

Fuji Oil Group

Raw Material Procurement Activities

Webinar 2021

~ Overview ~

Climate change and human rights issues. These problems that have arisen with the development of economic activities should be solved by humankind in order to realize a sustainable society.

In today's society, where companies are required to have global supply chain transparency and sustainability, palm oil, cocoa, soybeans, and shea kernel, which are the main raw materials of the Fuji Oil Group, face social issues such as deforestation and child labor. increase. How should we tackle these issues and aim for a sustainable society?

In this webinar, we will tell you about the ESG management of the Fuji Oil Group and the social issues and initiatives faced by each raw material, including the current situation.

【date】2021/12/8

Presenter



President & CEO
Mikio Sakai



C“ESG”O
Takashi Kadota



Assistant to CEO
Mariko Kawaguchi



Head of Global Sustainable
Procurement Committee
Hiroshi Shinano

Fuji Oil Group Raw Material Procurement Activities Webinar 2021

Program

- 1. Fuji Oil Group's ESG management and raw material procurement**
- 2. Group supply chain and raw material procurement KPIs**
- 3. Our activities**
- 4. Current issue and future topics**
- 5. Question-and-answer session**



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Fuji Oil Group's ESG management and raw material procurement



**President and CEO
Mikio Sakai**

Vegetable Oils and Fats

Edible oils and fats, vegetable fats for chocolate



Emulsified and Fermented Ingredients

Whipping cream, margarine, Fillings



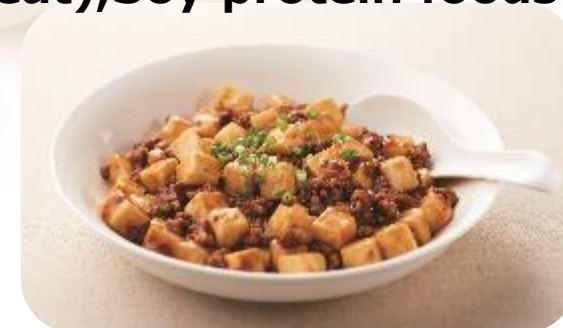
Industrial Chocolate

Tempering chocolate, Non-tempering chocolates, Chocolate for ice



Soy-Based Ingredients

Soy protein ingredients, Textured soy protein(soy meat), Soy protein foods





Soy meat



Soy milk butter

- ✓ Consideration for the global environment
- ✓ Increased health consciousness
- ✓ Concerns about lack of protein sources



**Chocolate
(cocoa)**



**Vegetable oil/fat
(palm, shea kernel)**

Solving social issues with plant-based food ingredients

Plant-Based Food Solutions

**To become a leading company that creates the
future of Plant-Based Food**

Main raw materials



Palm oil



cocoa



Soybean



Shea kernel

Social issues faced by the main raw materials

deforestation

Farmer poverty

Forced labor

Child labor

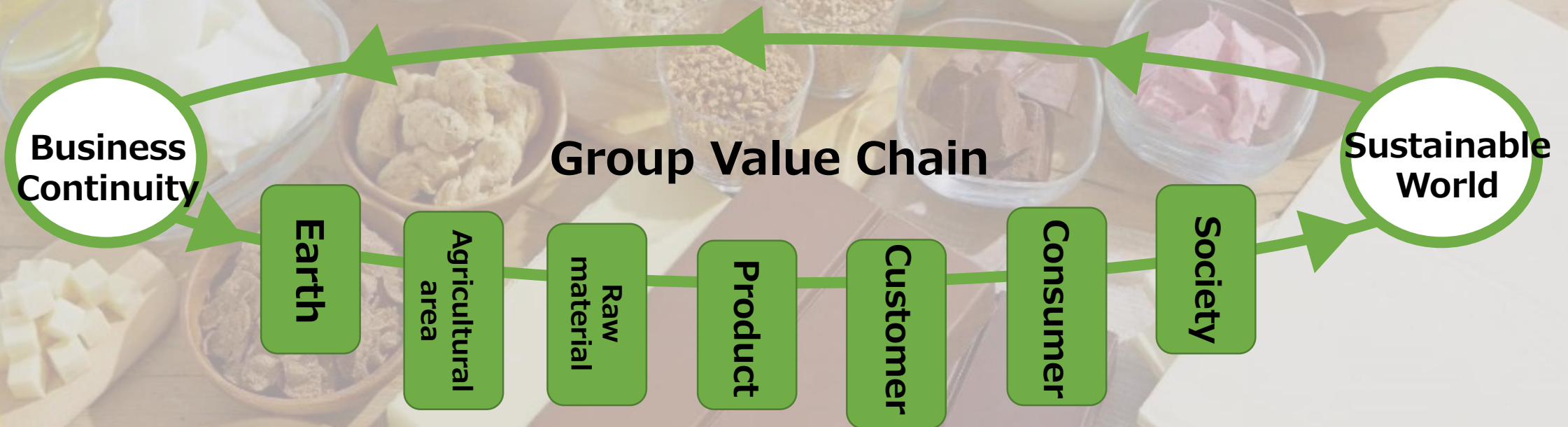
Biodiversity loss

Purpose of this webinar

Social issues and our activities in raw material production areas

Plant-Based Food Solutions

Solving social issues with plant-based food materials



Fuji Oil Group ESG Management

第22回 グリーン購入大賞
大賞・農林水産大臣賞受賞



DISCLOSURE INSIGHT ACTION

A LIST
2021

CLIMATE WATER FORESTS

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Group supply chain and raw material procurement KPIs

Please refer to our Sustainability Report 2021 for details of KPIs for each raw material procurement.

- **Sustainable Procurement Management**

<https://www.fujioilholdings.com/en/sustainability/social/procurement/>

- **Sustainable Procurement of Palm Oil**

https://www.fujioilholdings.com/en/sustainability/social/palm_oil/

- **Sustainable Procurement of Cocoa**













<https://www.fujioilholdings.com/en/sustainability/social/cacao/>






- **Sustainable Procurement of Soybeans**

<https://www.fujioilholdings.com/en/sustainability/social/soy/>

- **Sustainable Procurement of Shea Kernels**

https://www.fujioilholdings.com/en/sustainability/social/shea_kernel/

Raw material	Social issue	Mid-to long-term goals
Palm oil 	Environment  Human rights 	No Deforestation No Peatland No Exploitation
cocoa 	Environment  Human rights 	Reforestation Elimination of child labor
Soybean 	Environment  Human rights 	No deforestation No exploitation
Shea kernel 	Environment  Human rights 	Forest conservation Women's empowerment support

Raw material	Mid-to long-term goals	KPIs		FY2020 results
		2025	2030	
<div>Palm oil</div> <div></div>	<div>No Deforestation</div> <div>No Peatland</div> <div>No Exploitation</div>	<div>TTP 75%</div> <div>Labour Transformation Programme(LTP) implementation rate: 100% (All suppliers of Palmaju Edible Oil)</div>	<div>TTP 100%</div> <div>Labour Transformation Programme(LTP) implementation rate:100% (All direct suppliers)</div>	<div>71%</div> <div>10% (All suppliers of Palmaju Edible Oil)</div>
<div>Cocoa</div> <div></div>	<div>Reforestation</div> <div>Elimination of child labor</div>	<div>500,000 trees planted</div> <div>No WFCL</div>	<div>1 million trees planted</div> <div>Elimination of child labor</div>	<div>10,000 trees planted (10,000 trees planted in 2021)</div> <div>Cocoa beans purchased directly by Blommer</div> <div>• 83% cocoa farmers: GPS mapping</div> <div>• Build CLMRS in 100% of cooperatives</div>
<div>Soybean</div> <div></div>	<div>No deforestation</div> <div>No exploitation</div>	<div>Ensuring traceability to the primary collection point or 100% procurement of RTRS certified products or products certified to equivalent standards</div>	<div>Ensuring traceability to the community level or 100% procurement of RTRS certified products or products certified to equivalent standards</div>	<div>(Formulation of KPIs such as traceability in 2021)</div>
<div>Shea kernel</div> <div></div>	<div>Forest conservation</div> <div>Women's empowerment support</div>	<div>6,000 trees planted/year</div> <div>Traceability to the village level: 50%</div> <div>—</div> <div>Direct procuremnt of shea kernels from Tebma-Kandu cooperative:30%</div> <div>N/A</div> <div>Fuji Oil Ghana's energy consumption non-fossil fuel ratio: 100%</div> <div>Number of regular employees at Fuji Oil Ghana: increase by 50%</div>	<div>6,000 trees planted/year</div> <div>Traceability to the village level:75%</div> <div>Traceability to cooperatives for shea kernels directly procured: 75%</div> <div>Direct procuremnt of shea kernels from Tebma-Kandu cooperative: 50%</div> <div>Percentage of shea kernels crushed and fractionated in Ghana: 100%</div> <div>N/A</div> <div>N/A</div>	<div>(Formulation of KPIs such as traceability in 2021)</div>
<div></div>				

Global Sustainable Sourcing Committee

HD Sustainable
Development Gr.

Cocoa Global
Sustainability
Team

Palm Oil Global
Sustainability
Team

Shea
Sustainability and
Sourcing Team

Soybean Global
Sustainability
Team

Fuji Oil Group

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List of video performers in the Webinar 2021



Palm oil

- K.S
- Supply Chain Management Gr. (Singapore), Fuji Oil Holdings Inc.



Cocoa

- Andy Harner
- VP Sustainability, Blommer Chocolate Company



Soybean

- Yoshitomo Yamada
- PBFS Gr., Fuji Oil Holdings Inc.



Shea kernel

- Knud Larson
- Director of Sustainability & Supply Chain Management, Fuji Europe Africa



EU trend

- Carmen Alvarado
- Senior Sustainability Manager, Fuji Europe Africa

Fuji Oil Group





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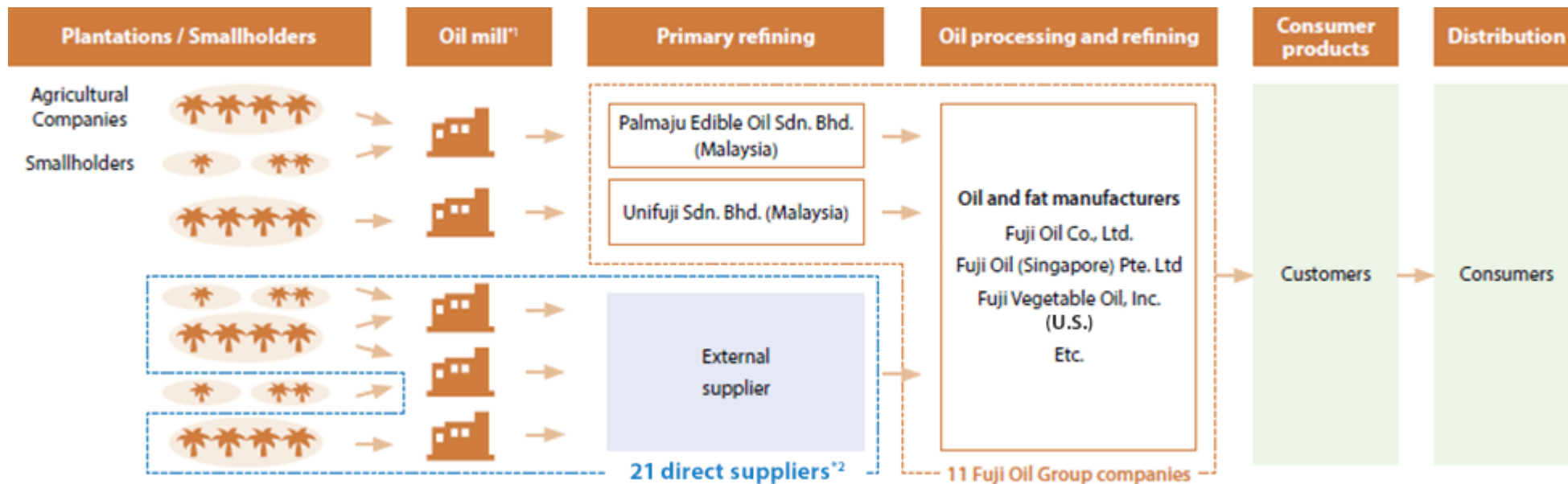





Raw material	Mid-to long-term goals	KPIs		FY2020 results
		2025	2030	
<div>Palm oil</div> 	No Deforestation No Peatland No Exploitation	TTP 75%	TTP 100%	71%
		Labour Transformation Programme(LTP) implementation rate: 100% (All suppliers of Palmaju Edible Oil)	Labour Transformation Programme(LTP) implementation rate:100% (All direct suppliers)	10% (All suppliers of Palmaju Edible Oil)
<div>Cocoa</div> 	Reforestation Elimination of child labor	500,000 trees planted	1 million trees planted	10,000 trees planted (10,000 trees planted in 2021)
		No WFCL	Elimination of child labor	Cocoa beans purchased directly by Blommer • 83% cocoa farmers: GPS mapping • Build CLMRS in 100% of cooperatives
<div>Soybean</div> 	No deforestation No exploitation	Ensuring traceability to the primary collection point or 100% procurement of RTRS certified products or products certified to equivalent standards	Ensuring traceability to the community level or 100% procurement of RTRS certified products or products certified to equivalent standards	(Formulation of KPIs such as traceability in 2021)
<div>Shea kernel</div> 	Forest conservation Women's empowerment support	6,000 trees planted/year	6,000 trees planted/year	(Formulation of KPIs such as traceability in 2021)
		Traceability to the village level: 50%	Traceability to the village level:75%	
		—	Traceability to cooperatives for shea kernels directly procured: 75%	
		Direct procuremnt of shea kernels from Tebma-Kandu cooperative:30%	Direct procuremnt of shea kernels from Tebma-Kandu cooperative: 50%	
		N/A	Percentage of shea kernels crushed and fractionated in Ghana: 100%	
		Fuji Oil Ghana's energy consumption non-fossil fuel ratio: 100%	N/A	
		Number of regular employees at Fuji Oil Ghana: increase by 50%	N/A	
FUJI OIL HOLDINGS INC.				

Raw material	Social issue	Mid-to long-term goals	KPI		FY2020 results
			2025	2030	
 Palm oil		No Deforestation No Peatland No Exploitation	TTP* 75%	TTP 100%	71%
			Labour Transformation Programme(LTP) implementation rate: 100% (All suppliers of Palmaju Edible Oil* ²)	Labour Transformation Programme(LTP) implementation rate: 100% (All direct suppliers)	10% (All suppliers of Palmaju Edible Oil)

* TTP : Traceability to Plantation

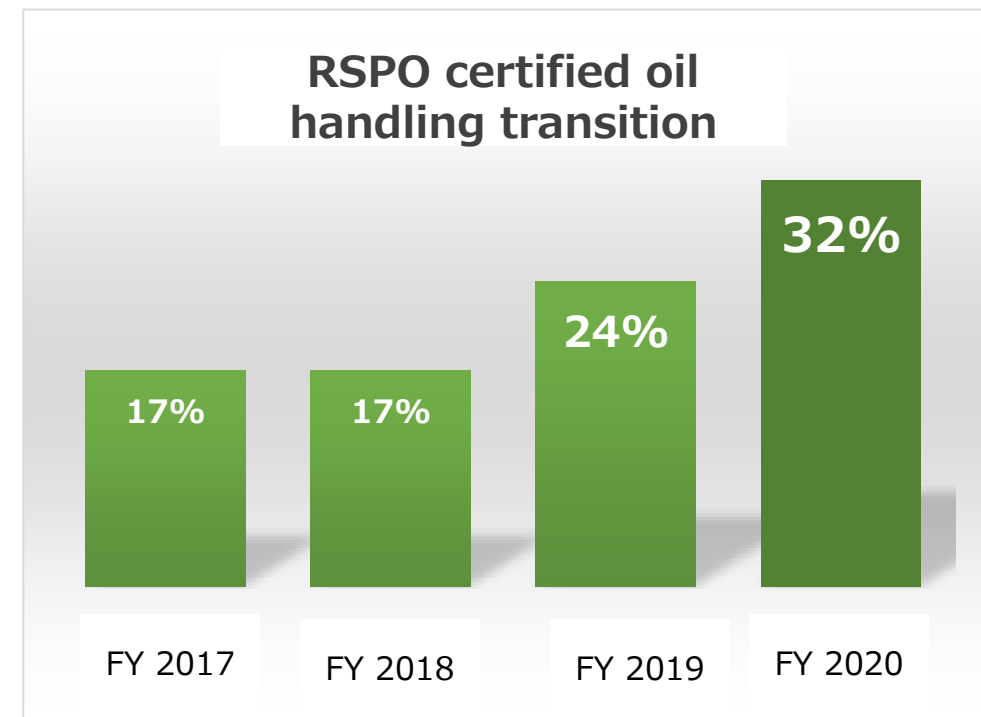
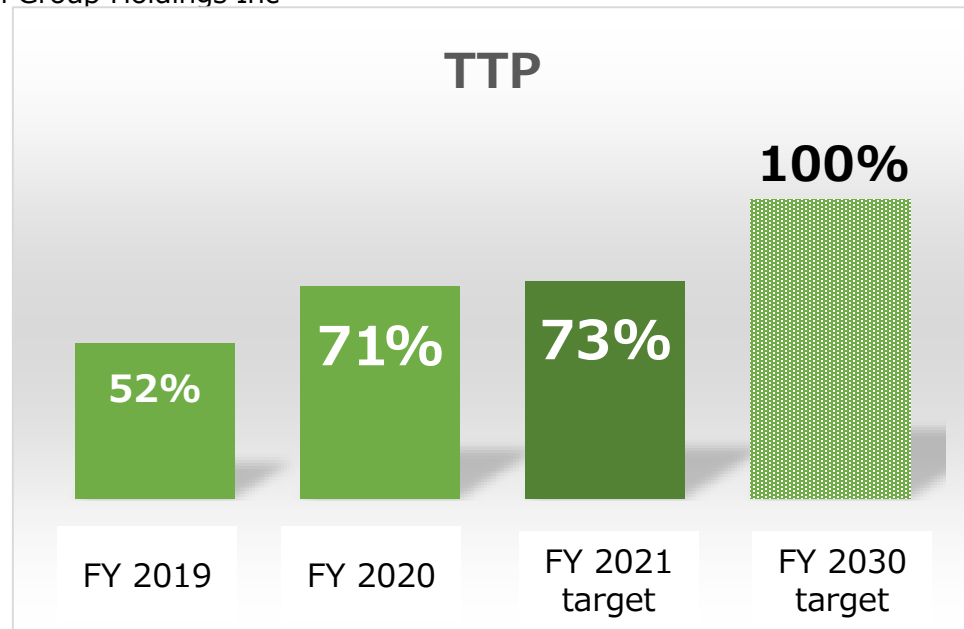
* 2 Palmaju Edible Oil (Malaysia): Oil and fat manufacturing base of a wholly owned subsidiary of Fuji Oil Group Holdings Inc






Raw material	Social issue	Mid-to long-term goals	KPI		FY2020 results
			2025	2030	
Palm oil 		No Deforestation No Peatland No Exploitation	TTP* 75%	TTP 100%	71%
			Labour Transformation Programme(LTP) implementation rate: 100% (All suppliers of Palmaju Edible Oil* ²)	Labour Transformation Programme(LTP) implementation rate: 100% (All direct suppliers)	10% (All suppliers of Palmaju Edible Oil)

* TTP : Traceability to Plantation

* 2 Palmaju Edible Oil (Malaysia): Oil and fat manufacturing base of a wholly owned subsidiary of Fuji Oil Group Holdings Inc

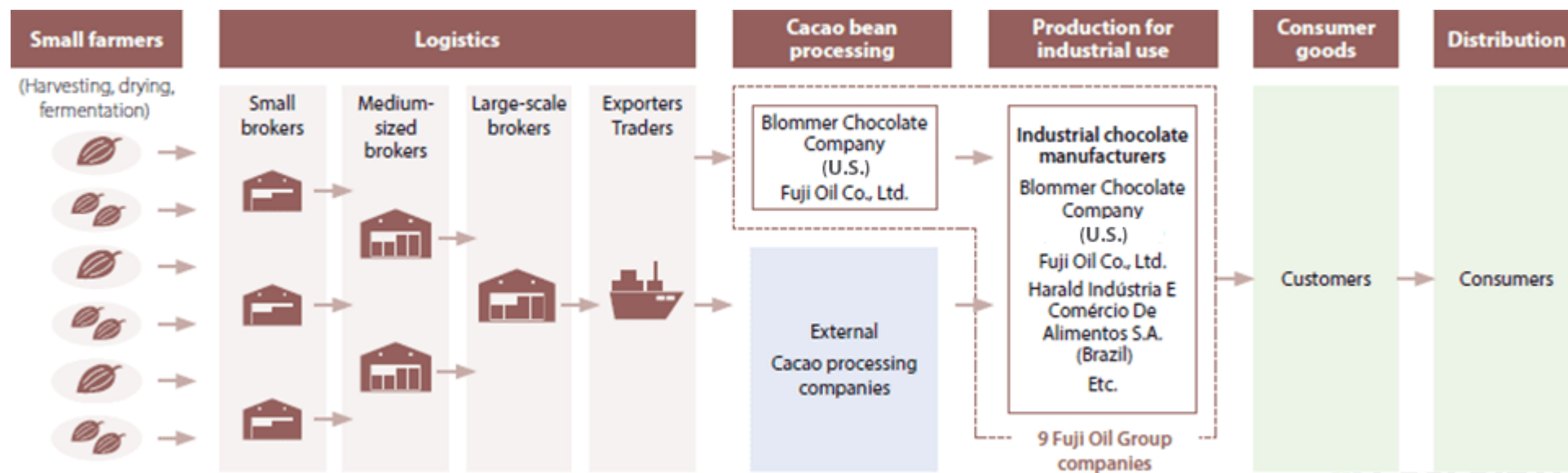





Raw material	Social issue	Mid-to long-term goals	KPIs		FY2020 results
			2025	2030	
 Cocoa		Reforestation Elimination of child labor	500,000 trees planted*	1 million trees planted	10,000 trees planted (10,000 trees planted in 2021)
			No WFCL* ²	Elimination of child labor	Cocoa beans purchased directly by Blommer • 83% cocoa farmers: GPS mapping • Build CLMRS in 100% of cooperatives

* We plan to plant 1 million saplings of various types of green shade trees in the 10 years from 2021 to 2030.

*² WFCL : Worst Forms of Child Labour

*³ CLMRS : Child Labour Monitoring & Remediation System



Raw material	Social issue	Mid-to long-term goals	KPIs		FY2020 results
			2025	2030	
 Cocoa		Reforestation Elimination of child labor	500,000 trees planted*	1 million trees planted	10,000 trees planted (10,000 trees planted in 2021)
			No WFCL* ²	Elimination of child labor	Cocoa beans purchased directly by Blommer <ul style="list-style-type: none"> • 83% cocoa farmers: GPS mapping • Build CLMRS in 100% of cooperatives

* We plan to plant 1 million saplings of various types of green shade trees in the 10 years from 2021 to 2030.

*² WFCL : Worst Forms of Child Labour

*³ CLMRS : Child Labour Monitoring & Remediation System

Goals : As a measure against biodiversity and climate change, which is one of the "sustainable procurement targets for cocoa"






1 million trees planted by 2030




2021 result : 100,000 trees planted in western Ghana
Through One Tree Planted



Goals : To meet the goal of WFCL zero, we have created a roadmap to work on improving traceability to rural communities, including indirect supply chains, and are considering specific measures.

Raw material	Social issue	Mid-to long-term goals	KPIs		FY2020 results
			2025	2030	
Soybean 		No deforestation No exploitation	Ensuring traceability to the primary collection point or 100% procurement of RTRS certified products or products certified to equivalent standards	Ensuring traceability to the community level or 100% procurement of RTRS certified products or products certified to equivalent standards	(Formulation of KPIs such as traceability in 2021)
					

* RTRS : Round Table on Responsible Soy Association

Raw material	Social issue	Mid-to long-term goals	KPIs		FY2020 results
			2025	2030	
Shea kernel 		Forest conservation	6,000 seedlings/year*	6,000 seedlings/year	(Formulation of KPIs such as traceability in 2021)
			Traceability to the village level: 50%	Traceability to the village level: 75%	
			—	Traceability to cooperatives for shea kernels directly procured: 75%	
			Non-fossil fuel energy used by Fuji Oil Ghana: 100% * ²	—	
		Women's empowerment support	—	Percentage of shea kernels crushed and fractionated (separated) in Ghana: 100%	
			Out of the above cooperatives, direct procurement of shea kernels from Tebma-Kandu cooperatives: 30% * ³	Out of the above cooperatives, direct procurement of shea kernels from Tebma-Kandu cooperatives: 50%	
			Permanent, direct employees at Fuji Oil Ghana Ltd.: 50% increase * ⁴	N/A	

* We plan to plant mainly shea tree saplings at a pace of 6,000 trees per year starting in 2021.

*² We plan to use shea kernel meal, a byproduct of oil production, and other raw materials as non-fossil fuels.

*³ In 2021, 2022, and 2023, 10%, 15%, and 20% are set as KPIs, respectively.

*⁴ base year: 2017

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* We answer the main questions.



Q

Your company has been making progress in sustainable procurement, for example, with the Unifuji initiative. Have there been any changes in profitability compared to non-certified products?

Also, please let me know your thoughts on pricing strategy, in terms of how to get customers to recognize the value of your products and how to reflect value in the price.

A

The business of certified products began as a response to the demands of multinational companies, especially in Europe. The current demands of the SDGs have also become international public opinion, so the volume of these products is growing. As for your question about profitability, it is certainly not easy to increase the profitability of Fuji Oil, which is an intermediary.

Although there is a slight difference in the level of tolerance for premium costs among customers when purchasing certified oil, this does not significantly affect the profitability of the certified oil business as the majority of customers, mainly those in Europe and the United States, understand the value of certified oil and its premium costs. We will continue to carefully explain the significance and value of certified oil, just as we are doing in today's explanation, to gain the understanding of customers and ensure profitability.

Q

I would like to hear about the progress and future plans of specific initiatives in response to child labor, especially those in Ghana.

A

We would like to reduce the worst forms of child labor to zero by 2025, with the ultimate goal of eliminating child labor. To achieve this, we must first gain full control over the cocoa beans to be procured using the CLMRS method. In order to achieve this, we concluded that it was essential to improve traceability. This needs to be defined, and for the time being we have decided to quantify “traceability to the community,” where you can find a concentration of ingredients. Although the programmed beans in Ghana that we are currently setting up are designed to allow traceability, it has also proven to be costly and time-consuming to expand the program. In the future, we will need to strengthen our cooperation with NPOs and also strengthen our marketing to the market.

Q

When will the sustainable supply of chocolate begin in Japan?

A

We are already procuring beans from Ghana for our sustainability program.
From next year onwards, we will supply the products to the market in consultation with our customers.
We will continue to respond to customer requests for the existing UTZ authentication.

Q

Is your company doing anything to encourage the government to promote the use of alternative proteins such as soybean meat?
Are the effects of this being felt?

A

The Plant Based Lifestyle Lab (nicknamed “P-LAB”) was established in March of this year as a voluntary organization by 15 companies across industries, with Fuji Oil serving as the organizer, for the purpose of promoting and raising awareness of sustainable lifestyles that incorporate not only alternative proteins such as soybean meat, but also plant-based foods.

In October of this year, P-LAB became a general incorporated association in order to further expand its activities and increase the number of member companies, and as the founding director, we are implementing P-LAB activities and conducting surveys on consumer awareness of PBF and food and health.

As an example of collaboration with the public sector, the PBF Promotion Working Team was established in April this year by the Ministry of Agriculture, Forestry and Fisheries Foodtech Public-Private Council (Secretariat: P-LAB) to discuss issues and solutions for PBF promotion from various perspectives among industry, government, academia, and the private sector. We are also looking forward to the support of the government in this process.

Q

What do you feel are the biggest hurdles to sourcing sustainably grown soybeans?

A

In North America, the supply chain is relatively transparent. However, we are increasingly procuring soybeans from sources other than North America, and we believe that we need to make our supply chain more transparent. We have just started communication with our suppliers. In this process, we will first clarify the risks and then start engaging with suppliers.

Q

While it is important for individual companies to promote their own initiatives, I think there are limits in terms of personnel and budget. What do you think about involving the industry as a whole, or other players such as governments and NGOs in your company's efforts?

What needs to be done to further increase the effectiveness of sustainable procurement, such as preventing deforestation and child labor? Some say that the development of industry-wide guidelines would be effective. Would your company take the leadership as a front-runner?

A

As you may know, we are working with NGOs, NPOs, and local governments in our efforts. This is not an issue that can be addressed by a single company, so we need to collaborate with related groups and organizations.

We also believe that in order to increase the effectiveness of sustainable procurement in Japan and Asia, we need to improve awareness of sustainable raw materials. We will continue to work on this issue on a daily basis and strive to communicate about it appropriately.

Q

You said that ESG management is to link sustainability efforts in the value chain with profits. How exactly do you plan to achieve a balance between sustainability and profits? How can sustainable procurement contribute to a company's growth? (It would be helpful if you could give some examples of specific items, such as cocoa.)

A

As you know, if procurement is not sustainable, stable supply will not be possible. For example, if the import of unsustainable cocoa beans is suspended due to government policy, there is a risk that the Group will not be able to manufacture or supply its products due to a lack of raw materials. For example, in the case of palm oil, there is a business risk that importers who have caused human rights problems will be banned. We hope that our suppliers will understand the additional cost of using sustainable raw materials, and we will continue such initiatives.

We will continue to grow by managing the value chain that is recognized by customers and consumers and generates profits through the link between sustainable raw materials procurement, environmentally friendly production activities, and the provision of products that solve social issues.

Q

Do you think that Fuji Oil's sustainable procurement efforts have been well received by purchasers and have succeeded in differentiating your products from those of other companies? You mentioned the policy of the European Union (EU). What do you think should be the policy in Japan to promote these efforts and improve the social reputation of your company ?

A

Our multinational customers, mainly those in Europe and the US, are well aware of this, and we are receiving more and more inquiries in Japan and are providing more and more opportunities for explanations. We held this webinar in order to communicate with our customers and to help the general public understand these efforts through media. This is not an issue that can be solved by the efforts of a single company. In the future, public-private projects in collaboration with governments of consuming countries, producing countries, and non-profit organizations are expected to flourish.

Q

Biodiversity conservation has been discussed. It's not exactly procurement, but I think you should take a stance of aiming to be nature positive in your business. What do you think?

A

We are currently discussing biodiversity, and we plan to communicate this information in line with our new mid-term management plan that will start in the next fiscal year.

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Thank you. Please feel free to contact us anytime for any inquiries.
Corporate Communication Group

Glossary

term	definition
ESG management and raw material procurement	
CSV	Creating Shared Value
PBFS	Plant-Based Food Solutions
Palm oil	
TTP	Traceable to Plantation:Track where the purchased palm oil came from in the palm oil supply chain.
NDPE	No Deforestation, No Peatland development, No Exploitation
Peatland development	It is covered with peat to a depth of at least 30 cm, contains a large amount of carbon, and has a large amount of carbon because the plants are buried in the ground without progressing decomposition. By developing this land, the soil covered with water will come into contact with the air and the plants will be decomposed, and greenhouse gases will be emitted. It has also been pointed out that there is a risk of fire as the drying progresses.
RSPO certified palm oil	The official name of RSPO is "Roundtable on Sustainable Palm Oil", and as a certification system for each process, certification (P & C) that sustainable production is carried out in accordance with "Principles and Standards (P & C)" at the production stage. We have two systems: certification (certification) and certification (SC certification) that a system has been established to ensure that palm oil is delivered at all stages of the supply chain. Supply chain certification has three certification models and one credit model. *Excerpt from WWF's explanation of RSPO.
Grievance mechanism	A mechanism to encourage improvements in environmental and human rights issues in the supply chain raised by stakeholders. If an employee, a business partner, or a third party (NGO, etc.) indicates that the procurement or treatment is in violation of the procurement policy (NDPE) established by the Company, is the evidence of the allegation true? Investigate including whether or not, and if it is true in the supply chain, take measures to improve the matter together with business partners.
Grievance list	If the content of the allegation in the supply chain is true, the content will be announced and the progress of the efforts will be reported. In our case, we update the progress report once every three months.
BIOFARM	From 2020, we will also start supporting the BIO Farm Project led by Wild Asia. The BIO Farm Project teaches farmers how to farm without using chemical fertilizers with the aim of improving the profitability of small-scale palm oil farmers and improving the soil of their farms. For example, it is possible to reduce the use of chemical fertilizers by teaching small-scale farmers how to utilize the waste generated in the farm, including the cut-off oil palm leaves, as fertilizer, which makes it possible for small-scale farmers to cut costs. Currently, we are proceeding with trial education and application to some farmers.

Glossary

Cocoa	
WFCL	<ul style="list-style-type: none"> • According to the International Labor Organization (ILO), the following definitions (ILO Convention No. 182) Labor performed by children under the legal minimum age (15 years in principle, 18 years for work that may impair health, safety and morals). Child labor has a negative physical, mental, social or moral impact on children and impedes educational opportunities. It was <p>Worst Forms of Child Labor</p> <ol style="list-style-type: none"> 1. Slave labor such as human trafficking, forced labor including conscription, and debt labor. 2. Used for prostitution, pornography production, obscene acting, mediation, provision 3. Used, mediated, and provided for fraudulent activities such as drug production and transactions. 4. Labor that may harm the health, safety and morals of children
CLMRS	<p>Involvement of child labor by the International Cacao Initiative (ICI, an organization co-founded in 2002 by food manufacturers, the US Government, ILO, trade unions, NGOs, consumer groups, etc. to eradicate child labor from cocoa plantations) Monitoring system "Child Labor Monitoring and Improvement System (CLMRS)". It consists of four main elements (Prevention, Detection, Remediation, Reporting), and one cycle is from prevention of child labor to improvement of the situation in the field.</p>
CLEF/ELAN	<p>Will jointly provide the necessary funding to launch two pool-based funding agencies targeting CHF 150 million with the aim of promoting effective learning and early childhood education in Côte d'Ivoire on a large scale. The first initiative, the Child Learning and Education Facility (CLEF), focuses on opportunities for quality primary education and protects 5 million children and 10 million people in and around cocoa growing areas. We aim to support people. The second initiative, Early Learning And Nutrition (ELAN), provides quality education and training in early childhood development and nutrition for 1.3 million children under the age of five and their parents. Is aimed at. The Government of Côte d'Ivoire has developed a national action plan to address child labor issues, launched a 10-year education sector strategy, introduced multidisciplinary plans for nutrition, improved human capital and addressed the root causes of child labor. The CLEF and ELAN initiatives complement the government's efforts. * Excerpt from Jacob Foundation website</p>
Cocoa and Forest Initiative(C&FI)	<p>The Côte d'Ivoire and Government of Ghana and 35 cocoa chocolate companies have joined the Cocoa and Forest Initiative to end deforestation and regenerate forests. The implementation of this initiative for the first two years will be reported for the United Nations Decade on Biodiversity in 2020. The companies have been proactive in improving supply chain traceability through farm mapping and distributing trees to increase sustainable production through cocoa agroforestry. * Partial excerpt from the World Cocoa Foundation website</p>

Glossary

Soybean	
Non-GMO	<p>Non-GMO is an acronym for Non-Genetically, Modified, Organisms in English. The translation is "not a genetically modified organism".</p> <p>Genetically modified organisms have the advantage of being highly resistant to herbicides and reducing the number of times the herbicides are applied in order to protect crops from pests and diseases, and have the advantage of keeping production costs low.</p> <p>However, there is much debate about food and environmental safety, and Non-GMO soybeans used for food are becoming more popular.</p>
Country elevator	A country elevator is a type of grain storage facility. It consists of a huge silo (storage bin), a grain-carrying elevator, a grain drying facility and a grain preparation facility.
River elevator	A loading base for transporting agricultural products collected from country elevators to export ports.
Export elevator	A port cargo handling facility for loading agricultural products on large cargo ships for export.
RTRS certification	Round Table on Responsible Soy Association certification is an international initiative in which soybean producers, merchants and processors work with banks and social organizations to ensure sustainable soybean cultivation and social responsibility in the soybean sector around the world.
Shea	
Shea nuts	Shea butter grows naturally in bushes and grows from about 7 to 25 meters in height, but those managed on agricultural land are 15 to 20 meters in height. Lifespan is over 100 years. It takes about 20 years for the flowers to bloom and another 20 years for the fruits to bear, and it bears fruit once every three years. The leaves are thin, 8 to 10 cm long and oval, and are concentrated at the tips of the twigs. The flowers are yellowish cream and grow alone at the base of the leaves, with 10 to 40 flowers per twig. The fruits are 5 to 8 cm oval. The seeds in the flesh are about the size of a chicken egg and hard, and are called shea nuts.
Shea kernel	Embryos in shea nuts are called shea kernels, which are processed into shea butter. It is revered locally as a mysterious tree, and only women can touch, harvest, squeeze, manufacture and sell the tree.
Shea butter	Shea butter is mainly produced in Nigeria, Mali, Burkina Faso, Ghana, Côte d'Ivoire and Benin. It is used as an edible product and medicine, and is also used in soaps and creams. Traditionally consumed domestically, it has become an important export item for West African countries in recent years.
Earthwarm Foundation (EF)	An influential global non-profit organization working in the field to create scalable solutions for the prosperity of nature and people. Providing solutions with businesses, farmers, NGOs, and governments for the purpose of maintaining, protecting and restoring the earth's important ecosystems.
New Regulation to curb EU-driven deforestation and forest degradation	In November 2021, a draft of the EU Forest DD regulation was published by the European Committee. It seems that 6 items including palm oil / cacao / soybean were included in the target. Checking for more detailed information.