

# Stakeholder Engagement

## The Fuji Oil Group's stakeholders

The Fuji Oil Group has identified the main stakeholders on whom our business activities can exert a positive or negative impact.

Stakeholder engagement and goals		Our responsibilities	Touchpoint examples (frequency)	FY2022 initiatives
Employees	Human resource is critical to the social and corporate value creation of the Group. We are committed to respecting the diversity of all employees, and creating workplaces where they can make the most of their abilities and work in a safe and secure environment.	<ul style="list-style-type: none"> <li>Occupational health and safety</li> <li>Promoting DE&amp;I</li> <li>Health management</li> <li>Building sound management-labor relations</li> </ul>	<ul style="list-style-type: none"> <li>Employee training (as needed)</li> <li>Compliance hotline (permanent)</li> <li>Employee satisfaction survey (annually)</li> <li>Intranet in Japan and global internal communication site</li> </ul>	<ul style="list-style-type: none"> <li>Career support system</li> <li>Whistleblowing system</li> <li>Employee engagement survey</li> </ul>
Shareholders and investors	Gaining the understanding and support of our shareholders and investors is essential to increasing our corporate value. We are committed to timely, appropriate, and highly transparent information disclosure and dialogues. We will use the evaluations and opinions we receive to improve our sustainability management.	<ul style="list-style-type: none"> <li>Increasing corporate value</li> <li>Profit return</li> <li>Information disclosure</li> <li>Dialogues</li> </ul>	<ul style="list-style-type: none"> <li>General meeting of shareholders (annually)</li> <li>Results briefings/ teleconferences (as needed)</li> <li>Small meetings (as needed)</li> <li>Individual meetings (as needed)</li> </ul>	<ul style="list-style-type: none"> <li>Dialogue with investors</li> </ul>
Customers	Customers are our key partners in building a sustainable food system. We will build lasting relationships with them by engaging in better communication and offering the unique value created by the Group.	<ul style="list-style-type: none"> <li>Stable supply</li> <li>Building trust</li> <li>Offering products that capture market needs</li> </ul>	<ul style="list-style-type: none"> <li>Product development and offers</li> <li>Daily sales activities</li> </ul>	<ul style="list-style-type: none"> <li>Co-creation activities (major convenience stores, food service sector)</li> </ul>
Business partners and subcontractors supply chain workers	Our business partners, subcontractors, and supply chain workers are key partners in building a sustainable food system. We will promote understanding of the Fuji Oil Group's policies and build trustful relationships through fair and equitable transactions in order to grow sustainably together.	<ul style="list-style-type: none"> <li>Building a sustainable supply chain</li> <li>Sustainable procurement</li> </ul>	<ul style="list-style-type: none"> <li>Daily purchasing activities and transactions</li> <li>Supplier engagement (as needed)</li> <li>Individual briefings on our sourcing policies (as needed)</li> </ul>	<ul style="list-style-type: none"> <li>Promoting sustainable procurement</li> <li>Identifying and remediating human rights risks</li> </ul>

Stakeholder engagement and goals		Our responsibilities	Touchpoint examples (frequency)	FY2022 initiatives
Consumers	Consumers are the important beneficiaries of the sustainable future of food. We are committed to understanding consumer needs and promoting ethical consumption by raising awareness and making products widely available, and will reflect the feedback we receive in our product development and service improvement.	<ul style="list-style-type: none"> <li>• Providing delicious, healthy, and sustainable food</li> <li>• Food safety</li> </ul>	<ul style="list-style-type: none"> <li>• Product sales via e-commerce channels</li> <li>• Dissemination of information through mass media (as needed)</li> <li>• Raising awareness through industry groups</li> </ul>	<ul style="list-style-type: none"> <li>• Expand B-to-C sales channels (cotta, Soya Farm Club) (In Japanese)</li> </ul>
Local communities	To ensure smooth business operations, it is important to live in harmony with local communities. We contribute to the development of local communities by engaging in environmental conservation, supporting safety, and providing food education and job training.	<ul style="list-style-type: none"> <li>• Living in harmony with the community</li> <li>• Community economic development</li> <li>• Environmental conservation</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in and sponsorship of community events (as needed)</li> <li>• Food education and food support project (as needed)</li> <li>• Support in the event of natural disasters (as needed)</li> </ul>	<ul style="list-style-type: none"> <li>• Food education activities</li> <li>• Local cleanup volunteering</li> <li>• Entrepreneurial training for low-income residents</li> </ul>
NGOs/NPOs and experts	Cooperation with NGOs/NPOs and experts is essential in carrying out activities addressing global social issues. We will use their expert perspectives and dialogue to expand and strengthen our sustainability activities.	<ul style="list-style-type: none"> <li>• Constructive dialogues and cooperation for business operations that consider human rights and the environment</li> </ul>	<ul style="list-style-type: none"> <li>• Expert panel dialogues (as needed)</li> <li>• Grievance mechanism (permanent)</li> <li>• Promotion of joint projects</li> </ul>	<ul style="list-style-type: none"> <li>• Dialogues with NGOs/NPOs and experts</li> <li>• Promotion of sustainable procurement</li> <li>• Guidance in identifying material ESG issues</li> </ul>
Academic organizations	Expert knowledge and scientific evidence are needed to continue creating social value. We carry out open innovation in collaboration with academic organizations to strengthen our human capital and accelerate the creation of sustainable food resources.	<ul style="list-style-type: none"> <li>• Building trust</li> <li>• Sharing technology, knowledge, and human resources</li> <li>• Confidentiality</li> <li>• Sharing value</li> </ul>	<ul style="list-style-type: none"> <li>• Joint research</li> <li>• Lectures (as needed)</li> </ul>	<ul style="list-style-type: none"> <li>• Industry-government-academia projects</li> </ul>
National/governmental agencies Industry organizations	National and governmental agencies and industry organizations are important supporters in the promotion of sustainability. We will deepen cooperation and accelerate our efforts to address social issues in order to contribute to the development of not only the industry, but also countries and regions.	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations</li> <li>• Industry revitalization through partnerships with various agencies and organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Liaison with government agencies</li> <li>• Participation in public-private projects and government-sponsored committees</li> <li>• Promotion of industry organization activities</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of industry organizations (e.g. P-LAB)</li> <li>• Ministry of the Environment Nature Positive Economy research group (In Japanese)</li> <li>• Endorsements of major external initiatives</li> </ul>

## Dialogue with stakeholders

Stakeholder dialogue is an essential activity for the Fuji Oil Group and sets the foundation for our sustainability management. Through dialogue, we identify stakeholders' expectations and concerns regarding our activities, which allows us to make improvements and meet our responsibilities as a corporate citizen. We also use the results of this dialogue to identify material ESG issues and formulate our Sustainability Report.

### Actions taken following dialogues with experts (Example: Incorporating expert opinion)

In FY2022 we established the Fuji Oil Group Human Rights Guidelines to address human rights issues related to Group workplaces and employees. These guidelines were based on a discussion held in FY2021 between our Human Resources Department, our ESG Division and BSR, an organization specialized in business and human rights.

We also exchanged views with information disclosure experts to further increase our transparency and disclose information in a timely and appropriate manner. In addition to the points they raised, we also considered the latest standards of ESG assessment organizations and made improvements accordingly.

#### Actions taken following dialogues with experts

- Established the Responsible Palm Oil Sourcing Policy (March 2016)
- Conducted our first human rights due diligence (2016)
- Formulated the Human Rights Policy and introduced human rights due diligence (April 2017)
- Established and announced a grievance mechanism (May 2018)
- Published a list of palm oil mills in our supply chain (June 2018)
- Formulated the Responsible Cocoa Beans Sourcing Policy (August 2018)
- Disclosed an updated Grievance Procedure (April 2020)
- Performed our second human rights due diligence (2020)
- Published a Supplier Code of Conduct (April 2021)
- Formulated the Responsible Soybeans and Soy Products Sourcing Policy (June 2021)
- Formulated the Responsible Shea Kernels Sourcing Policy (June 2021)
- Revised the Fuji Oil Co., Ltd. CSR Procurement Guidelines (3rd Edition) (November 2021)
- Established the Fuji Oil Group Human Rights Guidelines (March 2023)

## External initiatives we support and participate in

- September 2004 Roundtable on Sustainable Palm Oil (RSPO)
- February 2012 World Cocoa Foundation (WCF)
- December 2012 UN Global Compact Network Japan (GCNJ)
- 2013 Global Shea Alliance (GSA)
- January 2013 UN Global Compact (UNGC)
- 2015 Shea Network Ghana
- December 2016 Male Leaders Coalition for Empowerment of Women by the Japan's Cabinet Office
- March 2017 The Consumer Goods Forum
- May 2019 Task Force on Climate-related Financial Disclosures (TCFD)
- October 2019 Japan Sustainable Palm Oil Network (JaSPON)
- April 2020 Platform for Sustainable Cocoa in Developing Countries
- May 2020 Round Table on Responsible Soy (RTRS)
- May 2020 Approved by the Science Based Targets initiative (SBTi)
- June 2020 The Palm Oil Collaboration Group (POCG)
- April 2021 Japan Business Initiative for Biodiversity (JBIB)

## Endorsing the UN Global Compact

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The Fuji Oil Group agreed to and signed the United Nations Global Compact in January 2013. We aim to improve the sustainability of the entire society by practicing the 10 principles of four areas: human rights, labor standards, the environment, and anti-corruption.

