

Raw material	Social issues in the supply chain		Medium- to long-term goals	KPIs		FY2022 results	Solution-based approach
				2030	2025		
Palm oil	Global environment	Deforestation, peatland development, biodiversity loss	No Deforestation, No Peatland Development and No Exploitation (NDPE)	TTP ¹ : 100%	TTP: 85%	TTP: 93%	<ul style="list-style-type: none"> Trace supply chain to plantations Improve supply chain (reduce environmental/human rights risks) by collaborating with NGOs and oil mills, and engaging direct suppliers Monitor deforestation by satellite images Implement Labour Transformation Programme (LTP) Participate in landscape initiatives Procure RSPO³-certified oil Operate a grievance mechanism
	Human rights	Forced labor; child labor; exploitation of indigenous peoples, local residents and workers		Implementation of LTP to all direct suppliers	Implementation of LTP to all suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia) ²	61% (of all suppliers of Palmaju Edible Oil Sdn. Bhd. (Malaysia))	
Cocoa	Global environment	Deforestation, climate impacts on producing regions, biodiversity loss	Reforestation, elimination of child labor	One million trees planted ⁴	500,000 trees planted	60,000 trees planted	<ul style="list-style-type: none"> Restore forests by planting trees Promote the implementation of CLMRS Provide educational opportunities to children Implement community support programs (Ghana, Côte d' Ivoire)
	Human rights	Child labor, poverty among farming families		Elimination of child labor	No worst forms of child labor ⁵	CLMRS ⁶ operational in 100% of farmer groups from which the Fuji Oil Group directly procures cocoa beans	
Soybeans	Global environment	Deforestation, biodiversity loss	No deforestation, no exploitation	Traceability achieved to the community level, or 100% procurement of RTRS ⁷ -certified products or products certified to equivalent standards	Traceability achieved to primary collection points, or 100% procurement of RTRS-certified products or products certified to equivalent standards	Completed supplier self-assessments and developed improvement plans according to the results	<ul style="list-style-type: none"> Engage with suppliers by giving feedback about self-assessment results Promote direct dialogue with suppliers in areas with issues to understand traceability
	Human rights	Exploitation of indigenous peoples, local residents and workers					
Shea kernels	Global environment	Loss of parkland	Forest conservation, support to women's empowerment	6,000 trees planted/year ⁸	6,000 trees planted/year	6,107 trees planted/year	<ul style="list-style-type: none"> Trace supply chain to cooperatives Conserve parkland where shea trees grow Reduce environmental impact by shifting energy sources Create direct employment opportunities
	Human rights	Poverty among farming families		Traceability to the regional level: 75%	50%	93.3%	
				Direct procurement of shea kernels from Tebma-Kandu cooperatives: 50%	30% ⁹	3.4%	
				Percentage of shea kernels crushed and fractionated (separated) in West Africa: 100%	100%	100%	
				N/A	Non-fossil fuel energy ¹⁰ used by Fuji Oil Ghana Ltd. (for steam generation): 100% (2023 target ¹¹)	100%	
				N/A	Permanent, direct employees at Fuji Oil Ghana Ltd.: 50% increase (base year: 2017)	60% increase (base year: 2017)	

*1 Traceability to plantation

*2 An oils and fats manufacturer wholly owned by the Fuji Oil Holdings Inc.

*3 Roundtable on Sustainable Palm Oil

*4 We plan to plant a variety of shade tree saplings, totaling one million trees over a 10-year period from 2021 through 2030.

*5 The International Labour Organization (ILO) Convention No. 182, known as the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, prohibits hazardous work that may harm the health, safety, or morals of children. This includes the sale and trafficking of children, debt bondage, forced or compulsory labor, prostitution and pornography, illegal activities such as crime, and recruitment of children for use in armed conflict.

*6 Child Labour Monitoring & Remediation System

*7 Round Table on Responsible Soy Association

*8 We plan to plant mainly shea tree saplings at a pace of 6,000 trees per year starting in 2021.

*9 Our KPIs for years 2021, 2022 and 2023 are 10%, 10% and 15%, respectively.

*10 We use shea kernel meal, a byproduct of oil production, and other raw materials as non-fossil fuels.

*11 Our current non-fossil fuel rate as of 2021 is 75%.