

## Fuji Oil Group Sustainability Report 2020 "ESG Data Book"

[Data collection period]

• "Year" refers to the period from January 1 to December 31 of the relevant year.

• "Fiscal year" refers to the period from April 1 to March 31 of the following year at FUJII OIL HOLDINGS INC. and Group companies in Japan and from January 1 to December 31 of the same year at Group companies outside Japan.

| Environment  |                                    |                               |                        |           |           |           |           |           |                   |                |   |
|--|------------------------------------|-------------------------------|------------------------|-----------|-----------|-----------|-----------|-----------|-------------------|----------------|---|
| Data   |                                    | Scope                         | Data collection period | 2015      | 2016      | 2017      | 2018      | 2019      | Unit              | GRI Standards  | Reference information (standards, methods, prerequisites, etc.)   |
| Total energy consumption                               |                                    | Fuji Oil Group                | Year                   | 8,657,248 | 8,647,170 | 8,469,392 | 8,150,453 | 8,828,560 | GJ                | 302-1          | "Manual for Calculating and Reporting Greenhouse Gas Emissions," United States Environmental Protection Agency (U.S. EPA)<br>Prerequisite: Not including total renewable energy consumption   |
| Breakdown by region                                    | Japan                              | Group companies in Japan      | Year                   | 3,373,837 | 3,368,527 | 3,343,953 | 3,276,547 | 3,196,574 | GJ                | 302-1          | "Manual for Calculating and Reporting Greenhouse Gas Emissions"   |
|  | Overseas                           | Group companies outside Japan | Year                   | 5,283,411 | 5,278,643 | 5,125,439 | 4,873,906 | 5,631,986 | GJ                | 302-1          | "Manual for Calculating and Reporting Greenhouse Gas Emissions," United States Environmental Protection Agency (U.S. EPA)   |
| Total renewable energy consumption                     |                                    | Fuji Oil Group                | Year                   | -         | -         | -         | 1,473     | 364,645   | GJ                | 302-1          |   |
| Energy intensity                                       |                                    | Fuji Oil Group                | Year                   | 4.91      | 4.61      | 4.45      | 4.24      | 4.01      | GJ/t              | 302-3<br>305-4 | Energy consumption per ton of production  |
| Breakdown by region                                    | Japan                              | Group companies in Japan      | Year                   | 168,654   | 169,952   | 167,584   | 161,557   | 156,342   | t-CO <sub>2</sub> | 302-3          | • Types of energy are:<br>Fuel (e.g.: city gas, natural gas, LPG), electricity, steam<br>• Limited to energy consumption within the organization  |
|  | Overseas                           | Group companies outside Japan | Year                   | 342,531   | 341,000   | 303,415   | 277,097   | 273,264   | t-CO <sub>2</sub> | 302-3          | • Types of energy are:<br>Fuel (e.g.: city gas, natural gas, LPG), electricity, steam<br>• Limited to energy consumption within the organization  |
| Total CO <sub>2</sub> emissions                        |                                    | Fuji Oil Group                | Year                   | 511,185   | 510,951   | 470,999   | 438,654   | 429,606   | t-CO <sub>2</sub> | -              | Scopes 1 and 2 only   |
| Breakdown by Scope                                     | Scope 1                            | Fuji Oil Group                | Year                   | 301,874   | 289,602   | 249,441   | 231,821   | 216,133   | t-CO <sub>2</sub> | 305-1          | • Base year: 2016<br>• Sources of emission factors: IEA, emission factors, Energy Saving Law, U.S. EPA  |
|  | Scope 2                            | Fuji Oil Group                | Year                   | 209,311   | 221,349   | 221,558   | 206,832   | 213,473   | t-CO <sub>2</sub> | 305-2          | • Base year: 2016<br>• Sources of emission factors: IEA, emission factors, Energy Saving Law, U.S. EPA<br>• Data in Japan and at Group companies outside Japan is calculated using a market-based method and a location-based method, respectively. |
| NOx emissions  |                                    | Group companies in Japan      | Year                   | -         | -         | 87.7      | 89.7      | 81.9      | t                 | 305-7          |   |
| Total water withdrawal from all regions                |                                    | Fuji Oil Group                | Fiscal year            | 5,627     | 5,354     | 5,105     | 4,717     | 4,782     | 1,000 kL          | 303-3          | "Water usage" in the Environmental Vision 2030 is synonymous with "water withdrawal" in GRI.  |
| Breakdown by water source                              | Surface water                      | Fuji Oil Group                | Fiscal year            | -         | -         | -         | -         | 553       | 1,000 kL          | 303-3          |   |
|  | Groundwater                        | Fuji Oil Group                | Fiscal year            | -         | -         | -         | -         | 2,377     | 1,000 kL          | 303-3          |   |
|  | Seawater                           | Fuji Oil Group                | Fiscal year            | -         | -         | -         | -         | 262       | 1,000 kL          | 303-3          |   |
|  | Water generated from production    | Fuji Oil Group                | Fiscal year            | -         | -         | -         | -         | 0         | 1,000 kL          | 303-3          |   |
|  | Water purchased from third parties | Fuji Oil Group                | Fiscal year            | -         | -         | -         | -         | 1,789     | 1,000 kL          | 303-3          |   |
| Total water withdrawal from all water-stressed regions |                                    | Fuji Oil Group                | Fiscal year            | -         | -         | -         | -         | 299       | 1,000 kL          | 303-3          |   |

Environment

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|---|---|-------------------------------|------------------------|--------|--------|---------|---------|----------|----------|----------------|---|
| Breakdown by water source                             | Surface water                                     | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 0        | 1,000 kL | 303-3          |   |
|   | Groundwater                                       | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 299      | 1,000 kL | 303-3          |   |
|   | Seawater  | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 0        | 1,000 kL | 303-3          |   |
|   | Water generated from production                   | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 0        | 1,000 kL | 303-3          |   |
|   | Water purchased from third parties                | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 0        | 1,000 kL | 303-3          |   |
| Water usage (per unit of production)                  |   | Fuji Oil Group                | Fiscal year            | 3.19   | 2.86   | 2.68    | 2.45    | 2.18     | kL/t     | -              | Water usage per ton of production   |
| Total water discharge in all regions                  |   | Fuji Oil Group                | Fiscal year            | 3,519  | 3,450  | 3,085   | 2,962   | 3,318    | 1,000 kL | 303-4<br>306-1 | • The standards used are listed.<br>• All discharge destinations are within expectations.                         |
| Breakdown by discharge destination                    | Surface water                                     | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 499      | 1,000 kL | 303-4          |   |
|   | Groundwater                                       | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 0        | 1,000 kL | 303-4          |   |
|   | Seawater  | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 262      | 1,000 kL | 303-4          |   |
|   | Water generated from production                   | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | -        | 1,000 kL | 303-4          |   |
|   | Water purchased from third parties                | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 2,615    | 1,000 kL | 303-4          |   |
| Total water consumption in all regions                |   | Fuji Oil Group                | Fiscal year            | 2,108  | 1,904  | 2,020   | 1,755   | 1,464    | 1,000 kL | 303-5          | Water consumption = Total water withdrawal - total water discharge  |
| Total water consumption in all water-stressed regions |   | Fuji Oil Group                | Fiscal year            | -      | -      | -       | -       | 156      | 1,000 kL | 303-5          | Water consumption = Total water withdrawal - total water discharge  |
| Waste discharged (per unit of production)             |   | Fuji Oil Group                | Fiscal year            | 19.1   | 22.1   | 24.2    | 23.8    | 22.8     | kg/t     | -              | Waste discharged per ton of production  |
| Total waste discharged                                |   | Fuji Oil Group                | Fiscal year            | 33,664 | 41,464 | 46,043  | 45,683  | 50,149   | t        | -              |   |
| Breakdown by region                                   | Japan   | Group companies in Japan      | Fiscal year            | 18,439 | 19,850 | 18,529  | 19,742  | 19,461   | t        | -              |   |
|   | Overseas  | Group companies outside Japan | Fiscal year            | 15,225 | 21,614 | 27,514  | 25,941  | 30,688   | t        | -              |   |
| Waste recycling rate                                  |   | Group companies in Japan      | Fiscal year            | 99.97  | 99.94  | 99.96   | 99.33   | 99.33    | %        | -              |   |
| Acquisition status of ISO 14001 Certification         |   | Fuji Oil Group                | Update status          | -      | -      | -       | -       | -        | -        | -              | <a href="https://www.fujiioilholdings.com/en/about/authen/">https://www.fujiioilholdings.com/en/about/authen/</a> |
| Breakdown by region                                   | Acquisition rate at domestic plants               | Group companies in Japan      | Fiscal year            | -      | -      | -       | -       | 40       | %        | -              |   |
|   | Acquisition rate at Group companies outside Japan | Group companies outside Japan | Fiscal year            | -      | -      | -       | -       | 28       | %        | -              |   |
| Palm oil traceability to oil mills*                   |   | Fuji Oil Group                | 1H / 2H                | -      | - / 94 | 96 / 95 | 98 / 99 | 99 / 100 | %        | -              | * Percentage of palm oil procured by the Group that can be traced to oil mills                                    |

## Society

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|---|------------------------------|---|--------------------------------------|-------|-------|-------|-------|----------|---------------|---------------|--|
| Ratio of groups subject to human rights impact assessment                 |                              | Fuji Oil Group                                | Fiscal year                          | -     | -     | -     | -     | 96       | %             | 412-1         |  |
| Total number of Group companies subject to human rights impact assessment |                              | Fuji Oil Group                                | Fiscal year                          | -     | -     | -     | -     | 27       | company(ies)  | 412-1         |  |
| Ratio of employees trained in human rights                                |                              | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year                          | -     | -     | -     | -     | 100      | %             | 412-2         | Throughout the Human Rights Week in December 2019, we transmitted information on business and human rights to all employees of FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. |
| Number of employees   |                              | Fuji Oil Group                                | As of the end of the fiscal year     | -     | -     | -     | 5,963 | 5,874    | person(s)     | 102-8         |  |
| By gender   | Male                         | Fuji Oil Group                                | As of the end of the fiscal year     | -     | -     | -     | 4,598 | 4,579    | person(s)     | 102-8         |  |
|   | Female                       | Fuji Oil Group                                | As of the end of the fiscal year     | -     | -     | -     | 1,365 | 1,295    | person(s)     | 102-8         |  |
| By region   | Japan                        | Group companies in Japan                      | As of the end of the fiscal year     | -     | -     | -     | 1,883 | 1,903    | person(s)     | 102-8         |  |
|   | Europe and the U.S.          | Group companies in Europe and the Americas    | As of the end of the fiscal year     | -     | -     | -     | 1,849 | 1,862    | person(s)     | 102-8         |  |
|   | Asia                         | Group companies in Asia                       | As of the end of the fiscal year     | -     | -     | -     | 2,231 | 2,109    | person(s)     | 102-8         |  |
| Total number of managers  |                              | Fuji Oil Group                                | As of the end of the fiscal year     | -     | -     | -     | 845   | 880      | person(s)     | -             | Number of managers in Japan and overseas as of March 31, 2020  |
| By region and gender  | Japan (Male)                 | Group companies in Japan                      | As of the end of the fiscal year     | -     | -     | -     | 361   | 336      | person(s)     | -             | Number of managers as of March 31, 2020  |
|   | Japan (Female)               | Group companies in Japan                      | As of the end of the fiscal year     | -     | -     | -     | 37    | 40       | person(s)     | -             | Number of managers as of March 31, 2020  |
|   | Europe and the U.S. (Male)   | Group companies in Europe and the Americas    | As of the end of the fiscal year     | -     | -     | -     | 161   | 178      | person(s)     | -             | Number of managers as of March 31, 2020  |
|   | Europe and the U.S. (Female) | Group companies in Europe and the Americas    | As of the end of the fiscal year     | -     | -     | -     | 61    | 75       | person(s)     | -             | Number of managers as of March 31, 2020  |
|   | Asia (Male)                  | Group companies in Asia                       | As of the end of the fiscal year     | -     | -     | -     | 174   | 183      | person(s)     | -             | Number of managers as of March 31, 2020  |
|   | Asia (Female)                | Group companies in Asia                       | As of the end of the fiscal year     | -     | -     | -     | 60    | 68       | person(s)     | -             | Number of managers as of March 31, 2020  |
| Ratio of women in managerial positions                                    |                              | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | As of April every year               | 3.28% | 3.78% | 5.52% | 7.02% | 9.36%    | %             | -             | Including employees on loan to Group companies in Japan and overseas<br>The ratio as of April 2020 was 10.54%.   |
| Total number of newly hired regular employees                             |                              | Fuji Oil Group                                | From April 1, 2019 to March 31, 2020 | -     | -     | -     | -     | 785      | person(s)     | 401-1         |  |
| By region   | Japan                        | Group companies in Japan                      | Fiscal year                          | -     | -     | -     | -     | 69 / 9   | person(s) / % | 401-1         |  |
|   | Europe and the U.S.          | Group companies in Europe and the Americas    | From April 1, 2019 to March 31, 2020 | -     | -     | -     | -     | 502 / 64 | person(s) / % | 401-1         |  |
|   | Asia                         | Group companies in Asia                       | From April 1, 2019 to March 31, 2020 | -     | -     | -     | -     | 214 / 27 | person(s) / % | 401-1         |  |
| Total number of newly hired regular employees in Japan                    |                              | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year                          | -     | 44    | 48    | 64    | 53       | person(s)     | 401-1         |  |
| By gender   | Male                         | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year                          | -     | 36    | 34    | 40    | 34       | person(s)     | 401-1         |  |
|   | Female                       | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year                          | -     | 8     | 14    | 24    | 19       | person(s)     | 401-1         |  |
| By type of adoption   | New graduate                 | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year                          | -     | 32    | 30    | 34    | 36       | person(s)     | 401-1         |  |
|   | Mid-career                   | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year                          | -     | 12    | 18    | 30    | 17       | person(s)     | 401-1         |  |
| Total turnover of regular employees                                       |                              | Fuji Oil Group                                | From April 1, 2019 to March 31, 2020 | -     | -     | -     | -     | 718      | person(s)     | 401-1         |  |

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|--|---------------------|---|--|-------|-------|-------|-------|-------|-------------|---------------|--|
| By region  | Japan               | Group companies in Japan                      | Fiscal year  | -     | -     | -     | -     | 74    | person(s)   | 401-1         |  |
|  | Europe and the U.S. | Group companies in Europe and the Americas    | From April 1, 2019 to March 31, 2020   | -     | -     | -     | -     | 414   | person(s)   | 401-1         |  |
|  | Asia                | Asia (excluding Group companies in Japan)     | From April 1, 2019 to March 31, 2020   | -     | -     | -     | -     | 230   | person(s)   | 401-1         |  |
| Total turnover of regular employees in Japan           |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | -     | -     | -     | -     | 30    | person(s)   | 401-1         |  |
| By gender  | Male                | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | -     | -     | -     | -     | 23    | person(s)   | 401-1         |  |
|  | Female              | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | -     | -     | -     | -     | 7     | person(s)   | 401-1         |  |
| Average years of continuous employment                 |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | -     | -     | -     | -     | 17.8  | year(s)     | -             |  |
| Number of employees who took nursing care leave        |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | 1     | 1     | 2     | 0     | 3     | person(s)   | -             |  |
| Percentage of annual paid vacation days taken          |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | From December 11 of the previous year to December 10 of the year   | 54.9  | 57.8  | 59.3  | 63.2  | 76.6  | %           | -             |  |
| Working hours per employee                             |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Until FY 2018: From March 11 of the year to March 10 of the following year<br><br>In FY 2019: From March 11, 2019 to March 31, 2020 (due to changes in attendance hours) | 161.8 | 161.2 | 159.3 | 159.1 | 156.5 | hours/month | -             |  |
| Average monthly overtime per employee                  |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Until FY 2018: From March 11 of the year to March 10 of the following year<br><br>In FY 2019: From March 11, 2019 to March 31, 2020 (due to changes in attendance hours) | 16.5  | 16.9  | 16.4  | 17    | 16.8  | hours/month | -             |  |
| Number of people rehired                               |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | -     | -     | -     | -     | 85    | person(s)   | -             |  |
| Rehiring rate  |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | -     | -     | -     | -     | 83.9  | %           | -             |  |
| Number of disabled people recruited                    |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | 31    | 31    | 30    | 34    | 35    | person(s)   | -             | Average value for the fiscal year  |
| Recruitment rate for disabled people                   |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | 2.01  | 1.94  | 1.77  | 2.08  | 2.16  | %           | -             | Average value for the fiscal year. Follow the formula for the actual employment rate.<br>* Regarding the employment rate for FY 2017 and FY 2018, we changed the values retroactively by reviewing the calculation method. |
| Number of employees using the shorter work hour system |                     | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year  | 14    | 20    | 18    | 25    | 31    | person(s)   | -             | Based on the starting date   |

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|---|--------|---|------------------------|------|------|------|------|-----------|-----------|---------------|---|
| Number of employees whose children were born during the relevant year                   |        | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 60   | 43   | 79   | 62   | 57        | person(s) | 401-3         | There is a gap between the number of employees whose children were born during the relevant year and that of employees who took childcare leave during the said year because some employees took childcare leave across the fiscal years. |
| By gender   | Male   | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 44   | 36   | 62   | 47   | 45        | person(s) | 401-3         | Even those who had not joined the company at the time of birth of their child are included in the count if they joined the company during the relevant fiscal year.   |
|   | Female | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 16   | 7    | 17   | 15   | 12        | person(s) | 401-3         |   |
| Total number of employees who took childcare leave                                      |        | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 21   | 15   | 39   | 36   | 56        | person(s) | 401-3         |   |
| By gender   | Male   | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 6    | 9    | 24   | 20   | 41        | person(s) | 401-3         | The second acquisition of childcare leave for the same child is not included in the count. (Excluding both cases where childcare leave was taken during the same fiscal year and across the fiscal years)                                 |
|   | Female | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 15   | 6    | 15   | 16   | 15        | person(s) | 401-3         |   |
| Total number of employees enrolled after returning from childcare leave                 |        | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 21   | 14   | 38   | 34   | 56        | person(s) | 401-3         | Number of employees enrolled as of April 1, 2020 who took childcare leave in the relevant fiscal year   |
| By gender   | Male   | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 6    | 9    | 23   | 19   | 41        | person(s) | 401-3         | Number of employees enrolled as of April 1, 2020 who took childcare leave in the relevant fiscal year   |
|   | Female | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 15   | 5    | 15   | 15   | 15 (*)    | person(s) | 401-3         | Number of employees enrolled as of April 1, 2020 who took childcare leave in the relevant fiscal year<br>(* Including one employee who has taken a leave of absence to accompany spouse on overseas assignment)                           |
| Return to work rate of employees who took childcare leave                               |        | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 100% | 100% | 100% | 100% | 100%      | person(s) | 401-3         | Employees who returned to work during childcare leave   |
| By gender   | Male   | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 100% | 100% | 100% | 100% | 100%      | person(s) | 401-3         | Employees who returned to work during childcare leave   |
|   | Female | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 100% | 100% | 100% | 100% | 100%      | person(s) | 401-3         | Employees who returned to work during childcare leave   |
| Retention rate of employees who took childcare leave                                    |        | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 100% | 93%  | 97%  | 94%  | 100%      | person(s) | 401-3         | Retention rate of employees as of April 1, 2020 who took childcare leave in the relevant fiscal year  |
| By gender   | Male   | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 100% | 100% | 96%  | 95%  | 100%      | person(s) | 401-3         | Retention rate of employees as of April 1, 2020 who took childcare leave in the relevant fiscal year  |
|   | Female | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | 100% | 83%  | 100% | 94%  | 100%      | person(s) | 401-3         | Retention rate of employees as of April 1, 2020 who took childcare leave in the relevant fiscal year  |
| Average annual training hours per regular employee                                      |        | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | -    | -    | -    | -    | 7.5 hours | person(s) | 404-1         | Aggregation target: Regular employees who participated in the training organized by the HR Department   |
| Education and training expenses per regular employee                                    |        | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | -    | -    | -    | -    | 22,378    | JPY       | -             |   |
| Ratio of regular employees receiving regular performance and career development reviews |        | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | -    | -    | -    | -    | 100       | %         | 404-3         |   |
| By gender   | Male   | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | -    | -    | -    | -    | 100       | %         | 404-3         |   |
|   | Female | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | -    | -    | -    | -    | 100       | %         | 404-3         |   |
| Total number of directors   |        | FUJI OIL HOLDINGS INC.                        | As of June 2020        | -    | -    | -    | -    | 9         | person(s) | 405-1         |   |
| By gender   | Male   | FUJI OIL HOLDINGS INC.                        | As of June 2020        | -    | -    | -    | -    | 8         | person(s) | 405-1         |   |
|   | Female | FUJI OIL HOLDINGS INC.                        | As of June 2020        | -    | -    | -    | -    | 1         | person(s) | 405-1         |   |

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|---|-----------------------------------|--|------------------------|-------|-------|--------|-------|-------|--|---------------|---|
| Number of lost-time injuries per thousand employees (4 days or more)  |                                   | Fuji Oil Group   | Fiscal year            | 3.3   | 5.3   | 3.9    | 3.3   | 2.9   | case(s)  | -             |   |
| Changes in frequency rate of labor accidents  |                                   | Fuji Oil Group   | Fiscal year            | 5.55  | 6.02  | 5.56   | 4.65  | 6.82  | Number of casualties due to labor accidents / Total actual working hours x 1,000,000 | 403-9         |   |
| By region   | Japan                             | Group companies in Japan   | Fiscal year            | 5.01  | 3.39  | 4.91   | 3.72  | 2.89  | Number of casualties due to labor accidents / Total actual working hours x 1,000,000 | 403-9         |   |
|   | Overseas                          | Group companies outside Japan  | Fiscal year            | 5.96  | 8.19  | 5.93   | 5.09  | 8.62  | Number of casualties due to labor accidents / Total actual working hours x 1,000,000 | 403-9         |   |
| Changes in severity rate of labor accidents   |                                   | Fuji Oil Group   | Fiscal year            | 0.057 | 0.038 | 0.0721 | 0.037 | 0.049 | Number of work days lost / 1,000 actual working hours                                | -             |   |
| By region   | Japan                             | Group companies in Japan   | Fiscal year            | 0.092 | 0.014 | 0.019  | 0.018 | 0.006 | Number of work days lost / 1,000 actual working hours                                | -             |   |
|   | Overseas                          | Group companies outside Japan  | Fiscal year            | 0.030 | 0.058 | 1.117  | 0.037 | 0.068 | Number of work days lost / 1,000 actual working hours                                | -             |   |
| Number of deaths from work-related injuries among employees   |                                   | Fuji Oil Group   | Fiscal year            | -     | -     | -      | -     | 0     | person(s)  | 403-9         |   |
| Ratio of deaths from work-related injuries among employees  |                                   | Fuji Oil Group   | Fiscal year            | -     | -     | -      | -     | 0     | %  | 403-9         |   |
| Group companies that have obtained Occupational Health and Safety Management Certification (OHSAS 18001, ISO 45001: 2018) |                                   | Fuji Oil Group   | Update status          | -     | -     | -      | -     | -     | -  | -             | <a href="https://www.fujioilholdings.com/en/about/authen/">https://www.fujioilholdings.com/en/about/authen/</a> |
| Number of employees eligible to receive health examinations   |                                   | Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination | Fiscal year            | -     | -     | 1,418  | 1,464 | 1,505 | person(s)  | -             |   |
| Details   | Number of examinees               | Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination | Fiscal year            | -     | -     | 1,418  | 1,464 | 1,505 | person(s)  | -             |   |
|   | Health examination rate           | Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination | Fiscal year            | -     | -     | 100    | 100   | 100   | %  | -             |   |
|   | Secondary health examination rate | Fuji Oil Co., Ltd. and loaned employees required to undertake a health examination | Fiscal year            | -     | -     | 95.9   | 94.3  | 94.4  | %  | -             |   |
| Number of Group companies that have obtained GFSI certification   |                                   | Fuji Oil Group   | As of February 2020    | -     | -     | -      | -     | 20    | company(ies)   | -             |   |
| GFSI certification acquisition rate   |                                   | Fuji Oil Group   | As of February 2020    | -     | -     | -      | -     | 77    | %  | -             |   |
| Group companies that have obtained GFSI certification   |                                   | Fuji Oil Group   | Update status          | -     | -     | -      | -     | -     | -  | -             | <a href="https://www.fujioilholdings.com/en/about/authen/">https://www.fujioilholdings.com/en/about/authen/</a> |
| Group companies that have obtained HALAL certification  |                                   | Fuji Oil Group   | Update status          | -     | -     | -      | -     | -     | -  | -             | <a href="https://www.fujioilholdings.com/en/about/authen/">https://www.fujioilholdings.com/en/about/authen/</a> |

| Society  |   |                        |      |      |      |      |       |           |               |   |
|--|---|------------------------|------|------|------|------|-------|-----------|---------------|---|
| Data   | Scope   | Data collection period | 2015 | 2016 | 2017 | 2018 | 2019  | Unit      | GRI Standards | Reference information (standards, methods, prerequisites, etc.)   |
| Group companies that have obtained KOSHER certification  | Fuji Oil Group                                | Update status          | -    | -    | -    | -    | -     | -         | -             | <a href="https://www.fujioilholdings.com/en/about/auten/">https://www.fujioilholdings.com/en/about/auten/</a> |
| Group companies that have obtained HACCP certification   | Fuji Oil Group                                | Update status          | -    | -    | -    | -    | -     | -         | -             | <a href="https://www.fujioilholdings.com/en/about/auten/">https://www.fujioilholdings.com/en/about/auten/</a> |
| Group companies that have obtained ISO 22000 certification   | Fuji Oil Group                                | Update status          | -    | -    | -    | -    | -     | -         | -             | <a href="https://www.fujioilholdings.com/en/about/auten/">https://www.fujioilholdings.com/en/about/auten/</a> |
| Group companies that have obtained ISO 9001 Certification  | Fuji Oil Group                                | Update status          | -    | -    | -    | -    | -     | -         | -             | <a href="https://www.fujioilholdings.com/en/about/auten/">https://www.fujioilholdings.com/en/about/auten/</a> |
| Ratio of products among important product categories that undergo health and safety impact assessment for improvement purposes | Fuji Oil Co., Ltd.                            | Fiscal year            | -    | -    | -    | -    | 100   | %         | 416-1         |   |
| Number of participants in a dietary education project  | Fuji Oil Co., Ltd.                            | Fiscal year            | 360  | 655  | 584  | 526  | 613   | person(s) | 413-1         |   |
| Number of participants in classes under the "SDGs for School" project for which the Fuji Oil Group provides chocolate          | FUJI OIL HOLDINGS INC. and Fuji Oil Co., Ltd. | Fiscal year            | -    | -    | -    | -    | 1,395 | person(s) | 413-1         |   |

| Governance  |                     |  |                                  |      |      |      |      |             |               |               |   |
|---|---------------------|--|----------------------------------|------|------|------|------|-------------|---------------|---------------|---|
| Data  |                     | Scope                                      | Data collection period           | 2015 | 2016 | 2017 | 2018 | 2019        | Unit          | GRI Standards | Reference information (standards, methods, prerequisites, etc.)   |
| Total number of cases of discrimination that occurred during the reporting period   |                     | Fuji Oil Group                             | Fiscal year                      | -    | -    | -    | -    | 3           | case(s)       | 406-1         | Number of harassment claims received through the hotline system   |
| Significant fines imposed on the organization for non-compliance with laws and regulations in the social and economic area                      |                     | Fuji Oil Group                             | Fiscal year                      | -    | -    | -    | -    | 0           | JPY           | 419-1         |   |
| Sanctions other than significant fines imposed on the organization for non-compliance with laws and regulations in the social and economic area |                     | Fuji Oil Group                             | Fiscal year                      | -    | -    | -    | -    | 0           | case(s)       | 419-1         |   |
| Total number/ratio of governance body members to whom the organization's policies and procedures regarding anti-corruption were communicated    |                     | FUJI OIL HOLDINGS INC.                     | As of the end of the fiscal year | -    | -    | -    | -    | 10 / 100    | person(s) / % | 205-2         | The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).     |
| Total number/ratio of employees to whom the organization's policies and procedures regarding anti-corruption were communicated                  |                     | Fuji Oil Group                             | Fiscal year                      | -    | -    | -    | -    | 5,874 / 100 | person(s) / % | 205-2         | The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).     |
| By region   | Japan               | Group companies in Japan                   | Fiscal year                      | -    | -    | -    | -    | 1,903 / 100 | person(s) / % | 205-2         | The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).     |
|   | Europe and the U.S. | Group companies in Europe and the Americas | Fiscal year                      | -    | -    | -    | -    | 1,862 / 100 | person(s) / % | 205-2         | The scope of application of the the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%). |
|   | Asia                | Group companies in Asia                    | Fiscal year                      | -    | -    | -    | -    | 2,109 / 100 | person(s) / % | 205-2         | The scope of application of the Basic Regulations for Preventing Bribery is all officers and employees of Group companies (100%).     |
| Total number of confirmed cases of corruption   |                     | Fuji Oil Group                             | Fiscal year                      | -    | -    | -    | -    | 0           | case(s)       | 205-3         |   |