

June 5, 2020

## Response to the new coronavirus (COVID-19)

We would like to extend our deepest sympathies and condolences to those who died of the new coronavirus (COVID-19) and to all those affected.

The Fuji Oil Group places the highest priority on ensuring the safety of our stakeholders, including employees and their family members, customers, local communities, and business partners. With this in mind, we are engaged in preventing the spread of the infection following requests and guidance from national governments and local communities in each country. We also maintain a stable supply of products to our customers as a food ingredient manufacturer. This is the comprehensive status of our initiatives as of June 5, 2020 regarding employees, customers, suppliers, local communities, healthcare professionals, and risk management.

### ● Risk management for the new coronavirus (COVID-19)

The Fuji Oil Group established a Risk Management Committee at each Group company, which promotes risk management activities in ordinary times. The scope of risk management was clarified according to the functions of each Group company. In response to the spread of the new coronavirus (COVID-19) infection, we set up Emergency Headquarters at FUJI OIL HOLDINGS INC., regional headquarters, and their affiliated group companies, with the Risk Management Committee as the parent body. This system enables FUJI OIL HOLDINGS INC. to grasp appropriately the status of each region and each company to support its countermeasures and share them throughout the company. Under the Emergency Headquarters, we take measures to protect the health of employees as an important part of the Business Continuity Plan (BCP). Please refer to the next section, "Initiatives to protect the health of employees" for further details.

We will continue to fulfill our social responsibility through business continuity while sharing knowledge and know-how among Group companies.

### ● Initiatives to protect the health of employees

Protecting the lives and health of employees is a corporate social responsibility and it is consistent with our values of "working for people." We announced measures to prevent employees from becoming infected with the new coronavirus (COVID-19). Following the government policy of each country and region, we are taking measures to reduce contact between people. This includes the introduction of a teleworking system for employees who can work at home and the ban on non-essential business

trips. Both measures are implemented on a Group-wide basis. In Japan, for instance, since February 2020, we adopted teleworking for approximately 90% of office workers and distributed masks to all employees.

We also believe that, as part of the BCP, it is very important to protect the health of employees working at our plants. Our infection prevention measures include controlling the physical condition of employees in the production department and preventing work-related contact with outsiders and employees from other departments.

As a result of these measures, as of June 5, 2020; the total number of employees infected with the new coronavirus (COVID-19) has been suppressed to 0.27% of all employees of the Group. We will continue to work to prevent the infection of employees as part of our corporate social responsibility and in accordance with the BCP.

[Related article]

Practice of Diversity Management > Specific initiatives > Work style reform

<https://www.fujioilholdings.com/en/csr/social/diversity/>

- Continuous product supply to customers

We have continued operating our plants and supplying products to customers in accordance with the government policy of each country and region. Meanwhile, we have thoroughly implemented the above mentioned initiatives to protect the health of employees. Four plants in China, two plants in Malaysia, and one plant in India suspended their operations temporarily due to the operation restrictions from the local government. In the U.S., two plants partially stopped operation. However, as of June 5, 2020, all of them had already resumed operations following deregulations in each country and region. Plant operations at other business sites (about 75%) of the Fuji Oil Group have not been affected by this pandemic as of June 5, 2020.

- Support for local suppliers

There is an urgent need to support response to the new coronavirus (COVID-19) in developing countries. Regarding cacao, one of our main ingredients, the Group made donations to cacao farming communities through the World Cocoa Foundation, as a member of the chocolate industry. The donations will be used to provide goods and education for responding to the new coronavirus (COVID-19).

[Related article]

Sustainable Procurement of Cacao > Specific initiatives > Participation in the World Cocoa Foundation (WCF)

<https://www.fujioilholdings.com/en/csr/environment/cacao/>

- Support for local communities and healthcare professionals

As a member of the local community, the Fuji Oil Group would like to pay profound respect to all healthcare professionals who are at the forefront of fighting the new coronavirus (COVID-19) and we would like to support them through food. For instance, Blommer (U.S.A.) and Harald (Brazil), which are our Group companies, donated chocolate to healthcare professionals working in hospitals in their respective regions. In addition, FUJI OIL HOLDING INC. supports the Smile Food Project, which was launched by some of Japan's top chefs to show their support to healthcare professionals through food supply.

We are also providing support to local communities striving to prevent the spread of the new coronavirus (COVID-19) infection. For instance, Fuji Oil Ghana LTD. donated personal protective equipment, hygiene products (such as rubber gloves, masks, and hand soap) and infrared thermometers to the local health insurance bureau (Techiman City). In Japan, Fuji Oil Co., Ltd. donated protective clothing substitutes to local governments.

Even under this pandemic situation, we aim to continue to contribute to local communities depending on the situation in order to fulfill the mission of "contributing to the happiness and well-being of the people by offering delicious and healthy food" set in the Fuji Oil Group Management Philosophy.

[Related information]

Smile Food Project

<https://smilefoodproject.com/en/>

Please refer to the following for the statement by our CEO regarding the new coronavirus (COVID-19).

[https://www.fujioilholdings.com/en/news/2020/\\_\\_\\_icsFiles/afieldfile/2020/04/08/20200408\\_news\\_e.pdf](https://www.fujioilholdings.com/en/news/2020/___icsFiles/afieldfile/2020/04/08/20200408_news_e.pdf)