

## **Revised the Vision in our Fuji Oil Group Management Philosophy**

**As of April 1, 2023, Fuji Oil Holdings Inc. (President & CEO: Mikio Sakai) has revised the Vision in our Fuji Oil Group Management Philosophy to state that “Together with our stakeholders, we will co-create a sustainable future for food, based on plant-based ingredients that are both delicious and healthy.”**

In recent years, the global economy has become unstable. In response to this changing environment, so that we at the Fuji Oil Group can overcome these issues and continue to grow, we took another look at how we can contribute to all our stakeholders that are society, our customers, and our shareholders, and included our strong ideals in our Vision.

With the unyielding spirit of innovation, we’ve held since our founding, we have always continued to create new value. With the same sense of values, the Group will move forward toward growth and come together as a One Team under the Fuji Oil Group Management Philosophy.

### **■ Message from CEO**

<https://www.fujioilholdings.com/en/about/greeting/>

### **■ Fuji Oil Group Management Philosophy**

<https://www.fujioilholdings.com/en/about/constitution/>

\*Mission, Values, and Principles remain as before.

# Fuji Oil Group Management Philosophy

## Mission = Our reason for being

The Fuji Oil Group seeks to develop the potential of food ingredients.  
We will contribute to the happiness and well-being of the people by offering delicious and healthy food.

## Vision

Together with our stakeholders, we will co-create a sustainable future for food,  
based on plant-based ingredients that are both delicious and healthy.

## Values = The values that inform our actions

- Safety, quality, and the environment
- Work for people
- Challenge and innovation
- Speed and timing

## Our Principles

- 1 We will comply with the laws and regulations of the society and continue to keep high ethical standards.
- 2 We will make the safety and security of foods our highest priority and provide quality products and services.
- 3 We will conduct environment friendly activities.
- 4 We will value communication with our customers and provide new values.
- 5 We will respect our valued partners and engage in fair and righteous transactions.
- 6 We will continue to innovate with a pioneering spirit.
- 7 We will improve our production activities through the "principle of three realities" and cost reductions.
- 8 As employees, we will value the following items.
  - (1) We will respect the diversity and individuality of Fuji Oil Group employees.
  - (2) The Fuji Oil Group will provide opportunities of education for the growth of employees.
  - (3) We will enjoy our work with a sense of speed and passion as professionals.
  - (4) We will strive to build personal character with a spirit of harmony and dedication to the company.
  - (5) We will keep daily maintenance and improve the health and safety of our workplace.
- 9 We will engage in corporate activities rooted in our communities and actively contribute to society.
- 10 We will disclose accurate management information to our shareholders in appropriate and timely manner.
- 11 We will protect and manage the company's assets and information.
- 12 We will strictly separate the official business and private matters.
- 13 We will understand and follow the spirit of these principles and continue to pursue the realization of our company mission.

