

## Fuji Oil Group Sustainability Report 2021 GRI Standards Comparison Table

- The Sustainability Report 2021 is prepared in accordance with the GRI Standards: Core option. The Information corresponding to the GRI Standards disclosure titles are listed below.
- Description of items in the Comparison Table  
 Material: Disclosure items related to the FY2021 material ESG issues. Applicable items are marked with “●.”  
 Disclosure level: Three levels are given: (3) Fully responding to GRI reporting requirements; (2) Partially responding to the requirements; and (1) Not responding to the requirements.

### Universal

#### GRI102 : General Disclosures 2016

##### 1. Organizational profile

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
102-1	Name of the organization	●		3	<a href="#">Company Profile, "Website of FUJI OIL HOLDINGS INC."</a>	
102-2	Activities, brands, products, and services	●		3	<a href="#">Main Businesses, "Website of FUJI OIL HOLDINGS INC."</a>	
102-3	Location of headquarters	●		3	<a href="#">Company Profile, "Website of FUJI OIL HOLDINGS INC."</a>	
102-4	Location of operations	●		3	<a href="#">No. of countries where the organization operates: Fuji Oil in Numbers, "Website of FUJI OIL HOLDINGS INC."</a> <a href="#">Names of countries where it has significant operations: Group Companies, "Website of FUJI OIL HOLDINGS INC."</a>	
102-5	Ownership and legal form	●		3	<a href="#">Company Profile, "Website of FUJI OIL HOLDINGS INC."</a>	
102-6	Markets served	●		2	<a href="#">i. geographic locations where products and services are offered: Group Companies, "Website of FUJI OIL HOLDINGS INC."</a> <a href="#">ii. sectors served: Group Companies, "Website of FUJI OIL HOLDINGS INC."</a> <a href="#">iii. types of customers and beneficiaries: Social Impact and ESG Materiality &gt; Fuji Oil in society &gt; Fuji Oil Group's value chain</a>	
102-7	Scale of the organization	●		2	<a href="#">About Us, "Website of FUJI OIL HOLDINGS INC."</a> <a href="#">"Financial Report" * Japanese only</a>	
102-8	Information on employees and other workers	●		2	<a href="#">ESG Data Book</a>	
102-9	Supply chain	●		3	<a href="#">Social Impact and ESG Materiality &gt; Fuji Oil in society &gt; Fuji Oil Group's value chain</a> <a href="#">Sustainable Procurement of Palm Oil &gt; Management information &gt; Relevance to our business</a> <a href="#">Sustainable Procurement of Cocoa &gt; Management information &gt; Relevance to our business</a> <a href="#">Sustainable Procurement of Shea Kernels &gt; Management information &gt; Relevance to our business</a> <a href="#">Supply Chain Data Base</a>	
102-10	Significant changes to the organization and its supply chain	●		3	<a href="#">Group Companies, "Website of FUJI OIL HOLDINGS INC."</a> <a href="#">Stock Overview, "Website of FUJI OIL HOLDINGS INC."</a> <a href="#">IR News: "Website of FUJI OIL HOLDINGS INC."</a> <a href="#">Social Impact and ESG Materiality &gt; Fuji Oil in society &gt; Fuji Oil Group's value chain</a> <a href="#">Sustainable Procurement of Palm Oil &gt; Management information &gt; Relevance to our business</a> <a href="#">Sustainable Procurement of Cocoa &gt; Management information &gt; Relevance to our business</a> <a href="#">Sustainable Procurement of Shea Kernels &gt; Management information &gt; Relevance to our business</a> <a href="#">Supply Chain Data Base</a>	
102-11	Precautionary Principle or approach	●		2	<a href="#">Environmental Management</a>	
102-12	External initiatives	●		3	<a href="#">Stakeholder Engagement &gt; External initiatives we endorse and participate in</a>	
102-13	Membership of associations	●		2	<a href="#">Stakeholder Engagement &gt; External initiatives we endorse and participate in</a>	

##### 2. Strategy

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
102-14	Statement from senior decision-maker	●		3	<a href="#">Message from the CEO</a> <a href="#">Message from the C"ESG"O</a>	
102-15	Key impacts, risks, and opportunities			3	<a href="#">Social Impact and ESG Materiality</a> <a href="#">Risk Management System &gt; Specific initiatives &gt; Response to the TCFD recommendations</a> <a href="#">Business and other risks, "Website of FUJI OIL HOLDINGS INC."</a>	

### 3. Ethics and integrity

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
102-16	Values, principles, standards, and norms of behavior	●		3	ESG Management > ESG management system Fuji Oil Group Management Philosophy, "Website of FUJI OIL HOLDINGS INC."	
102-17	Mechanisms for advice and concerns about ethics			3	ESG Management > Basic approach Human Rights Management > Specific initiatives > Grievance mechanisms Compliance > Specific initiatives > Whistleblowing system FUJI OIL GROUP Grievance Mechanism	

### 4. Governance

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
102-18	Governance structure	●		3	Corporate Governance Structure, "Website of FUJI OIL HOLDINGS INC." ESG Management > ESG management system	
102-19	Delegating authority			3	ESG Management > ESG management system	
102-20	Executive-level responsibility for economic, environmental, and social topics			3	ESG Management > ESG management system	
102-21	Consulting stakeholders on economic, environmental, and social topics			3	ESG Management > ESG management system	
102-22	Composition of the highest governance body and its committees			2	Corporate Governance Structure, "Website of FUJI OIL HOLDINGS INC."	
102-23	Chair of the highest governance body			3	Corporate Governance Structure, "Website of FUJI OIL HOLDINGS INC."	
102-24	Nominating and selecting the highest governance body			3	Corporate Governance Structure, "Website of FUJI OIL HOLDINGS INC."	
102-25	Conflicts of interest			2	Corporate Governance Structure, "Website of FUJI OIL HOLDINGS INC." Stock Overview, "Website of FUJI OIL HOLDINGS INC."	
102-26	Role of highest governance body in setting purpose, values, and strategy			3	ESG Management > ESG management system	
102-27	Collective knowledge of highest governance body			3	ESG Management > ESG management system > Education	
102-28	Evaluating the highest governance body's performance			2	Corporate Governance Structure, "Website of FUJI OIL HOLDINGS INC." Corporate Governance Report, "Website of FUJI OIL HOLDINGS INC."	
102-29	Identifying and managing economic, environmental, and social impacts			3	Social Impact and ESG Materiality	
102-30	Effectiveness of risk management processes			3	ESG Management > ESG management system	
102-31	Review of economic, environmental, and social topics			3	Social Impact and ESG Materiality > Process of selecting material ESG issues for FY2021	
102-32	Highest governance body's role in sustainability reporting			2	See "Comments / Reason for Omission"	The Sustainability Report 2021 is disclosed with the approval of the Chief ESG Officer (C"ESG"O) .
102-33	Communicating critical concerns			3	ESG Management > ESG management system	
102-34	Nature and total number of critical concerns			1		This is omitted due to a confidentiality pledge.
102-35	Remuneration policies			2	Director Compensation, "Website of FUJI OIL HOLDINGS INC."	
102-36	Process for determining remuneration			2	Director Compensation, "Website of FUJI OIL HOLDINGS INC."	
102-37	Stakeholders' involvement in remuneration			2	Director Compensation, "Website of FUJI OIL HOLDINGS INC."	
102-38	Annual total compensation ratio			1		
102-39	Percentage increase in annual total compensation ratio			1		

## 5. Stakeholder engagement

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
102-40	List of stakeholder groups	●		3	<a href="#">Stakeholder Engagement &gt; The Fuji Oil Group's stakeholders</a>	
102-41	Collective bargaining agreements	●		3	<a href="#">Human Resource Development &gt; Specific initiatives &gt; Dialogue between labor and management</a>	
102-42	Identifying and selecting stakeholders	●		3	See " <a href="#">Comments / Reason for Omission</a> "	In line with the Fuji Oil Group Management Philosophy (Work for people), we define all of those concerned on which our business activities may have an impact in the value chain as stakeholders.
102-43	Approach to stakeholder engagement	●		3	<a href="#">Stakeholder Engagement &gt; The Fuji Oil Group's stakeholders</a>	
102-44	Key topics and concerns raised	●		3	"FUJI OIL Group Grievance List" * English only	

## 6. Reporting practice

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
102-45	Entities included in the consolidated financial statements	●		3	"Financial Report" * Japanese only	
102-46	Defining report content and topic Boundaries	●		3	<a href="#">Editorial Policy &gt; How to determine disclosure information based on GRI</a> <a href="#">Social Impact and ESG Materiality &gt; Process of selecting material ESG issues for FY2021</a> <a href="#">ESG Data Book</a>	We define and disclose the boundaries of each data in the ESG Data Book.
102-47	List of material topics	●		3	<a href="#">Social Impact and ESG Materiality &gt; Our material ESG issues</a>	
102-48	Restatements of information	●		3	<a href="#">ESG Data Book</a>	
102-49	Changes in reporting	●		3	<a href="#">Social Impact and ESG Materiality &gt; Process of selecting material ESG issues for FY2021</a>	
102-50	Reporting period	●		3	<a href="#">Editorial Policy &gt; Period covered</a>	
102-51	Date of most recent report	●		3	"Sustainability Report 2020" p.3	
102-52	Reporting cycle	●		3	<a href="#">Editorial Policy</a>	
102-53	Contact point for questions regarding the report	●		3	<a href="#">Inquiries about Sustainability</a>	
102-54	Claims of reporting in accordance with the GRI Standards	●		3	<a href="#">Editorial Policy &gt; Guidelines for reference</a>	
102-55	GRI content index	●		3	<a href="#">GRI Standards Comparison Table (this material)</a>	
102-56	External assurance	●		2	<a href="#">Editorial Policy &gt; Third Party Verification</a>	

### GRI 103: Management Approach 2016

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
103-1	Explanation of the material topic and its Boundary			3	<a href="#">Please refer to the management information on each report page.</a>	
103-2	The management approach and its components			3	<a href="#">Please refer to the management information on each report page.</a>	
103-3	Evaluation of the management approach			3	<a href="#">ESG Management &gt; ESG management system</a>	

## Economic Topics

### GRI 201: Economic Performance 2016

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
201-1	Direct economic value generated and distributed			2	"Financial Report" * Japanese only	
201-2	Financial implications and other risks and opportunities due to climate change			3	<a href="#">Risk Management System &gt; Specific initiatives &gt; Response to the TCFD recommendations</a>	
201-3	Defined benefit plan obligations and other retirement plans			2	"Financial Report" * Japanese only	
201-4	Financial assistance received from government			1		

**GRI 202: Market Presence 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
202-1	Ratios of standard entry level wage by gender compared to local minimum wage			1		
202-2	Proportion of senior management hired from the local community			2	<a href="#">ESG Data Book</a>	

**GRI 203: Indirect Economic Impacts 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
203-1	Infrastructure investments and services supported			1		
203-2	Significant indirect economic impacts			1		

**GRI 204: Procurement Practices 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
204-1	Proportion of spending on local suppliers			1		

**GRI 205: Anti-corruption 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
205-1	Operations assessed for risks related to corruption		●	1		We are scheduled to conduct an assessment to identify bribery risks facing each Group company in FY2021.
205-2	Communication and training about anti-corruption policies and procedures		●	2	<a href="#">ESG Data Book</a>	
205-3	Confirmed incidents of corruption and actions taken		●	3	<a href="#">ESG Data Book</a>	

**GRI 206: Anti-competitive Behavior 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		●	3	<a href="#">Compliance &gt; Specific initiatives &gt; Compliance with laws and regulations</a>	

**GRI207 : Tax 2019**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
207-1	Approach to tax			1		
207-2	Tax governance, control, and risk management			1		
207-3	Stakeholder engagement and management of concerns related to tax			1		
207-4	Country-by-country reporting			1		

**Environmental Topics****GRI 301: Materials 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
301-1	Materials used by weight or volume			2	<a href="#">ESG Data Book</a>	
301-2	Recycled input materials used			1		
301-3	Reclaimed products and their packaging materials			1		

**GRI 302: Energy 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
302-1	Energy consumption within the organization		●	2	<a href="#">ESG Data Book</a>	
302-2	Energy consumption outside of the organization		●	1		This information is omitted because it is not available yet.
302-3	Energy intensity		●	3	<a href="#">ESG Data Book</a>	
302-4	Reduction of energy consumption		●	1		This information is omitted because it is not available yet.
302-5	Reductions in energy requirements of products and services		●	1		Not applicable

**GRI 303: Water and Effluents 2018**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
303-1	Interactions with water as a shared resource		●	2	<a href="#">Water Use Reduction &gt; Management information &gt; Relevance to our business</a> <a href="#">Water Use Reduction &gt; Specific initiatives &gt; Risk management and countermeasures</a> <a href="#">Water Use Reduction &gt; Specific initiatives &gt; Water conservation efforts at Group companies</a>	
303-2	Management of water discharge-related impacts		●	2	<a href="#">Water Use Reduction &gt; Management information &gt; Basic approach</a>	
303-3	Water withdrawal		●	2	<a href="#">ESG Data Book</a>	
303-4	Water discharge		●	2	<a href="#">ESG Data Book</a>	
303-5	Water consumption		●	3	<a href="#">ESG Data Book</a>	Information on "c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact" is omitted because it is not applicable.

**GRI 304: Biodiversity 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		●	2	<a href="#">Sustainable Procurement of Palm Oil &gt; Specific initiatives</a> <a href="#">Sustainable Procurement of Cocoa &gt; Specific initiatives</a>	
304-2	Significant impacts of activities, products, and services on biodiversity		●	1		This information is omitted because it is not available yet.
304-3	Habitats protected or restored		●	2	<a href="#">Sustainable Procurement of Palm Oil &gt; Specific initiatives</a> <a href="#">Sustainable Procurement of Cocoa &gt; Specific initiatives</a>	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		●	1		This information is omitted because it is not available yet.

**GRI 305: Emissions 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
305-1	Direct (Scope 1) GHG emissions		●	3	<a href="#">ESG Data Book</a>	
305-2	Energy indirect (Scope 2) GHG emissions		●	3	<a href="#">ESG Data Book</a>	
305-3	Other indirect (Scope 3) GHG emissions		●	2	<a href="#">ESG Data Book</a>	
305-4	GHG emissions intensity		●	3	<a href="#">ESG Data Book</a>	
305-5	Reduction of GHG emissions		●	2	<a href="#">CO2 Emissions Reduction &gt; Management information &gt; Goals / Results</a>	

**GRI 305: Emissions 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
305-6	Emissions of ozone-depleting substances (ODS)		●	3	<a href="#">ESG Data Book</a>	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		●	2	<a href="#">ESG Data Book</a>	

**GRI306 : Waste 2020**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
306-1	Water discharge by quality and destination		●	1		This information is omitted because it is not available yet.
306-2	Waste by type and disposal method		●	1		This information is omitted because it is not available yet.
306-3	Significant spills		●	2	<a href="#">ESG Data Book</a>	
306-4	Transport of hazardous waste		●	2	<a href="#">ESG Data Book</a>	
306-5	Water bodies affected by water discharges and/or runoff		●	2	<a href="#">ESG Data Book</a>	

**GRI 307: Environmental Compliance 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
307-1	Non-compliance with environmental laws and regulations		●	3	<a href="#">Environmental Management &gt; Specific initiatives &gt; Compliance with environmental laws and regulations</a>	

**GRI 308: Supplier Environmental Assessment 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
308-1	New suppliers that were screened using environmental criteria		●	1		This is omitted because it is confidential information on commercial transactions. We will consider disclosing the information (partially) in the future.
308-2	Negative environmental impacts in the supply chain and actions taken		●	2	<a href="#">"FUJI OIL Group Grievance List" * English only</a>	

**Social Topics**
**GRI 401: Employment 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
401-1	New employee hires and employee turnover			2	<a href="#">ESG Data Book</a>	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			1		
401-3	Parental leave			2	<a href="#">ESG Data Book</a>	

**GRI 402: Labor/Management Relations 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
402-1	Minimum notice periods regarding operational changes			1		

**GRI 403: Occupational Health and Safety 2018**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
403-1	Occupational health and safety management system		●	3	<a href="#">Promoting Occupational Health and Safety &gt; Specific initiatives &gt; Risk management and countermeasures</a>	
403-2	Hazard identification, risk assessment, and incident investigation		●	2	<a href="#">Promoting Occupational Health and Safety &gt; Specific initiatives &gt; Risk management and countermeasures</a>	

**GRI 403: Occupational Health and Safety 2018**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
403-3	Occupational health services		●	3	<a href="#">Promoting Occupational Health and Safety &gt; Specific initiatives&gt; Education</a>	
403-4	Worker participation, consultation, and communication on occupational health and safety		●	2	<a href="#">Promoting Occupational Health and Safety &gt; Specific initiatives &gt; Risk management and countermeasures</a>	
403-5	Worker training on occupational health and safety		●	3	<a href="#">Promoting Occupational Health and Safety &gt; Specific initiatives &gt; Education</a>	
403-6	Promotion of worker health		●	3	<a href="#">Employee Health (Health Management) &gt; Management information</a> <a href="#">Employee Health (Health Management) &gt; Specific initiatives</a>	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		●	2	<a href="#">Promoting Occupational Health and Safety &gt; Specific initiatives &gt; Risk management and countermeasures</a>	
403-8	Workers covered by an occupational health and safety management system		●	3	<a href="#">See "Comments / Reason for Omission"</a>	The Fuji Oil Group considers all workers engaged in our business activities at business sites to be covered by the occupational safety and management system.
403-9	Work-related injuries		●	2	<a href="#">ESG Data Book</a>	
403-10	Work-related ill health		●	2	<a href="#">Promoting Occupational Health and Safety &gt; Specific initiatives &gt; Occurrence of work-related accidents</a>	We define "work-related ill health" as one that has been recognized as a labor accident.

**GRI 404: Training and Education 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
404-1	Average hours of training per year per employee			3	<a href="#">ESG Data Book</a>	
404-2	Programs for upgrading employee skills and transition assistance programs			3	<a href="#">Human Resource Development &gt; Specific initiatives &gt; Career support system</a> <a href="#">Diversity Management &gt; Specific initiatives &gt; Initiatives in Japan &gt; Supporting continued active career development</a>	
404-3	Percentage of employees receiving regular performance and career development reviews			3	<a href="#">ESG Data Book</a>	

**GRI 405: Diversity and Equal Opportunity 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
405-1	Diversity of governance bodies and employees		●	2	<a href="#">ESG Data Book</a>	
405-2	Ratio of basic salary and remuneration of women to men		●	1		This is omitted due to a confidentiality pledge.

**GRI 406: Non-discrimination 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
406-1	Incidents of discrimination and corrective actions taken		●	2	<a href="#">ESG Data Book</a>	

**GRI 407: Freedom of Association and Collective Bargaining 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		●	2	<a href="#">Human Rights Management &gt; Specific initiatives &gt; Human rights due diligence &gt; Results of 1st and 2nd human rights impact assessments and progress on addressing risks identified in 1st assessment</a>	

**GRI 408: Child Labor 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
408-1	Operations and suppliers at significant risk for incidents of child labor		●	2	<a href="#">Human Rights Management &gt; Specific initiatives &gt; Human rights due diligence &gt; Results of 1st and 2nd human rights impact assessments and progress on addressing risks identified in 1st assessment</a>	

**GRI 409: Forced or Compulsory Labor 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		●	2	<a href="#">Human Rights Management &gt; Specific initiatives &gt; Human rights due diligence &gt; Results of 1st and 2nd human rights impact assessments and progress on addressing risks identified in 1st assessment</a>	

**GRI 410: Security Practices 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
410-1	Security personnel trained in human rights policies or procedures			1		

**GRI 411: Rights of Indigenous Peoples 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
411-1	Incidents of violations involving rights of indigenous peoples		●	2	<a href="#">"FUJI OIL Group Grievance List" * English only</a>	

**GRI 412: Human Rights Assessment 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
412-1	Operations that have been subject to human rights reviews or impact assessments		●	3	<a href="#">Human Rights Management &gt; Specific initiatives &gt; Human rights due diligence</a> <a href="#">ESG Data Book</a>	
412-2	Employee training on human rights policies or procedures		●	2	<a href="#">ESG Data Book</a>	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		●	3	<a href="#">See "Comments / Reason for Omission"</a>	Not applicable within the reporting period

**GRI 413: Local Communities 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
413-1	Operations with local community engagement, impact assessments, and development programs			2	<a href="#">Partnership with Communities &gt; Specific initiatives</a>	
413-2	Operations with significant actual and potential negative impacts on local communities			1		

**GRI 414: Supplier Social Assessment 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
414-1	New suppliers that were screened using social criteria		●	1		This is omitted because it is confidential information on commercial transactions. We will consider disclosing the information (partially) in the future.
414-2	Negative social impacts in the supply chain and actions taken		●	2	<a href="#">"FUJI OIL Group Grievance List" * English only</a>	

**GRI 415: Public Policy 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
415-1	Political contributions			3	<a href="#">Compliance &gt; Specific initiatives &gt; Political donations</a>	



**GRI 416: Customer Health and Safety 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
416-1	Assessment of the health and safety impacts of product and service categories			3	<a href="#">ESG Data Book</a>	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			3	<a href="#">Ensuring Food Safety and Quality &gt; Specific initiatives &gt; Recalls and other incidents</a>	

**GRI 417: Marketing and Labeling 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
417-1	Requirements for product and service information and labeling		●	2	<a href="#">Ensuring Food Safety and Quality &gt; Specific initiatives &gt; Product labeling</a>	
417-2	Incidents of non-compliance concerning product and service information and labeling		●	3	<a href="#">Ensuring Food Safety and Quality &gt; Specific initiatives &gt; Recalls and other incidents</a>	
417-3	Incidents of non-compliance concerning marketing communications		●	1		Not applicable

**GRI 418: Customer Privacy 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data			1		

**GRI 419: Socioeconomic Compliance 2016**

GRI	Disclosure	Core	Material	Disclosure Level	Publication Site	Comments / Reason for Omission
419-1	Non-compliance with laws and regulations in the social and economic area		●	3	<a href="#">Compliance &gt; Specific initiatives &gt; Compliance with laws and regulations</a>	