

Notice of Organizational Changes

In order to achieve the most efficient and speedy organizational management for profit generation, we will revise our organization as of April 1, 2022, as described follows.

1) Organizational Changes

◆ Dissolution of C"ESG"O and CAO

C"ESG"O and CAO will be abolished, and ESG, Legal & General Affairs, and Global HR groups will be established under the direct control of the CEO. The Global HR Group will be managed by the General Manager.

◆ CSO

Strengthen strategies in each area and business axis by taking responsibility for profits in each business.

<Promoting international purchasing within the Supply Chain Management Group.>
While transferring the function of promoting sustainability to the business divisions, the Group will enhance and supervise sustainable activities as a whole group. At the same time, we will promote group procurement by strengthening cooperation with each area purchasing division in joint purchasing.

<The Oils&Fats and Chocolate Division was split into the Oils&Fats Division and the Chocolate Division.>

< PBF Division will be renamed from the PBFS Division to the PBF Division.>
The PBF Division will work with the Protein Business Division of Fuji Oil Co., Ltd. to develop and commercialize measures using plant-based ingredients and create new markets. As "Solutions" included in PBFS (Plant-Based Food Solutions) is a company-wide mission, the "S" will be removed from the department name and it will be renamed PBF Division.

<Transfer of the Corporate Communication Group>
The Corporate Communication Group will be transferred to the CSO in order to strengthen internal and external communications and to implement public relations activities linked to the business.

◆ CTO

The Research Institute for Creating the Future (MCR) will collaborate with the development division of Fuji Oil Co., Ltd. and the research and development divisions of overseas companies to establish and manage themes that will lead to medium- to long-term earnings and commercialization for the Fuji Oil Group. The Group will be reorganized to focus on the development of new technologies and the strengthening of their integration into the business.

<Market Value Creation Group will be dissolved and included in the duties of the MCR Director.>

The Market Value Creation Group is responsible for the creation of MCR themes that lead to solutions to social issues from a market perspective, and the creation of value from MCR technology is included in the duties of the MCR Director.

<Health and Wellbeing Group will be dissolved and integrated into the New Materials Creating Group.>

The New Materials Creating Group will strengthen the development of new materials and their incorporation into commercialization.

<Fundamental Technology Creation Group will be dissolved and transferred to the newly established New Raw Material & Technology Creating Group.>

The New Raw Material & Technology Creating Group will be responsible for research into the creation of new raw materials, new technologies, and new business seeds, and will create new processing technologies and alternative raw materials.

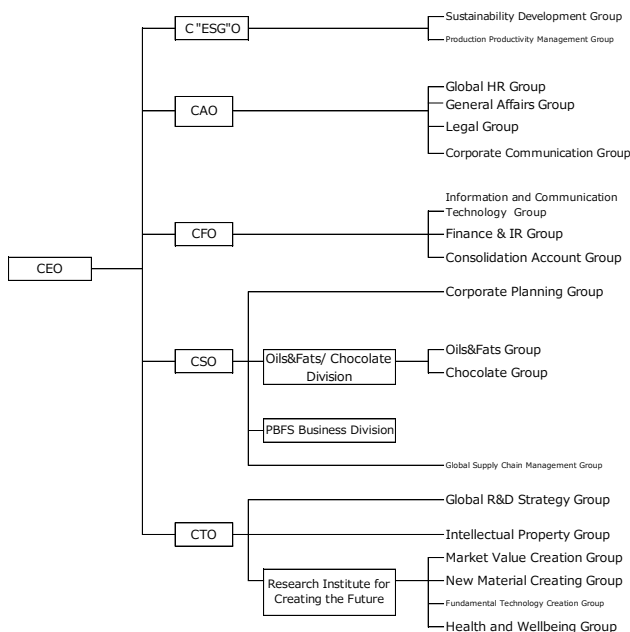
◆ Area/Regions

Fuji Specialties (U.S.) will no longer be the regional headquarters.

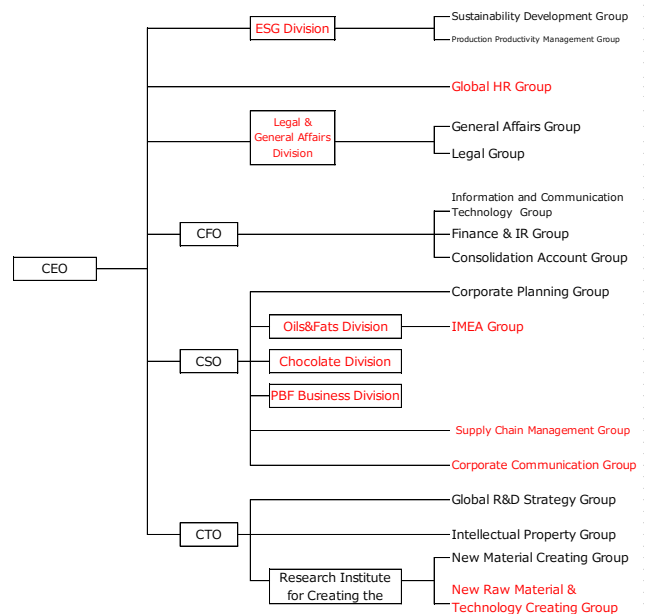
As a result, the Americas area will be abolished, and Blommer Chocolate Company, Fuji Specialties, and Harald will be under the direct control of the Holdings. Fuji Oil International, Fuji Vegetable Oil, Fuji Oil New Orleans, and Oilseeds are also part of Fuji Specialties. Fuji Europe Africa will play the role of the controlling company for Europe, with Fuji Brandenburg, Fuji Oil Europe and Fuji Oil Ghana under its umbrella.

Revised organization chart

FUJI OIL Holdings Inc. Organization Chart
(as of 2021/04/01)

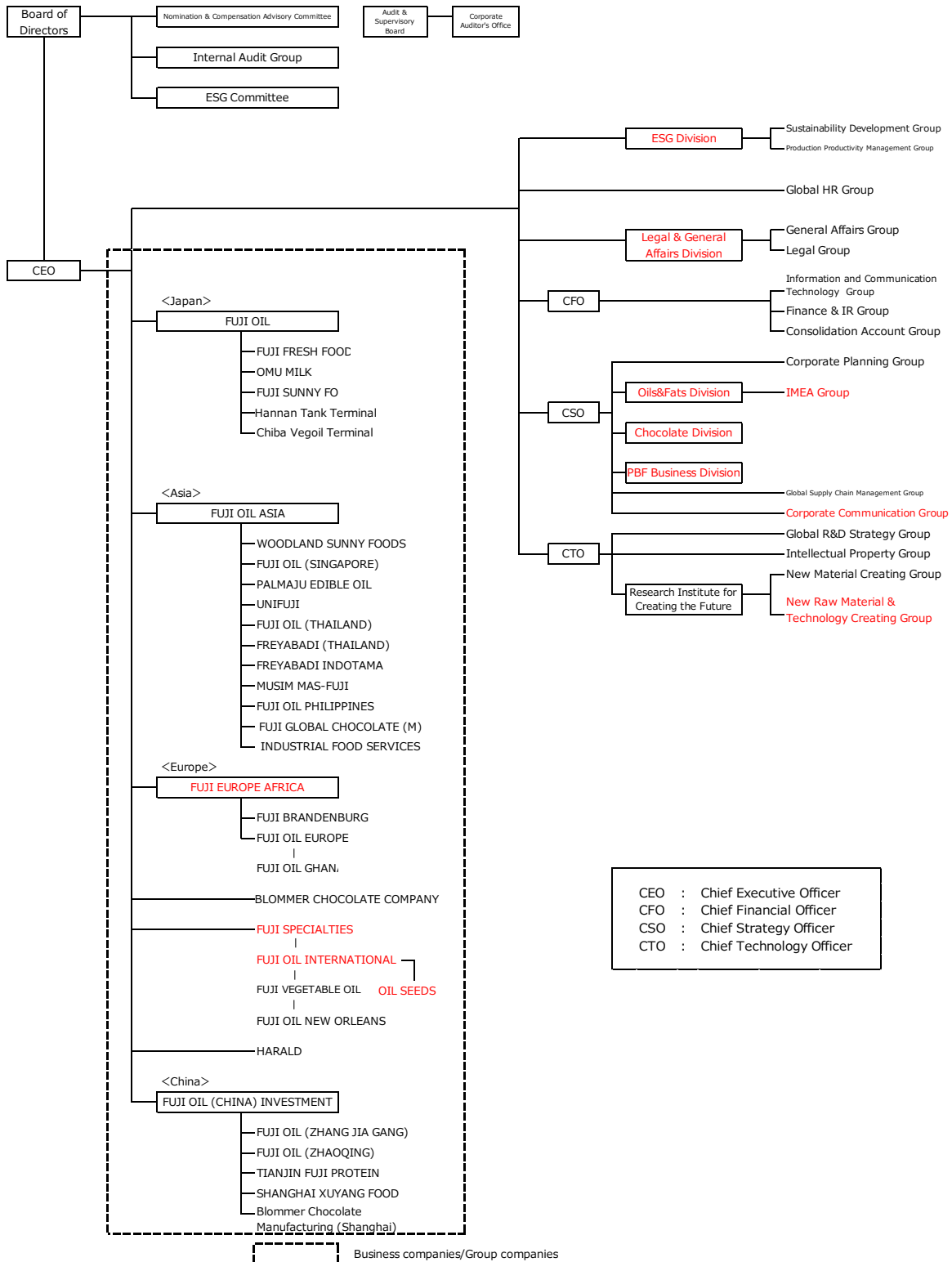


FUJI OIL Holdings Inc. Organization Chart
(as of 2022/04/01)



FUJI OIL Holdings Inc. Organization Chart
(as of 2022/04/01)

*Red letters indicate newly established organizations.



2) Personnel Changes of Manager

Name	New	Current
Yoshiaki Hiramatsu	Division Head, ESG Division Sustainability Development Group Leader	Sustainability Development Group Leader
Shinichi Yano	Division Head, Legal & General Affairs Division	General Affairs Group Leader
Taro Hotani	Division Head, Global HR Group Division Head, HR & General Affairs Division of FUJI OIL	Assistant to CAO General Manager, HR & General Affairs Division of FUJI OIL
Toshiharu Arishima	Deputy Division Head, Oils&Fats Division Group Leader, IMEA Group	Deputy Division Manager of Oils&Fats/ Chocolate Division Oils&Fats Group Leader Chocolate Group Leader
Shigeru Ashida	Deputy Division Head, PBF Business Division	
Ichiro Nakamura	Deputy Division Head, Chocolate Division	
Hiroyuki Kumeda	Group Leader, General Affairs Group	
Kei Morinaga	Group Leader, Global HR Group	
Norifuji Adachi	Group Leader, New Raw Material & Technology Creating Group	Market Value Creation Group Leader
Takahiro Kitano	Group Leader, Intellectual Property Group Deputy Head, Intellectual Property Strategy Office, Development Management Division of FUJI OIL	