

## Sustainability

# ESG Management and CSR

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### Basic Approach to CSR

The Fuji Oil Group believes that fulfilling corporate social responsibility (CSR) is management itself. Our basic CSR policy is to continuously fulfill the mission of the Group Management Philosophy: “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.” Recognizing that a company is a social entity, we believe that CSR entails working to understand the expectations and concerns of stakeholders and contributing to the sustainable development of society through our business activities.

### Four categories of CSR activities

The Fuji Oil Group has classified its CSR activities into the following four categories and sets forth activity guidelines for each.

| Category               | Activity guidelines  |
|------------------------|--|
| 1.Strategic activities | Contribute to resolving social issues through businesses and products. |

| Category                                 | Activity guidelines   |
|--|---|
| <b>2.Basic activities</b>                | Reduce and rectify the adverse impacts on society from our business processes.  |
| <b>3.Social contribution activities</b>  | Contribute to the development of local communities as a good corporate citizen. |
| <b>4.Communication with stakeholders</b> | Communicate with stakeholders in a highly transparent manner and in good faith. |

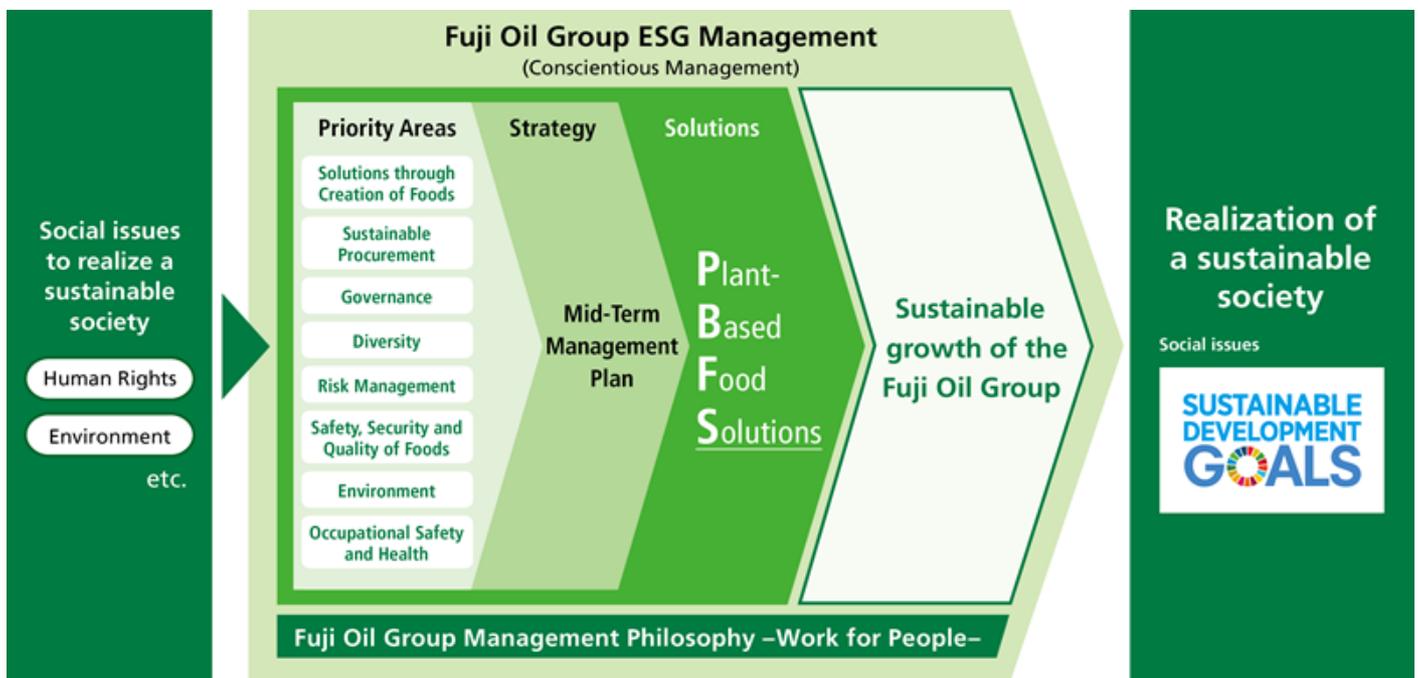
## The Fuji Oil Group's ESG Management

Based on the Fuji Oil Group Management Philosophy, the Group is promoting ESG management to achieve sustainable growth while contributing to realizing a sustainable society, by creating and offering Plant-Based Food Solutions.

The Fuji Oil Group Management Philosophy articulates the Group's Mission (our reason for being), Vision (our ideal state), Values (the basic values that guide us in doing business) and Principles (our action principles). The Philosophy sets out the conduct principles that all directors and employees of the Fuji Oil Group must follow. As symbolized by the phrase "Work for people" in the Values, we will conduct our business activities as a responsible member of society, to remain a company needed by society. This commitment lies at the core of the Group's Philosophy.

The term Plant-Based Food Solutions (PBFS) expresses the value we aim to provide to society through our business activities. This term expresses our determination to solve social issues by providing plant-based food ingredients, rather than simply manufacturing and providing products.

To realize PBFS, we established CSR priority areas and themes, and the Medium-term Management Plan, Toward a Further Leap.



## ESG Management Promotion System

### Promotion system

The entire Fuji Oil Group promotes ESG management based on the idea that CSR is management itself.

In April 2019 Fuji Oil Holdings established the position of Chief ESG Officer (C"ESG"O) to reinforce the Group's ESG management. The role of C"ESG"O is to oversee the Group's ESG management in cooperation with the Board of Directors and to improve ESG performance to meet stakeholders' expectations. The aim is to reach, the sustainable improvement of corporate value and the sustainable development of society.

Also, the ESG Management Group was established under the C"ESG"O to serve as a dedicated unit promoting ESG management. The ESG Management Group engages in communication with members of society at large to understand stakeholders' expectations and concerns, and coordinates CSR efforts and initiatives of the Fuji Oil Group companies.

### ESG Management and ESG Committee

With the purpose of strengthening ESG management, the ESG Committee has been established as an advisory body to the Board of Directors of Fuji Oil Holdings. The ESG Committee meets at least twice a year to discuss issues and strategies relevant to the Fuji Oil Group's corporate social responsibilities, and to review the progress of CSR priority themes. We invite outside experts as advisors to the Committee to provide the

perspective of society. After each meeting, the Committee submits the results to the Board of Directors for review. The C"ESG"O is the chairperson of the Committee.



## Educational and awareness-raising activities for employees

We conduct educational and awareness-raising activities for the Fuji Oil Group employees to inform them of the Group's basic approach to CSR, its CSR activities, and society's expectations of the Fuji Oil Group so that each employee practices CSR through his or her work. We work to improve employees' understanding of ESG management and SDGs through various activities, including publishing serial articles on CSR in in-house newsletters (Japanese and English), making it mandatory to include a lecture on ESG management and SDGs in divisional training programs of the Group companies in Japan, and explaining the Fuji Group Management Philosophy and ESG management to overseas Group companies.