness and Healthiness	Food Safety and Health	Ensuring Product Safety and Quality Control Head of Safety, Quality and Production Technology Headquarters / Executive Officer	Long-term loss of market and customer credibility, along with reduced profitability and corporate value, due to safety and quality issues such as consumer health hazards and negative impacts on customer production plans	(Increased credibility and corporate value gained by addressing the risks listed left)	High	High	High			●	●	・Ensure that the Fuji Oil Group is never a cause for complaints for any of the products it manufactures	• Health damage, violation of food laws and regulations	• Support people's lifelong well-being • Achieve both deliciousness and healthiness	No serious quality-related complaints[*1] received	No serious quality-related complaints received
															Strengthen communication with quality managers at Group companies and promote a food safety culture and the sharing of quality-related information	Information sharing on each company's quality initiatives on key themes, findings from internal audits conducted by Fuji Oil Co., Ltd.
		Reduction of Process Contaminants in Oils and Fats Head of Oils & Fats Business Headquarters / Senior Executive Officer	(Reduced profitability and corporate value resulting from failure to address the risks listed right)	Increased profitability by expanding the supply of oil and fat products that meet changes in the market environment and needs, including the growing customer demand for reduced process contaminants[*2]	Medium	Medium	Medium			●	●	・Reduce process contaminant levels in line with market expectations			All Group companies work together to reduce process contaminants, incorporating new knowledge gained through research and development.	No customer complaint or product recall resulting from process contaminants
		Solutions for Health and Well-being Head of R&D Headquarters / Executive Officer		Increased profitability by expanding the supply of health-related products — such as DTR,[*3] PUFA,[*4] BFY products,[*5] and plant-based proteins — that meet changes in the market environment and needs, including the growing customer and consumer demand for solutions to health and well-being issues	Medium	High	High			●	● ●	・Clearly communicate the health value of our products that help build a society where people are mentally and physically healthy and lead purposeful lives. Expand the range of health values offered by our products			Publish evidence and obtain functional claims to support sales promotion by promoting the superior taste and health benefits of PRORARE®[*6]	Published one paper showing evidence Submitted report on DHA's cognitive functional claim (pending)
		Creation of Diverse Plant-based Ingredients Head of R&D Headquarters / Executive Officer	・Raw material procurement and price increase risks caused by climate change and ecosystem destabilization ・Higher raw material procurement risks due to concentrated demand and stricter regulations ・Health and environmental concerns, as well as supply and price uncertainties, associated with animal-based ingredients	・Increased revenue through diverse plant-based ingredients that broaden procurement sources, expand applications, and help stabilize supply amid rising raw material procurement risks and supply uncertainties ・Added value created by offering the functionalities and applications of diverse plant-based ingredients with market needs placing emphasis on environmental impact reduction and sustainability ・Growth opportunities created through the expansion of applications that leverage the unique deliciousness and ease of use of plant-based ingredients against the backdrop of diversifying dietary habits and changing preferences	Low	High	Ex. High	●	●	●	●	・Make plant-based foods widely and readily available. Increase dietary choices to help address food supply problems, and broaden new business fields			Develop new plant-based ingredients that cater to diversifying values	In plant-based ingredients developed through fermentation, oil and fats, and protein processing technologies, progress has exceeded the initial targets set for development and market launch
Sustainable Food Value Chain	Environmentally Responsible MONOZUKURI (Product Development and Manufacturing Practices)	Reduction of Food Loss and Waste and Upcycling Head of R&D Headquarters / Executive Officer	・Damage to social and stakeholder reputation due to inadequate or delayed response to food loss and waste ・Business continuity risk resulting from non-compliance with environmental regulations and increased regulatory compliance costs	Increased profitability by expanding the supply of ingredients that reduce food loss and waste, as well as upcycled products	Low	Medium	High			●	● ●	・Contribute to reducing food loss and waste across the value chain through technology innovation and reuse/upcycling of byproducts	・Inefficient resource consumption and waste generation ・CO_2 emissions across the supply chain ・Water resource depletion ・Water resource pollution ・Loss of natural ecosystems	・Provide an abundance of food settings with diverse food options ・Help eliminate uneven distribution of food resources and improve health through a sustainable supply of protein sources ・Reduce environmental impact by increasing consumption of plant-based food ingredients (reduce CO_2 emissions)	[Reduction of Food Loss and Waste] Develop technologies and products to maintain food quality longer and extend best-before dates	Developed cream products that blend with fresh cream to improve shelf life and handling. Currently gaining adoption mainly in the food service industry
															[Upcycling] Seek new functions and value through proactive and effective use of waste	Progress made in developing new applications for soybean fiber and soy polysaccharides Ingredients with diverse functions are gaining recognition and seeing wider adoption
		Establishment of Circular Food Systems Head of R&D Headquarters / Executive Officer	Increased costs across the value chain — from raw material procurement, logistics, to manufacturing — due to extreme weather events linked to climate change	Increased profitability through sustainable raw material procurement aligned with environmental conservation and through the adoption of production processes suitable for high value-added ingredients	Low	Low	High	●	●	●	●	・Develop soybean utilization technologies that contribute to a low-impact, sustainable circular economy that is resilient to the effects of climate change.			Verify cultivation in a medium-scale plant factory under CO_2 fertilization conditions	Several cultivation trials conducted, with target yield achieved
		CO_2 Emissions Reduction Head of Safety, Quality and Production Technology Headquarters / Executive Officer	・Increased costs for compliance with environmental regulations and introduction of carbon taxes ・Suspended supply of products that meet market and customer demand due to raw material procurement shortages, manufacturing restrictions, or reduced production volumes caused by extreme weather events ・Losses incurred by Group companies due to catastrophic natural disasters caused by extreme weather events ・Damage to stakeholder reputation due to inadequate or delayed response to environmental issues	Expanded supply of low-impact certified oils and plant-based ingredients	High	Ex. High	Ex. High	●	●		● ●	<Environmental Vision 2030/2050> FY2050 target: Net zero for total scope 1[*7], 2[*8] and 3[*9] GHG emissions FY2030 target: Total scopes 1 & 2 GHG emissions: 42% reduction Total scope 3 (Category 1)[*10] GHG emissions: 25% reduction Total FLAG-related[*11] GHG emissions: 30.3% reduction (base year: FY2020)			[FY2030 target] Total scopes 1 & 2 GHG emissions: 42% reduction (All Group companies[*12])	19.9% reduction[*13]
															[FY2030 target] Total scope 3 (Category 1) GHG emissions: 25% reduction (All Group companies[*12])	11.7% reduction
															[FY2030 target] Total FLAG-related GHG emissions: 30.3% reduction (All Group companies[*12])	14.2% reduction
															Scopes 1 & 2 emissions reduction: Continue energy conservation and introduction of renewable energy	・Conducted internal awareness activities through environmental audits at four Group companies ・Implemented energy-saving patrols at Fuji Oil Co., Ltd. aimed at boosting energy-saving activities and fostering independent efforts ・Renewable energy share of CO_2 emissions under Scopes 1& 2: 7.6%
															Scopes 1 & 2 emissions reduction: Investigate energy management initiatives at Group companies in Japan	Assessed status of initiatives at each company and identified issues. Implemented measures to address issues
															Scopes 1 & 2 emissions reduction: Further introduce the internal carbon pricing system at Group companies outside Japan	Started a trial implementation of internal carbon pricing at seven Group companies outside Japan
															Scope 3 (Category 1): Continue conducting supplier engagement	Engaged with 30 supplier companies in and outside Japan through online meetings and surveys
															FLAG: Collect information on reduction methods	Collected and compiled information on emissions reduction measures through external consultations
		Water Use Reduction Head of Safety, Quality and Production Technology Headquarters / Executive Officer	・Increased raw material procurement costs due to yield declines and market price volatility caused by water resource depletion or pollution in key production regions ・Increased water costs	—	Low	Low	Low	●	●		●	<Environmental Vision 2030/2050> FY2030 target: 20% reduction in water use volume per production volume[*14] (base year: FY2020)			[FY2030 target] 20% reduction in water intensity (All Group companies[*12])	16.6% reduction
															Broad deployment of successful examples of reduction efforts	・Raised internal awareness through environmental audits at four Group companies outside Japan ・Rolled out case studies of improvements related to water-use reduction among Group companies
															Work to continuously reduce usage intensity by implementing the Plan-Do-Check-Act (PDCA) cycle through the implementation of environmental audits.	Used environmental audits to review environmental management practices and legal compliance, and shared information on current management standards and improvement needs. As the first step toward helping develop and implement improvement plans, the Group began by providing support for the "Plan" stage of the PDCA cycle.

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Theme	Material ESG issues: Sustainability area	Material ESG issues: Priority action/Chief officer in charge	Risks	Opportunities	Financial impact: Short-term	Financial impact: Mid-term	Financial impact: Long-term	Value chain: Upstream	Value chain: Group	Value chain: Downstream	Connection to key policy of the medium-term management plan	Our vision, medium- to long-term goal/ SDGs we aim to support	Social and environmental impact: Negative impacts to be reduced	Social and environmental impact: Positive impacts to be created	FY2025 Goals	FY2025 Results
Sustainable Food Value Chain	Environmentally Responsible MONOZUKURI (Product Development and Manufacturing Practices)	Waste Reduction Head of Safety, Quality and Production Technology Headquarters / Executive Officer	・Increased waste disposal cost	—	High	High	High		●		●	<Environmental Vision 2030/2050> FY2030 target: 10% reduction in waste volume per production volume[*15] (base year: FY2016) FY2030 target for Group companies in Japan: Maintain a recycling rate of 99.8% or higher	・Inefficient resource consumption and waste generation ・CO_2 emissions across the supply chain ・Water resource depletion ・Water resource pollution ・Loss of natural ecosystems	・Provide an abundance of food settings with diverse food options ・Help eliminate uneven distribution of food resources and improve health through a sustainable supply of protein sources ・Reduce environmental impact by increasing consumption of plant-based food ingredients (reduce CO_2 emissions)	[FY2030 target] 10% reduction in waste intensity (All Group companies[*12])	23.4% reduction
															Maintain a recycling rate of at least 99.8% (All Group companies in Japan)	99.83%
															Broadly deploy successful examples of waste reduction efforts	・Implemented internal awareness-raising through environmental audits at four Group companies outside Japan ・Rolled out case studies of improvements related to waste reduction among Group companies.
															Work to continuously reduce waste intensity by implementing the PDCA cycle through environmental audits and other measures	Used environmental audits to review environmental management practices and legal compliance, and shared information on current management standards and improvement needs. As the first step toward helping develop and implement improvement plans, the Group began by providing support for the “Plan” stage of the PDCA cycle.
		Biodiversity Conservation and Restoration Head of Corporate Planning Headquarters / Executive Officer	・Increased compliance costs due to new or stricter regulations; long-term loss of market and customer credibility, along with reduced profitability and corporate value, resulting from legal violations ・Drastically increased raw material procurement costs due to yield declines and market price surges or volatility caused by changes in growing conditions or ecosystem collapse (e.g., decline in pollinators) in key production regions ・Increased development and production costs driven by growing demand for products that use alternative raw materials to support biodiversity	・Increased profitability by expanding supply of RSPO/RTRS certified raw materials amid stricter regulations, and in response of soaring raw material prices, rising instability in raw material procurement and growing demand from consumer concerns ・Increased profitability by expanding the supply of products that use alternative raw materials, such as yeast oil, to support biodiversity ・New market and customer acquisition through enhanced social credibility from addressing unintended release of invasive species and GMO crops into the environment	High	Ex. High	Ex. High	●	●		●	Build a nature-positive value chain			Consider additional biodiversity disclosure candidates based on TNFD core disclosure metrics	Calculated the amount of GHG fixed by using biochar as part of regenerative agriculture at palm oil smallholder farms in Sabah, Malaysia. Published in the Sustainability Report 2026
	Sustainable Procurement	Sustainable Procurement of Palm Oil Head of Oils & Fats Business Headquarters / Senior Executive Officer	・Significant increase in raw material procurement costs due to lower yields and market price volatility resulting from natural environment degradation in production areas, such as the decline and destabilization of ecosystem services, water scarcity and pollution, and flooding and soil erosion ・Interruption in supply of products required by market/customers due to insufficient procurement of raw materials, manufacturing limitations, or reduced production volumes ・Losing markets/customers due to loss of public trust resulting from deforestation, peatland development, human rights violations, and other factors	・Expanded supply for environmentally responsible products (certified oils, plant-based products, etc.) and improved profitability through first-mover advantage arising from stricter regulations ・Stable procurement of raw materials by addressing agricultural land degradation and changes in growing environments of key raw materials	High	Ex. High	Ex. High	●			●	●	<Medium- to long-term goal> No Deforestation, No Peatland Development, No Exploitation (NDPE) <Sustainable procurement commitment> Achieve 100% traceability to plantation (TTP) by 2030 Implement the Labor Transformation Program (LTP) at all direct suppliers by 2030	・Human rights violations ・Persistent poverty among farmers ・Child labor and forced labor ・Exploitation of Indigenous Peoples, local communities and workers ・Destruction or loss of natural ecosystems ・Land use conversion ・Pollution from improper waste disposal	・Improve farmers’ livelihoods	Traceability to mill (TTM): 100%	TTM：99%
															Traceability to plantation (TTP): 85%	TTP：96%
															Continue constant monitoring using satellite images to identify, observe, verify and eliminate deforestation in the palm oil supply chain	Monitoring implemented
															Deforestation and Conversion Free (DCF)	94.5%[*16]
															Supply Chain Transformation Program at suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia): 90%	83%
		Sustainable Procurement of Cocoa Chief Operating Officer (COO) and Head of Chocolate Business Headquarters / Senior Executive Officer			High	Ex. High	Ex. High	●			●	<Medium- to long-term goal> Reforestation, elimination of child labor <Sustainable procurement commitment> End child labor by 2030 Plant one million trees in cocoa-growing regions by 2030			Plant 103,000 trees to progress toward the Group goal of one million trees	Planted 54,308 trees (Planted 54,308 trees in partnership with AGRO-MAP. 0 saplings distributed through CFI)
															Maintain GPS mapping of 90% of farms in direct supply chain and improve traceability system	Completed mapping for 99.3% of farmers in the direct supply chain
															Continue GAP[*17] training to farms across our direct supply chain	Conducted GAP training for 15,340 farmers
															Assess deforestation related to the supply chain using data provided by Satelligence[*18] and conduct deforestation risk assessment for over 19,000 hectares of land	Conducted deforestation risk assessment for 46,489 hectares of land
															Continue introducing the Child Labor Monitoring and Remediation System (CLMRS) in farmer communities across our direct supply chain[*19]	100% of farmer groups across our Group’s direct supply chain are covered by CLMRS
															Provide support for women’s empowerment in 78 communities across our supply chain (Côte d’Ivoire, Ghana)	Women’s empowerment initiatives in 88 communities (Côte d'Ivoire only)
		Sustainable Procurement of Soybeans Head of Soy Ingredients Business Headquarters / Executive Officer			Low	Medium	High		●		●	<Medium- to long-term goal> No deforestation, no exploitation <Sustainable procurement commitment> Ensure traceability to the community level by 2030, or 100% procurement of RTRS[*20]-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	100% traceability achieved to primary collection points
															Discuss actions to achieve Scope 3 reductions by implementing regenerative agriculture programs	Reviewed the program details and conducted on-site check of farmers implementing the programs
		Sustainable Procurement of Shea Kernels Head of Oils & Fats Business Headquarters / Senior Executive Officer			Low	Low	Medium		●		●	<Medium- to long-term goal> Forest conservation, support for women's empowerment <Sustainable procurement commitment> Deforestation prevention and parkland protection: Plant 6,000 trees/year until 2030 Traceability to the regional level: 75% by 2030 Procurement of shea kernels[*21] from Tebma-Kandu program: 50% by 2030 Percentage of shea kernels crushed and fractionated (separated) in West Africa: 100% by 2030 Non-fossil fuel energy[*22] used by Fuji Oil Ghana Ltd. (for steam generation): 100% Percentage of Group-donated storage buildings being used to generate alternative income for Tebma-Kandu cooperatives: 80%[*23]			6,000 trees planted/year	12,325 trees planted/year (total since 2021: 37,215 trees)
															Traceability to the regional level, including procurement from Tebma-Kandu cooperatives[*24]: 70%	97%
															Procurement of shea kernels from Tebma-Kandu program: 30%	30%
															Percentage of shea kernels crushed and fractionated (separated) in West Africa: 100%	100%
															Non-fossil fuel energy used by Fuji Oil Ghana Ltd. (for steam generation): 100%	98%
															Percentage of Group-donated storage buildings being used to generate alternative income for Tebma-Kandu cooperatives: 20%	90%

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Sustainable Food Value Chain	Human Capital and Occupational Safety	Promotion of DE&I[*25,26] Chief Financial Officer (CFO) and Head of Human Resources & Administration Headquarters / Senior Executive Officer	・Reduced employee engagement and innovation capacity due to failure to promote DE&I ・A loss of social trust due to discrimination, harassment and other issues	・Advancement of corporate growth by fostering a diverse and inclusive organizational culture through enhanced *Hataraki-Gai*[*27] (work engagement) and innovation capacity	Medium	High	Ex. High		●		● ● ●	・Equity: Remove barriers experienced by people from disadvantaged communities, provide equitable opportunities and conduct fair evaluations ・Inclusion: Build a corporate culture that fosters a feeling of belonging among all employees ・Diversity: Harness diversity for our business model and value creation	Human rights violations and loss of social trust due to discrimination, harassment and other incidents	・Enhanced *Hataraki-Gai* through equitable opportunities and assessment ・Innovation and value creation, leveraging diversity as a strength	Ensure diversity at decision-making levels	In line with our new organizational structure, diversity metrics and scope are currently under review, with redefinition planned for FY2026
															Formulate and raise awareness of DE&I policies	Created DE&I Vision[*28] Set and implemented group-wide focus areas based on the global engagement survey
															Establish a Cross-Border Engagement Team to implement measures to improve employee engagement	Launched Engagement Champions Team in June 2025 to develop engagement leaders and provide support for establishing engagement cycles
															Enhance *Hataraki-Gai* KPI: Engagement survey overall score	75%
															Encourage diverse ways of working	Partially revised re-employment contract program
															Support long-term, meaningful employment of people with disabilities	・Supported “en-joy Farm Fuji,” an external farm ・Expanded scope of work in the business site
		Securing and Developing Human Resources Chief Financial Officer (CFO) and Head of Human Resources & Administration Headquarters / Senior Executive Officer	・Reduced productivity and business capacity due to delays in securing and developing human resources ・Stagnation of medium- to long-term growth caused by a shortage of human resources to implement the management strategy and business strategy	・Improved problem-solving and business capabilities by developing the next generation of human resources and strengthening expertise ・Medium- to long-term growth by continuously cultivating strategic leaders	High	High	High		●		● ● ●	・Further increase number of specialists in every field, with many of our talents contributing to increasing corporate value in the face of changes in and outside Japan ・Have successor candidates always ready to take over for key positions (executive officers, department managers, section managers)	—	・Creation of a positive cycle of employee growth and corporate growth by expanding opportunities for learning and development ・Strengthened problem-solving and business capabilities by developing and cultivating highly specialized human resources and management personnel	Stronger governance by the Nomination and Compensation Advisory Committee	・Launched a succession plan for the next CEO simultaneously with the appointment of a new president ・Introduced a new executive remuneration system
															Develop the next generation of management talent	Phase 2 of the next generation management development program implemented by the Talent Development Committee
															Assign Human Resource Business Partners (HRBPs) to each business headquarters	HRBPs assigned to 4 business headquarters (some joint roles)
															Optimal placement and succession planning for positions key to business strategy	・Conducted interviews. ・Placement policy to be formulated next fiscal year
															Develop global talent within the Group to support global expansion	・Continued training for candidates for international assignments ・Introduced program to improve language skills and expertise ・Considered but not implemented the training in Japan for employees of Group companies based outside Japan
		Reducing Occupational Accidents and Property Damage Head of Safety, Quality and Production Technology Headquarters / Executive Officer	Death or injury of employees caused by disasters, accidents or infectious diseases, and suspensions of factory operations or product supply resulting from damage to the company or supply chain	–	Low	Low	Low		●		●	Place top priority on safety and respect for employees. Keep all Group companies accident-free by creating safe and comfortable workplaces	・Serious accidents or serious property damage accidents ・Work-related injury, illness, or poor health ・Outbreak of infectious diseases in the workplace	–	Zero serious accidents[*29]	One serious accident: one fatal accident occurred at Fuji Oil Ghana Ltd.
															Zero serious property damage accidents[*30]	Zero serious property damage accidents occurred
Business Conduct	Information Security	Information Security Management Chief Financial Officer (CFO) and Head of Information and Communication Technology Division / Senior Executive Officer	Fines for violating Japan’s Personal Information Protection Act; reduced profitability and erosion of corporate value due to operational shutdowns and lost opportunities caused by cyberattacks	–	High	High	High		●		●	Sustainably develop the Group through responsive systems and enhanced measures to counter IT security risks that have significant impacts on business management	–	・Reduced profitability due to operational shutdowns and lost opportunities caused by cyberattacks ・External damage or loss caused by information leaks ・Corruption, bribery, anti-competitive behavior, and other violations of laws and regulations	–	Continue conducting measure evaluations by CSIRT, which include internal security audits (FY2025 plan: IT evaluation for six companies)	Completed IT evaluation at nine companies
															Prepare new audit procedure documents for IT and OT audits, and define assessment criteria for audit items	Completed preparation of new audit procedures and definition of assessment criteria for audit items, for use starting from FY2026 audits
															Conduct education through global e-learning programs to raise employees’ security awareness (Target: 100% completion rate)	98.7% completion rate
		Operation of a Trustworthy Whistleblowing System Chief Financial Officer (CFO) and Head of Legal Division / Senior Executive Officer	Leaks of misconduct on social media due to failure of the whistleblowing system, resulting in long-term reputational damage	–	High	High	High	●	●	●	●	Earn the trust of all stakeholders by conducting business fairly, transparently, and with integrity	–	・Damage to social reputation and serious human rights and safety issues due to failure of the whistleblowing system ・External damage or loss caused by information leaks ・Corruption, bribery, anti-competitive behavior, and other violations of laws and regulations	–	No serious compliance violations	Zero cases of serious compliance violations
															Foster trust in the whistleblowing system	The chief officer in charge of compliance sent a message to the entire Group, which included the use of the whistleblowing system
															Create a psychologically safe environment for whistleblowing	Lawyer in charge of the whistleblowing hotline conducted training and widely shared information on the whistleblowing system
															Conduct a compliance program targeting the entire Group	Held global e-learning and group trainings as described above
															Raise employee awareness of compliance	Received a 90.9% positive response rate to the question, “Does your workplace have a culture in which compliance is given priority when business and compliance are in conflict?” (an increase of 0.6 percentage points from the previous year)
	Fair Business Conduct	Promoting Fair Business Practices Chief Financial Officer (CFO) and Head of Legal Division / Senior Executive Officer	Reduced profitability and erosion of corporate value due to violations of laws and regulations in various countries or regions, or due to criminal or civil penalties	–	High	High	High		●		●					

*1 Serious quality-related complaints: Incidents concerning food products that are harmful to health or violate the law, and require a recall.
*2 Process contaminant: Trace elements that are introduced or formed during the production process.
*3 DTR: A technology for stable dispersion of substances that had been difficult to dissolve into the oils and fats
*4 PUFA: Polyunsaturated fatty acids
*5 BFY products: Stands for Better-For-You. Products that are created to be healthier, such as by using simpler raw materials or by adding or enhancing functional benefits
*6 PRORARE®: DHA oil treated with a proprietary process to suppress oxidation.
*7 Scope 1: Direct emissions of greenhouse gases from our own operations (Covers direct GHG emissions from fuel combustion and manufacturing processes at our Group’s manufacturing bases and business sites in and outside Japan).
*8 Scope 2: Indirect emissions of greenhouse gases from the use of electricity, heat and steam supplied by third parties (Covers GHG emissions associated with the use of purchased energy, including electricity and steam, at our Group’s manufacturing bases and business sites in and outside Japan).
*9 Scope 3: Emissions from the activities of non-Group companies in our value chain
*10 Scope 3 (Category 1): Covers only non-FLAG GHG emissions associated with purchased raw materials, supplies, and other goods and services, excluding FLAG-related emissions.
*11 FLAG-related: GHG emissions from land conversion, agriculture and land management, and carbon removals. FLAG: Forest, Land and Agriculture
*12 All Group companies: See list of Group companies.
https://www.fujioil.co.jp/pdf/en/sustainability/download/esg2026.pdf#page=14（844KB）
*13 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.
*14 Water use intensity: Water use per unit of production
*15 Waste intensity: Waste volume per unit of production
*16 Results for Jan–Dec 2024, verified in FY2025.
*17 GAP: Good Agricultural Practices
*18 Satelligence: A company providing analysis services using satellite data to detect and visualize deforestation and land-use change.
https://satelligence.com/news/satelligence-and-blommer-partner-to-fight-deforestation-in-cocoa-areas
*19 In West Africa
*20 RTRS: Round Table on Responsible Soy Association
*21 Procurement of shea kernels: 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.
*22 Non-fossil fuel energy: Shea olein created as a byproduct when fractionating shea butter is used as biomass fuel.
*23 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.
*24 Tebma-Kandu cooperatives: Cooperatives registered in the Tebma-Kandu program and partners that are operating in accordance with Tebma-Kandu principles.
*25 DE&I: Diversity, equity and inclusion
*26 Promotion of DE&I: A term encapsulating the concepts and practices of providing equitable opportunities and evaluations and developing and leveraging diverse talent through inclusive management.
*27 *Hataraki-Gai*: A work-related and positive state of mind, characterized by vigor, dedication, and absorption. Used as a Group-wide internal term in our human resource strategy.
*28 DE&I Vision
https://www.fujioil.co.jp/en/sustainability/diversity/
*29 Serious accident: An accident resulting in death, permanent disability to limbs or other body parts, or long-term hospitalization (60 days or more).
*30 Serious property damage accident: Explosions, fires, or physical accidents resulting in an order from a public authority to shut down the entire site.