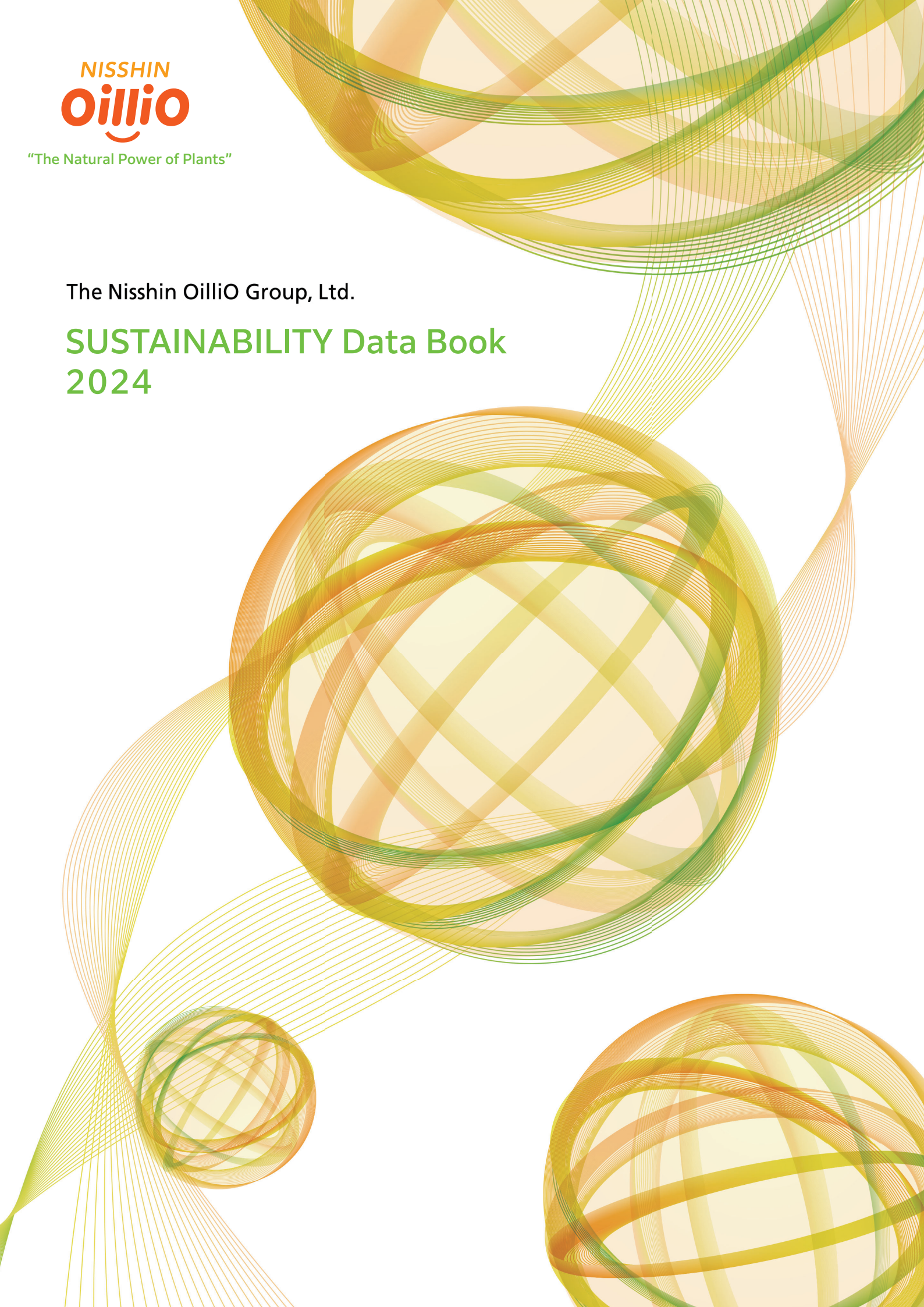




"The Natural Power of Plants"

The Nissin Oillio Group, Ltd.

SUSTAINABILITY Data Book 2024



Editorial Policy

The Nisshin Oillio Group has issued the Integrated Report 2024 with the aim of presenting a comprehensive picture of the Group's corporate value. The Sustainability Data Book 2024 complements the Integrated Report 2024 and contains detailed ESG performance data aligned with The Nisshin Oillio Group Vision 2030.

Scope

This data book covers the entire Group, including The Nisshin Oillio Group, Ltd. and its consolidated subsidiaries (domestic and overseas). In cases where the scope differs, it is indicated as such for each item.

Period covered

FY2023 (April 1, 2023 – March 31, 2024)

Some initiatives outside the above period are also included.

Date of issue

September 30, 2024

Guidelines referenced

- GRI Sustainability Reporting Guidelines
- Environmental Reporting Guidelines (2018) by the Ministry of the Environment of Japan
- SASB Standards
- TCFD Recommendations
- TNFD Recommendations

Disclaimer on forward-looking statements

Forward-looking statements contained in this data book are based on information available at the time of publication. Various factors may result in substantially different outcomes.

Usage of company names

In parts of this data book, The Nisshin Oillio Group, Ltd. on a non-consolidated basis is referred to as the "Company," and the entire group including The Nisshin Oillio Group, Ltd. and its consolidated subsidiaries (domestic and overseas) is referred to as the "Group." The abbreviation (ISF) is used, in some cases, for Intercontinental Specialty Fats Sdn. Bhd.

Contents

Editorial Policy	1
Corporate Profile	2
Environment	
Environmental Management	3
Preventing Global Warming	5
Establishing Resource Recycling	8
Plant Resources/Nature Conservation	11
Social	
Employment Status	13
Active Participation by Diverse Human Resources	16
Human Resources Development	19
Occupational Health and Safety	20
Labor Relations	22
Health Management	22
Human Rights	23
Food Safety and Quality Control	26
Marketing	27
Social Contribution	27
Governance	
Governance Structure	28
Compensation for Directors and Audit & Supervisory Board Members	30
Compliance	31

Websites

Corporate Information	https://www.nisshin-oillio.com/english/
Investor Relations	https://www.nisshin-oillio.com/english/inv/
Sustainability	https://www.nisshin-oillio.com/english/sustainability/
Library	https://www.nisshin-oillio.com/english/sustainability/report/

Corporate Profile

	Scope of disclosure	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Net sales	Consolidated	Millions of yen	333,416	336,306	432,778	556,565	513,541	
Operating profit	Consolidated	Millions of yen	13,133	12,324	11,670	16,186	20,840	
Net sales by business segment*	Oil and Fat	Consolidated	%	—	79.2	82.1	84.1	82.1
	Processed Food and Materials			—	15.8	13.4	11.7	13.7
	Fine Chemical			—	4.2	3.9	3.7	3.7
	Other			—	0.8	0.6	0.5	0.5
Net sales composition	The Nisshin Oillio Group, Ltd.	Consolidated	%	51.4	51.4	51.1	53.3	53.2
	Domestic subsidiaries			31.5	30.3	26.3	23.2	24.6
	Overseas subsidiaries			17.1	18.3	22.6	23.5	22.2
Number of production plants	Consolidated	—	—	13 plants, 9 companies, 6 countries	12 plants, 8 companies, 6 countries	12 plants, 8 companies, 6 countries	12 plants, 8 companies, 6 countries	

* Through fiscal 2020, the reporting segments were classified as: "Oil, Meal, and Processed Food," "Processed Oil and Fat," and "Fine Chemical." In fiscal 2021, the segments were changed to "Oil and Fat," "Processed Food and Materials," and "Fine Chemical" to align with the business strategies in the medium-term management plan, Value Up+.

Environment

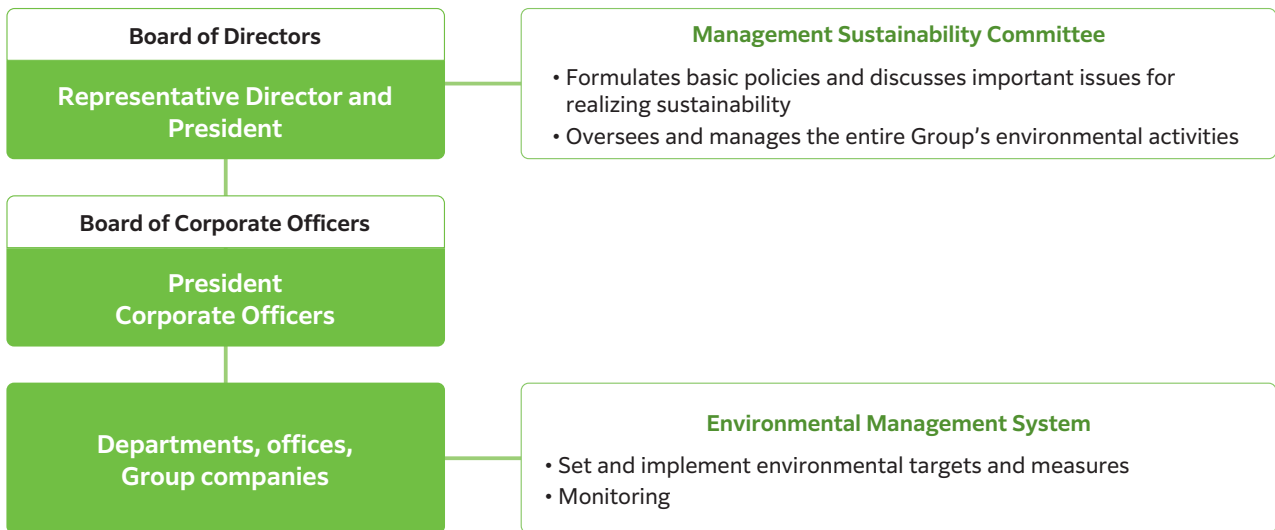
Environmental Management

Environmental management promotion system

The Group has established a Management Sustainability Committee that sets out environmental policies to achieve the sustainable growth of the Group and sustainable development of society (sustainability). This committee also oversees and manages the environmental activities of the entire Group. In response to these environmental policies, each department, office, and Group company has established an environmental management system under which they set out, implement, and monitor environmental targets and measures.

Of the six priority areas established in Vision 2030, the Group has formulated Environmental Targets for 2030 with “Global environment” and “Supply chain connected by trust” as the main areas to be addressed.

Organization



Policy for initiatives



For further information on our global environment initiatives:
<https://www.nisshin-oillio.com/english/sustainability/environment/index.html>

Status of environmental management system certification

Certification	Date obtained	Organization
ISO 14001	September 2009 (Multi-site integration certification)	The Nisshin Oillio Group, Ltd. Yokohama Isogo Complex, Nagoya Plant, Sakai Plant, Mizushima Complex Delivery Centers (Tohoku Ishinomaki, Fukuoka)
	February 2013	Industrial Química Lasem, S.A.U.
	September 2018	Port Klang Plant, Intercontinental Specialty Fats Sdn. Bhd.
	October 2018	Dengkil Plant, Intercontinental Specialty Fats Sdn. Bhd.
Eco-Action 21	January 2014	Nakai Plant, Daito Cacao Co., Ltd.
Rainforest Alliance Certification	June 2017* July 2022	Daito Cacao Co., Ltd. T. & C. Manufacturing Co. Pte. Ltd.
Fairtrade International Certification	July 2010*	Daito Cacao Co., Ltd.

* We have made amendments to the dates for which we obtained Rainforest Alliance and Fairtrade International certifications.

Number of fines for major environment-related matters [consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of fines for major environment-related matters	0	0	0	0	0

Third-party audit [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Third-party audit conducted	No	Yes*1	Yes*2	Yes*3	Planned

*1 Audits of energy consumption at The Nisshin Oillio Group production plants; in fiscal 2020, audit conducted by the Japan Quality Assurance Organization (JQA)

*2 Audits of CO₂ emissions and energy consumption at The Nisshin Oillio Group production plants; in fiscal 2021, audit conducted by SGS

*3 Audits of CO₂ emissions at The Nisshin Oillio Group production plants; in fiscal 2022, audit conducted by SGS

Preventing Global Warming

Responding to climate change

The Nisshin Oillio Group is dedicated to achieving sustainability—the sustainable growth of the Group and the sustainable advancement of society—by working with society to create shared value through solutions to societal issues. Because our business operations are based on plant resources, and because climate change has a significant impact on plant growth, responding to climate change is an important management theme. With that in mind, to promote climate change-related measures, we endorsed the TCFD recommendations in March 2021, and since fiscal 2022, we have made disclosures in line with the TCFD recommendations (e.g., analysis of climate change-related risks and opportunities, financial impact simulations).

Analysis of risks and opportunities based on climate change scenarios

We analyzed climate change-related risks and opportunities under two scenarios: a world where climate change is limited (a world where the global mean temperature increase since the Industrial Revolution is limited to around 1.5°C to 2°C (the 1.5°C/2°C scenario)) and a world where climate change continues to progress (a world where the global mean temperature increase since the Industrial Revolution is around 4°C or higher (the 4°C scenario)).

Of the risks identified above, we analyzed the financial impact of three in fiscal 2023: Increased cost due to carbon taxes, ETS, and the like; increased raw soybean prices due to decarbonization in agriculture; and decreased profits due to shutdowns caused by meteorological disasters. For specific considerations, we referred to qualitative and quantitative information under the scenarios published by the IPCC,^{*1} IEA,^{*2} NGFS,^{*3} and other international organizations.

*1 IPCC: Intergovernmental Panel on Climate Change, an intergovernmental organization that aims to provide a scientific basis for national governments' climate change policies.

*2 IEA: International Energy Agency, an international organization established in the wake of the 1973 oil crisis to cover energy security and all other aspects of energy policy.

*3 NGFS: Network for Greening the Financial System, an international network of central banks and financial supervisory agencies for considering financial supervisory responses to climate change risks.

For further information:

<https://www.nisshin-oillio.com/english/sustainability/tcfcd>

Greenhouse gases (GHG)

GHG emissions

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Scope 1 + 2	t-CO ₂	344,061	340,249	337,099	328,857	292,825
Scope 1	t-CO ₂	242,495	249,449	244,745	243,902	242,496
of which, non-consolidated*	t-CO ₂	148,393	151,004	144,285	141,679	131,030
Scope 2 (market standards)	t-CO ₂	101,566	90,800	92,353	84,954	50,329
of which, non-consolidated*	t-CO ₂	21,099	10,131	12,277	12,829	11,980
GHG emission intensity per unit of production volume	t-CO ₂ /t	0.128	0.128	0.121	0.117	0.110
Carbon offset	t-CO ₂	6.2	66.0	66.0	70.0	0.2

Scope of disclosure:

- The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd., Intercontinental Specialty Fats Sdn. Bhd., Industrial Química Lasem, S.A.U.
- The five companies account for 99% or more of the Group's total Scope 1 + 2 emissions.

* Preliminary figures for FY2023

Supply chain GHG emissions*

(t-CO₂)

	FY2019	FY2020	FY2021	FY2022	FY2023
Scope 1 + 2 + 3*	—	4,831,511	4,811,915	5,086,523	4,643,284
Scope 1	—	245,341	240,820	240,160	235,921
Scope 2 (market standards)*	—	83,008	82,845	77,171	42,377
Scope 3 (total)	—	4,503,162	4,488,250	4,769,192	4,364,986
of which, non-consolidated	—	3,688,121	3,595,538	3,915,435	3,471,635
Category 1	—	3,856,360	3,801,466	3,413,533	3,013,015
Category 2	—	15,082	55,530	11,739	17,109
Category 3	—	130,827	128,657	33,891	34,293
Category 4	—	335,676	332,552	341,428	290,489
Category 5	—	11,205	12,220	8,749	9,161
Category 6	—	160	163	182	182
Category 7	—	348	354	409	409
Category 8	—	N/A	N/A	N/A	N/A
Category 9	—	63,200	68,742	14,232	14,031
Category 10	—	43,045	43,820	44,396	46,844
Category 11	—	18,370	17,019	17,577	16,801
Category 12	—	28,857	27,678	29,182	29,182
Category 13	—	32	49	118	118
Category 14	—	N/A	N/A	N/A	N/A
Category 15	—	N/A	N/A	N/A	N/A

Scope of disclosure:

- The Nisshin Oillio Group, Ltd., Intercontinental Specialty Fats Sdn. Bhd.
- The two companies account for 95% or more of the Group's total Scope 1 + 2 emissions
- Aggregated scope of categories for The Nisshin Oillio Group, Ltd.: 1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13
- Aggregated scope of categories for Intercontinental Specialty Fats Sdn. Bhd.: 1, 3, 4, 5, 9

* Preliminary figures for FY2023

[The Nisshin Oillio Group's calculation methods]**Scope 1 + 2**

- Through FY2022: Calculated by using the latest emission factors at the time of preparing this data book.
- FY2023: Calculated based on the GHG Protocol. Emission factors are those of the Japanese Ministry of the Environment (as of June 2024).

Scope 3

- Calculated based on the "Basic Guidelines for Calculating Greenhouse Gas Emissions through the Supply Chain (v2.3)" (Ministry of the Environment).
- Emissions intensity is based on IDEA (v2.3), Ministry of the Environment DB (v3.2), and a list of calculation methods and emission factors in the calculation, reporting, and publication system under the Law Concerning the Promotion of the Measures to Cope with Global Warming.
- The amount of biomass-derived CO₂, such as CO₂ absorbed by plant materials during growth, is not included in the calculation.

[ISF's (Malaysia) calculation methods]**Scope 3**

- Through FY2022: Calculated using AGRIBALYSE, ACYVIA & Ecoinvent database, UK Government GHG Conversion Factors for Company Reporting, DEFRA (2022), and other resources.
- FY2023: Calculated based on the GHG Protocol.

For information on third-party certification:

<https://www.nisshin-oillio.com/english/sustainability/report/data.html>

Status of initiatives to reduce CO₂ emissions in logistics

There are a number of issues when it comes to logistics in the food industry, including a chronic shortage of drivers, more stringent laws and regulations, and a need to reduce CO₂ emissions. In February 2015, as part of efforts to build a sustainable logistics system, six domestic food manufacturers, including the Company, began joint initiatives to help improve the efficiency of logistics operations and to reduce CO₂ emissions. This was performed through the joint use of delivery bases and vehicles as well as improvements in transportation and delivery efficiency, respectively. In April 2019, a new logistics company, F-LINE Co., Ltd., was established with the investment from five of the aforementioned food manufacturers to further improve logistics operations.

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
CO ₂ emissions in logistics* ¹	t-CO ₂	23,789	23,811	23,153	23,902	24,465
Energy consumption per unit in transportation and delivery of oils and fats* ¹	%	—	—	0.0137	0.0135	0.0139
Rate of modal shift* ²	%	52	52	51	50* ⁴	55
Ratio of co-distribution functions* ³	%	14	14	14	14	14

Scope of disclosure: The Nisshin Oillio Group, Ltd. (non-consolidated)

*1 Applies to packaged and bulk oil (excluding oil meal and transportation between business bases for production).

*2 Applies to delivery between business bases of packaged oil (excluding bulk oil and movement within blocks).

*3 Applies to joint deliveries by six domestic food manufacturers participating in the F-LINE project.

*4 Figures for FY2022 have been revised.

Energy management

Total energy consumption

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total energy consumption	GJ	5,791,049	6,079,055	5,997,055	6,052,030	5,997,119
of which, non-consolidated	GJ	3,415,099	3,163,263	3,144,591	3,112,515	2,974,714
Ratio of natural energy to electricity* ¹	%	0	0.2	0.8	1.3	91.5
Energy consumption per unit of production* ²	GJ/t	2.16	2.29	2.15	2.16	2.26

Scope of disclosure: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd., Intercontinental Specialty Fats Sdn. Bhd., Industrial Química Lasem, S.A.U.

*1 (By energy type (2) + By energy type (3))/Electricity total

*2 Total energy consumption/Production volume

By energy type

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Electricity	Electricity total	1,000 kWh	132,725	130,871	136,802	141,686	145,898
	(1) Purchased electricity	1,000 kWh	132,725	130,627	135,775	139,829	80,306
	(2) Electricity from solar power	1,000 kWh	0	244	1,026	2,103	3,616
	(3) Electricity from other natural resources	1,000 kWh	0	0	0	0	61,976
Fuel oil	Fuel Oil A (JIS)	kL	41	0	0	0	0
	Fuel Oil C (JIS)	kL	0	0	0	0	0
Gas	Liquefied natural gas	t	26,981	27,137	25,898	25,337	23,598
	City gas	1,000 Nm ³	37,994	43,170	41,571	41,118	39,312
	Natural gas	1,000 Nm ³	30,410	31,989	31,953	33,311	35,479
Coal	Coal	t	0	0	0	0	0

Scope of disclosure: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd., Intercontinental Specialty Fats Sdn. Bhd., Industrial Química Lasem, S.A.U.

Emissions of air pollutants and chemical substances

Emissions of NOx and other substances [non-consolidated]

(Metric tons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Nitrogen oxides (NOx)	145	138	136	137	125
Sulfur oxides (SOx)	8	7	7	7	6
PRTR substances (Emissions and transfers of Class I Designated Chemical Substances)	1,022	882	882	874	852

Establishing Resource Recycling

Water management

Water policy

The Nisshin Oillio Group Water Policy was formulated on December 22, 2023. For The Nisshin Oillio Group, “The Natural Power of Plants” is the source for value creation, and water is a vital resource for raising our raw materials and manufacturing products. Global demand for water is growing annually due to increasing population, economic growth, and climate change, while at the same time, droughts, floods, and deteriorating water quality are becoming more common. The Nisshin Oillio Group is committed to reducing water usage in our business operations and promoting water risk management in our supply chain.

For further information on our water policy:

https://www.nisshin-oillio.com/english/sustainability/environment/water_policy.html

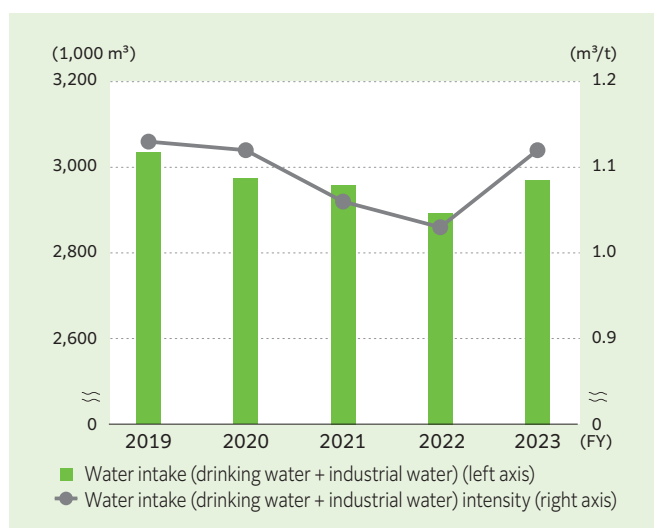
Initiatives to reduce water-related risks

■ Effectively utilize and recycle water resources in production activities

Under Environmental Targets for 2030, we have set the target of reducing water consumption intensity in our production activities by 16% in fiscal 2030 compared to fiscal 2016. All our domestic production plants have acquired ISO 14001 certification for environmental management systems and are monitoring and managing their water consumption. By managing monthly water consumption at each plant and for each process to help us improve how we consume water, we were successful in fiscal 2023 at reducing consumption by 8.5%.

Our plants use water in the manufacturing process for edible oils and for cleaning equipment among other uses. We are therefore working to reduce usage through water conservation and recycling.

Changes in the Group's water consumption and consumption intensity



■ Water risk assessment

Plants such as soybeans and rapeseed, which are used as raw materials for edible oil, cannot live without water for their growth. Weather conditions such as drought can decrease yields and increase cultivation costs. Therefore, to maintain a nurturing environment with access to good quality and sufficient quantities of water is crucial for our Group's business activities. Using Baseline Water Stress, which is an aqueduct assessment indicator published by the World Resources Institute (WRI) as a tool for assessing water risks, we conducted a primary assessment of water stress at our production plants in Japan (in Kanagawa, Aichi, Osaka, and Okayama Prefectures) and the major production areas of raw materials for soybean oil and palm oil used by the Group. The results confirmed that no water was taken from water resources in areas with high water stress.

Statistics on water consumption

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total water intake*	m ³	11,689,901	11,634,021	11,738,732	11,859,979	8,175,155
Drinking water and industrial water	m ³	3,034,799	2,973,969	2,958,399	2,893,249	2,976,097
Seawater*	m ³	8,655,102	8,660,052	8,780,333	8,966,730	5,199,058
River water	m ³	0	0	0	0	0
Groundwater	m ³	0	0	0	0	0
Total wastewater volume*	m ³	11,240,960	11,150,066	11,172,239	10,948,356	7,416,287
Sewers	m ³	0	0	0	0	0
Sea/ocean regions*	m ³	11,240,960	11,150,066	11,172,239	10,948,356	7,416,287
Rivers	m ³	0	0	0	0	0
Other	m ³	0	0	0	0	0
Water intake per unit of production	m ³ /t	1.13	1.12	1.06	1.03	1.12

Scope of disclosure: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd., Intercontinental Specialty Fats Sdn. Bhd., Industrial Química Lasem, S.A.U.

* Figures for Total water intake and Seawater for FY2021 and for Total wastewater volume and Sea/ocean regions in and after FY2019 have been revised as a result of revising the calculation methods. Additionally, the method of calculating seawater intake was changed in FY2023.

Statistics on water consumption [non-consolidated]

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total water intake (Drinking water and industrial water)	m ³	2,252,999	2,183,978	2,142,482	2,001,978	2,024,677
Total wastewater volume	m ³	2,267,505	2,195,781	2,069,730	1,640,106	1,862,873
Water intake per unit of production	m ³ /t	1.07	1.07	1.01	0.92	0.97
Total COD emissions	t	116	70	58	26	47
Phosphorous	t	2	2	1	2	2
Total nitrogen emissions	t	8	10	10	9	11

Water intake from areas with high water stress (as of March 2024)

	Ratio
Ratio of total water intake from areas with water stress	N/A
Ratio of total water discharge to areas with water stress	N/A

Scope of disclosure: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd., Intercontinental Specialty Fats Sdn. Bhd., Industrial Química Lasem, S.A.U.

Number of incidents of non-compliance related to permissions, standards, and laws/regulations with regard to water volumes, water quality, or both [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of incidents	0	0	0	0	0

Waste reduction and prevention of pollution

Initiatives to reduce waste in product lifecycles

The Group endorses the concept of zero emissions, which is part of efforts to build a recycling-oriented society, and views plant resources, water, energy, and materials as things of great importance. For this reason, the Group strives to ensure that these resources are used to their fullest and without waste.

By recycling and adding value to the byproducts from the manufacturing processes for edible oils and oil meal, we have been able to raise our recycling rate and achieve zero emissions (recycling rate of 99% or higher*) consistently since fiscal 2005.

* Scope: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd.

Raw materials used

(Metric tons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Raw materials used	2,695,013	2,826,566	2,854,412	2,937,780	2,727,709

Scope of disclosure: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd., Intercontinental Specialty Fats Sdn. Bhd., Industrial Química Lasem, S.A.U.

Production volumes

(Metric tons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Production volumes	2,679,165	2,651,877	2,791,208	2,798,834	2,655,582
of which, non-consolidated	2,107,350	2,044,830	2,124,499	2,166,303	2,004,645

Scope of disclosure: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd., Intercontinental Specialty Fats Sdn. Bhd., Industrial Química Lasem, S.A.U.

Waste generated

(Metric tons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total waste	23,398	24,309	20,898	20,889	20,456
of which, volume recycled	23,381	24,233	20,859	20,862	20,438
of which, volume of landfill	17	77	39	27	18
Recycling rate	99.9%	99.7%	99.8%	99.9%	99.9%

Scope of disclosure: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd.

Containers and packaging lifecycle management

Initiatives to reduce containers and packaging

Vision 2030 sets out the CSV goals of reducing plastic containers and packaging as well as promoting resource recycling.

In pursuit of our vision, we are also promoting efforts to reduce plastic use, increase the use of recycled and plant-derived materials, and develop a recycling system.

The Company has been designing products geared toward reducing environmental impact, including designing edible-oil products with reduced-weight plastic containers. We are committed to strengthening such efforts as the introduction of recycled PET resin and biomass materials for edible-oil containers and the use of paper-based containers. Also, as there is currently no widely used system in place for collecting edible-oil PET bottles and recycling them, we are collaborating with other companies and running a pan-industry demonstration experiment on collecting such containers with a view toward the building of a system for recycling them.

Containers and packaging used

(Metric tons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Glass	8,866	9,285	8,456	7,582	6,853
Plastic*	12,946	14,175	13,660	14,347	12,596
Metal	11,920	9,815	10,171	9,639	9,396
Paper	12,967	13,637	13,165	13,213	12,583

Scope of disclosure: The Nisshin Oillio Group, Ltd., Settsu Inc., Daito Cacao Co., Ltd.

* Scope: Edible oils and seasonings of The Nisshin Oillio Group, Ltd.

Plant Resources/Nature Conservation

Raw material procurement

Approach to sustainable raw material procurement

As a supplier of the key ingredients and energy that underpins the supply of food in Japan, we strive to build a supply chain that will remain dependable into the future by using sustainably produced raw materials and by always respecting the gravity of our responsibility to deliver quality products to customers.

It is important that any initiative to ensure the procurement of raw materials is environmentally-conscious and sustainable all the way along the supply chain. Based on this recognition, we established The Nisshin Oillio Group Basic Procurement Policy in 2018, which is used as a guideline for procurement activities for raw materials, services, etc. handled by the Group. With regard to the major raw materials procured by the Group, we also formulated the Palm Oil Procurement Policy in 2018 and the Soybean Procurement Policy and Cacao Procurement Policy in 2022 to address social and environmental issues throughout the entire supply chain.

For further information on our procurement policies:

https://www.nisshin-oillio.com/english/sustainability/sustain/procurement_policy.html

Identification of major raw materials

Major raw materials		Major sources of procurement
Agricultural and forestry resources	Soybean	United States, Brazil
	Rapeseed	Canada, Australia
	Palm oil	Malaysia, Indonesia
	Cacao	Ghana, Côte d'Ivoire, Nigeria
	Olive oil	Italy, Spain
	Sesame	Nigeria, Burkina Faso

Initiatives to reduce environmental and social risk associated with major raw materials

■ Palm oil

The Group manufactures frying oil, margarine and shortening, confectionery fats and other products using palm oil-based raw materials produced primarily in Malaysia and Indonesia. Palm oil is easily processable and produces a high per-unit yield. For this reason, it is used widely in a range of products, including foods, cosmetics, and chemical products and has become the most produced and used vegetable oil in the world. To make the production and consumption of this palm oil more sustainable, we must meet the social demand to conserve the natural environment and ecosystems of the production areas and protect the human rights of the indigenous populations and the people working at the plantations. In 2018, we formulated the Palm Oil Procurement Policy and made our NDPE Declaration, which states that we shall not engage in deforestation or new development of peatland and that we shall not exploit indigenous people or workers.

In 2019, we formulated an action plan (revised in 2024) and have proceeded with efforts toward five aims: (1) establishing a traceable, transparent supply chain, (2) protecting forests and respecting human rights by helping small farmers increase their productivity and profitability, (3) promoting human rights efforts and collaboration with stakeholders, (4) reducing Scope 3 CO₂ emissions in the palm oil supply chain, and (5) implementing social contribution activities.

■ Soybean

In line with our Soybean Procurement Policy, we are making efforts to resolve issues throughout the supply chain, including environmental considerations in soybean production areas and continuous monitoring to gain an understanding of actual conditions. We are also a member of the Round Table on Responsible Soy Association (RTRS) and promote specific efforts, including utilizing certification systems.

■ Cacao

We work as a Group to resolve issues in line with our Cacao Procurement Policy. Daito Cacao, a commercial-use chocolate manufacturer and wholesaler, and a consolidated subsidiary of the Group, has joined the World Cocoa Foundation (WCF) and acquired Rainforest Alliance (RA) and other certifications in an effort to resolve societal and environmental issues in the cacao supply chain. We will continue further efforts in line with the action plan.

For further information on the action plan and its progress:

https://www.nisshin-oillio.com/english/sustainability/supply_chain/procurement_policy2.html

Sustainable procurement of raw materials [consolidated]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of certified oil*1	43.5	41.9	48.4	52.3	58.1
Percentage of certified palm oil*2	50.3	46.9	54.9	59.6	66.9
Percentage of RSPO certified oil (SG) in procured palm oil*2	—	46.8	49.6	51.1	56.3
Traceability to oil mills*3	98.4	98.3	99.0	98.8	99.6
Traceability to refineries	—	—	—	—	99.8
Palm oil traceability to plantations*4	—	—	68.5	90.9	92.7
Palm kernel oil traceability to plantations*4	—	—	30.5	72.7	90.9

*1 Percentage of total procurement of palm oil, palm kernel oil, fatty acids, and others certified by RSPO, MSPO, ISPO or other third party organizations. Data collected each calendar year.

*2 Palm oil (does not contain palm kernel oil, fatty acids, and others). Data collected each calendar year.

*3 Palm oil, palm kernel oil, fatty acids, and others. Data collected each calendar year.

*4 Data collected each calendar year.

Ratio of raw materials procured from areas with high water stress (as of March 2024)

	Evaluation results
Soybean	N/A
Palm oil	N/A

Biodiversity**Biodiversity policy**

The Nisshin Oillio Group Biodiversity Policy was formulated on December 22, 2023. Plants are the foundation of the value created by The Nisshin Oillio Group. To ensure the healthy growth of plants, it is essential to maintain harmony with environmental factors, such as climate, biological organisms, and water. By harnessing “The Natural Power of Plants” through our business operations, we aim to resolve societal challenges for the future. To achieve this, we are committed to promoting biodiversity conservation and restoration, striving to build a society in harmony with nature.

For further information on our biodiversity policy:

https://www.nisshin-oillio.com/english/sustainability/environment/biodiversity_policy.html

Social

Employment Status

Full-time employees

Number of full-time employees [consolidated]*

		FY2019	FY2020	FY2021	FY2022	FY2023
Total		—	2,930	2,991	3,004	3,121
By gender	Male	—	2,227	2,277	2,251	2,328
	Female	—	703	714	753	793
By region	Non-consolidated	1,250	1,290	1,309	1,305	1,339
	Domestic subsidiaries	—	878	841	834	843
	Overseas subsidiaries	—	762	841	865	939
	Europe & Americas	—	—	81	93	100
	Asia	—	—	760	772	839

* As of March 31 of each fiscal year

Breakdown of full-time employees [consolidated]*

(%)

		FY2019	FY2020	FY2021	FY2022	FY2023
By gender	Male	—	76.0	76.1	74.9	74.6
	Female	—	24.0	23.9	25.1	25.4
By region	Non-consolidated	—	44.0	43.8	43.4	42.9
	Domestic subsidiaries	—	30.0	28.1	27.8	27.0
	Overseas subsidiaries	—	26.0	28.1	28.8	30.1
	Europe & Americas	—	—	—	—	10.6
	Asia	—	—	—	—	89.4

* As of March 31 of each fiscal year

Number of non-regular employees [consolidated]*

		FY2019	FY2020	FY2021	FY2022	FY2023
Total		—	—	—	—	382
	Male	—	—	—	—	206
	Female	—	—	—	—	176

* As of March 31 of each fiscal year

Average number of years worked [non-consolidated]*

		FY2019	FY2020	FY2021	FY2022	FY2023
Total		19.2	19.2	19.1	18.9	18.5
	Male	19.6	19.6	19.7	19.6	19.2
	Female	18.0	17.3	16.8	16.5	16.0

* As of March 31 of each fiscal year

Average age [non-consolidated]*

		FY2019	FY2020	FY2021	FY2022	FY2023
Total		42.4	42.3	42.2	42.5	42.3
	Male	42.6	42.5	42.6	43.1	42.9
	Female	41.9	41.3	40.8	40.6	40.3

* As of March 31 of each fiscal year

Number of employees by age group [non-consolidated]*

	Total	Male	Female
Total	1,339	1,032	307
Under 30	309	220	89
30-39	235	190	45
40-49	320	236	84
50-59	471	382	89
60 and older	4	4	0

* As of March 31 of each fiscal year

Recruitment and turnover**Number of new recruits**

		FY2019	FY2020	FY2021	FY2022	FY2023	
Consolidated	Total	—	237	246	280	313	
	Male	—	159	179	188	221	
	Female	—	78	67	92	92	
Non-consolidated	By gender	Total	69	69	58	64	91
		Male	47	45	38	39	62
		Female	22	24	20	25	29
	By recruitment type	New graduates	49	56	53	47	61
		Mid-career	20	13	5	17	30

Number of resignations

		FY2019	FY2020	FY2021	FY2022	FY2023
Consolidated	Total	—	165	186	224	178
	Male	—	124	139	171	129
	Female	—	41	47	53	49
Non-consolidated	Total	40	28	35	68	62
	Male	34	22	27	52	49
	Female	6	6	8	16	13
	of which, resigned for personal reasons	22	10	13	31	24

Number of officers and managers

[Consolidated]*

		FY2019	FY2020	FY2021	FY2022	FY2023
Managers	Total	—	598	592	602	586
	Male	—	543	533	535	508
	Female	—	55	59	67	78

* As of April 1 of the subsequent fiscal year

[non-consolidated]*

		FY2019	FY2020	FY2021	FY2022	FY2023
Directors	Total	—	—	9	9	9
	Male	—	—	7	7	7
	Female	—	—	2	2	2
Audit & Supervisory Board Members	Total	—	—	4	4	4
	Male	—	—	3	3	3
	Female	—	—	1	1	1
Corporate Officers	Total	—	—	18	18	17
	Male	—	—	18	18	17
	Female	—	—	0	0	0
Managers	Total	280	283	278	286	287
	Male	270	270	264	268	266
	Female	10	13	14	18	21
Section Heads	Total	—	—	305	309	308
	Male	—	—	260	259	257
	Female	—	—	45	50	51

* As of March 31 of each fiscal year for Directors, Audit & Supervisory Board Members, and Corporate Officers, and as of April 1 of the subsequent fiscal year for Managers and Section Heads

Appropriate working hours

Working hours [non-consolidated]

(Hours)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total working hours	1,970.4	1,974.8	1,982.1	1,973.5	1,968.0

Average monthly non-statutory working hours (per person) [non-consolidated]

(Hours/month)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	15.3	14.0	14.6	14.6	14.5
Male	—	—	—	16.2	16.0
Female	—	—	—	10.5	10.4

Leave

Percentage of annual paid leave taken [non-consolidated]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	67.6	70.7	72.6	75.6	75.7
Male	65.3	69.0	71.0	73.3	73.6
Female	77.6	77.6	79.0	84.5	83.6

Active Participation by Diverse Human Resources

Basic policy on diversity and inclusion

Harnessing creativity rooted in diverse perspectives is essential for the sustainable growth of the Group. Our aim is to achieve diversity and create new value through the actions of diverse human resources, which we hope will lead to increased competitiveness and growth of our company.

In addition to increasing the recruitment of highly specialized human resources and improving the training opportunities for internal human resources, we are building a deep and expansive organizational structure that leverages diversity as a means to deliver better results. We are realizing this through the creation of an environment in which everyone, regardless of gender, age, nationality, or any other such attributes, has the same opportunity to participate in decision making and exhibit leadership, and by improving the quality of management in such a way that the individuality and strengths of each employee can be leveraged to maximize organizational capabilities.

Above all, a CSV goal was set to achieve a ratio of female managers of 20% (non-consolidated) by fiscal 2030 as part of efforts to promote the active participation of women in the workplace. In addition to actively recruiting women and supporting their career development, we are creating environments geared toward both fulfillment and comfort at work by supporting balance between work and family care, institutionalizing flexible work styles that lead to higher productivity, and more.

External evaluation

Platinum Kurumin Certification



Eruboshi Certification



Promoting active participation by women

Ratio of female officers [non-consolidated]*

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Directors	—	—	22.2	22.2	22.2
Audit & Supervisory Board Members	—	—	25.0	25.0	25.0
Corporate Officers	—	—	0	0	0

* As of March 31 of each fiscal year

Ratio of female managers [consolidated]*

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Managers	—	9.2	10.0	11.1	13.3

* As of April 1 of the subsequent fiscal year

Ratio of female managers [non-consolidated]*

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Managers	3.6	4.6	5.0	6.3	7.3
Section Heads	—	—	14.8	16.2	16.6

* As of April 1 of the subsequent fiscal year

Nationality

Number of foreign national, full-time employees*

		FY2019	FY2020	FY2021	FY2022	FY2023
Consolidated	Total	—	87	71	85	85
	Male	—	74	57	76	79
	Female	—	13	14	9	6
Non-consolidated	Total	4	5	6	5	5
	Male	4	4	4	5	5
	Female	0	1	2	0	0

* "Foreign national" refers to people whose nationality is a country other than the country in which their company is located

Number of senior managers recruited from local communities [overseas Group companies]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total number of overseas Group company officers	42	41	42	41	43
Number of local officers	7	7	6	5	5

Ratio of senior managers recruited from local communities [overseas Group companies]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Ratio of local officers	16.7	17.1	14.3	12.2	11.6

People with disabilities**Number of people with disabilities** [non-consolidated]*1,2

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	34	36	39	41	40

*1 The Nisshin Oillio Group, Ltd. and a designated special subsidiary

*2 Calculated based on the statutory employment rate

Ratio of people with disabilities [non-consolidated]*1,2

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	2.38	2.44	2.58	2.70	2.55

*1 The Nisshin Oillio Group, Ltd. and a designated special subsidiary

*2 Calculated based on the statutory employment rate

Systems to deal with diversifying lifestyles [non-consolidated]

Hourly leave	Up to 40 hours of annual paid leave may be taken in the form of hourly leave
Half-day leave	Up to 20 half days of annual paid leave may be taken in the form of half-day leave
Accumulated paid leave	May be taken in cases of extended periods of absence from work due to personal injury/illness and/or for reasons of nursing care or treatment (illness, fertility treatment, etc.)
System for honoring employees for years of dedicated service	Giving awards and commemorative gifts, etc., for every 10 years of service
Childcare leave system	Can be taken until the child enters elementary school Encouraging male employees to take childcare leave (in principle, should be taken by all employees) Note: Five days with pay from the start of the childcare leave
Short-time work system	Working hours can be shortened until the child completes the third grade of elementary school
Nursing care leave system	If an employee has a family member requiring nursing care, the leave can be taken up to three times for a total of up to 365 days
Volunteer leave system	Employees participating in volunteer activities approved by the Company may take up to six days annually
Re-employment system (1) Re-employment system for employees who have resigned after leaves of absence, etc. (2) "Comeback" employment system	(1) A re-employment system for employees who left the Company for reasons of marriage, childbirth/childcare, work transfer of spouse, nursing care, etc. (five years after resigning) (2) A re-employment system for those who wish to utilize their experience and re-enter the workforce, regardless of the reason for their resignation

Childcare/nursing care system utilization results**Number of employees taking childcare leave**

		FY2019	FY2020	FY2021	FY2022	FY2023
Domestic Group companies*	Total	—	52	48	61	68
	Male	—	13	19	27	32
	Female	—	39	29	34	36
Non-consolidated	Total	23	32	32	40	50
	Male	1	7	10	14	22
	Female	22	25	22	26	28

* The Nisshin Oillio Group, Ltd., and domestic subsidiaries

Rate of employees taking childcare leave [non-consolidated]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Male	—	—	33.3	70.0	84.0
Female	—	—	100.0	100.0	100.0

Number of employees using short-time work system

		FY2019	FY2020	FY2021	FY2022	FY2023
Domestic Group companies*	Total	—	110	70	68	70
	Male	—	2	2	3	3
	Female	—	108	68	65	67
Non-consolidated	Total	41	41	46	46	50
	Male	0	0	0	0	1
	Female	41	41	46	46	49

* The Nisshin Oillio Group, Ltd., and domestic subsidiaries

Number of employees taking nursing care leave

		FY2019	FY2020	FY2021	FY2022	FY2023
Domestic Group companies*	Total	—	3	0	0	1
	Male	—	3	0	0	1
	Female	—	0	0	0	0
Non-consolidated	Total	0	0	0	0	1
	Male	0	0	0	0	1
	Female	0	0	0	0	0

* The Nisshin Oillio Group, Ltd., and domestic subsidiaries

Senior employees**Number of employees using the re-employment system [non-consolidated]***

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	16	16	20	31	33

* People who want to be re-employed after retirement age during the applicable fiscal year

Rate of people using the re-employment system [non-consolidated]*

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	100	100	100	100	100

* Rate of people re-employed out of those who want to be re-employed after retirement age during the applicable fiscal year

Other**Number of employees awarded for years of dedicated service [non-consolidated]***

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	82	119	140	119	76

* Number of people awarded for years of dedicated services during the applicable fiscal year

Status of participation in the employee stock ownership plan [non-consolidated]

	FY2022	FY2023
Number of participants	414	599
Participation rate	31.8%	44.9%

Human Resources Development

Personnel system

We introduced a new personnel system in October 2023 based on the basic principle of “Value Up employees and organizations with their diverse strengths,” and reformed the performance assessment, benefits, and human resource development systems to empower all employees to aim higher and achieve growth and success. Our goals are to maximize everyone’s motivation and skills and achieve more targeted human resource management.

Human resources development program

Amid the swiftly changing business environment, and as strategic themes become more sophisticated and problems become increasingly complex to solve, we must further enhance and solidify the capabilities of each individual, including highly specialized personnel and those who underpin solid, unshakable practical capacities. We have a policy of prioritizing human resource development—known as the principle of education first—and have long positioned it as an important management theme and made it a part of our corporate structure. We will spread this good culture throughout the Group and actively invest in human resources to realize Vision 2030.

Examples of initiatives

■ Cultivating global human resources

As part of its aim to become a global top provider of oils and fats solutions, the Company has launched a Global Human Resources Registration System for registering employees who will play an active role on the global stage. This system is based on voluntary applications from employees, and is used to register candidate employees for duties related to expanding the Group’s global business. In addition to the system being used for placing employees, it is also utilized to provide registered employees with educational programs based on their experience overseas and language skills.

■ Building a foundation for promoting digital strategies

Aiming to harness digital technology to transform our business model and promote innovative business reforms, the Company provides training for its employees to improve their digital knowledge and skills and foster a mindset conducive to promoting the use of digital technology. In fiscal 2023, to meet diverse learning needs and improve digital literacy, we had employees take 20 to 30 hours of e-learning courses over roughly 18 months on a wide range of topics, from basic understanding of DX to more advanced digital skills, analytical skills, and thinking skills. In the future, we will also provide specialized training to certain employees to develop the people who will be the driving force behind promoting the use of digital technology.

■ Strengthening management skills

We provide training for the people in charge of managing organizations to shift their focus to management that draws out the individuality and initiative of their subordinates, and to improve their skills in supporting career development.

Development of human resources and building a career path (in Japanese only):

https://www.nisshin-oillio.com/company/sustainability/human_management/career/

Education and training

Education and training costs [non-consolidated]

(Millions of yen)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	99	43	67	92	160

Education and training costs per employee [non-consolidated]

(Thousands of yen)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	—	—	—	68	80

Participation in employee skills improvement programs

Number of registrants in the Global Human Resources Registration System [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	—	—	—	38	43

Status of periodic personnel interviews [non-consolidated] (%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	—	—	—	100	100

Number of users of educational support systems relating to qualification acquisition and language learning [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	—	—	145	184	291

Occupational Health and Safety

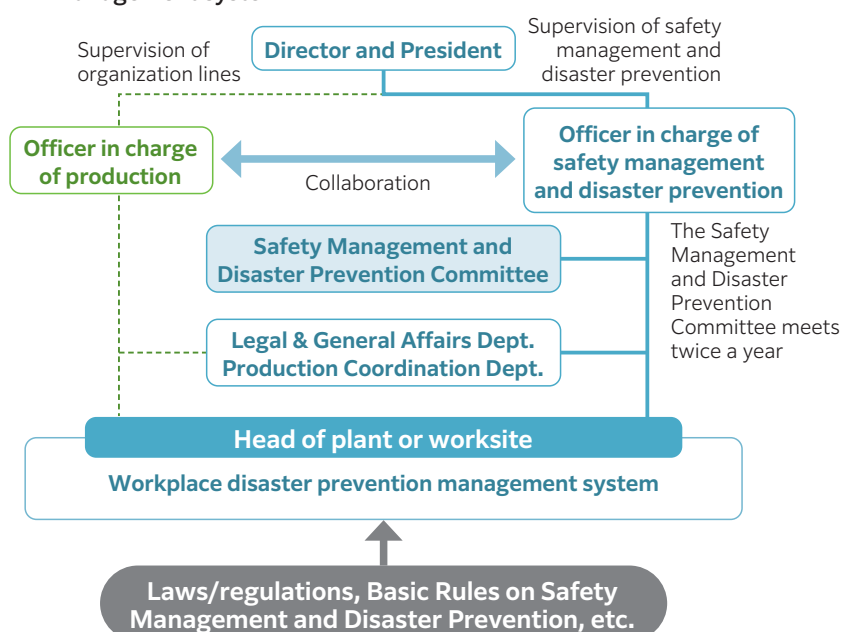
Safety, occupational health, and disaster prevention systems

The Company has put in place an officer in charge of safety management and disaster prevention to oversee safety and disaster management across the Company. We have also built a Company-wide disaster prevention system centered on the Safety Management and Disaster Prevention Committee along with a workplace disaster prevention system. In addition, we have built an emergency response system, and as part of this we conduct regular comprehensive disaster prevention drills and training sessions in order to help prevent accidents from occurring and to prepare for the unlikely event of a disaster.

Basic Rules on Safety Management and Disaster Prevention

Our Production and R&D Departments have formulated the Basic Rules on Safety Management and Disaster Prevention to use as a basic framework for safety and disaster management. Each of our workplaces implements safety and disaster management that reflects its local and regional characteristics in accordance with these rules.

■ Management system



■ Basic principles behind Basic Rules on Safety Management and Disaster Prevention

1. Basic Principles

**Don't let it happen!
Don't let it spread!
Recover quickly!**

- Ensure the safety of all on-site workers and visitors, creating a safe and secure workplace
- Ensure solid foundations for the launching of businesses maintaining stable operations and shipping systems
- Maintain and improve levels of social trust by securing the operations of business partners and maintaining a sense of security for the local community

Implementation of risk management in safety and disaster risk reduction

The Company identifies important risks on an annual basis and manages them through the Risk Management Committee on a Groupwide basis. In fiscal 2023, we identified two specific risks at our production plants and have since taken measures to mitigate them.

■ Identified risks and initiatives to mitigate risk

Identified risks	Initiatives to mitigate risk
① Large-scale accidents (e.g., fires, explosions)	<ul style="list-style-type: none"> • Make proactive efforts to ensure that information on past instances of disasters is passed on as a measure to prevent reoccurrence. • Review and update rules regarding the use of fire as part of measures to help prevent outbreaks originating from electronic devices. • Continue to manage the maintenance of disaster prevention equipment (per the details set out in emergency inspection in fiscal 2022) as a measure to mitigate against disasters.
② Earthquakes, tsunamis, and extreme weather (storm, flood damage, etc.)	<ul style="list-style-type: none"> • Update what is written for “extreme weather events,” phenomena that are increasing in scale, as a measure for ensuring quick recovery from disasters. • Review the criteria for making decisions in an emergency as a measure to ensure that businesses can continue to operate. • Plan and implement various types of drills and training as a measure to help prevent panic in the event of an emergency.

Training for disasters/emergencies

Each business unit conducts a comprehensive disaster drill every year, led by the self-defense disaster prevention team. Basic activities in the drill include initial responses to outbreaks of fire, measures to prevent its spread, prevention of oil spills, and rescue operation. We are making concerted efforts together with public fire departments and other local businesses to maintain and improve our readiness for dealing with disasters that may occur at any time.

Number of people participating in disaster readiness training (cumulative total) [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Head Office	261	300	288	328	314
Yokohama Isogo Complex	1,200	2,528	1,886	2,146	1,998
Nagoya Plant	254	169	331	472	329
Sakai Plant	449	443	332	324	270
Mizushima Plant	730	497	401	336	340

Number of people taking part in mandatory safety training [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	44	61	123	112	137

Status of workers' compensation cases

Number of workers' compensation cases [non-consolidated]*

	FY2019	FY2020	FY2021	FY2022	FY2023
Yokohama Isogo Complex	0	0	0	2	0
Nagoya Plant	0	0	0	0	0
Sakai Plant	0	0	0	0	0
Mizushima Plant	0	0	0	0	0

* Employee basis, for accidents resulting in industrial accidents requiring time off work of four days or more

Accidents involving loss of life [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	0	0	0	0	0

Ratio of deaths [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	0	0	0	0	0

(%)

Record consecutive accident-free period

Number of consecutive days without an accident [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Yokohama Isogo Complex	1,086	1,451	1,816	116	482
Nagoya Plant	416	781	1,146	1,511	1,877
Sakai Plant	8,323	8,688	9,053	9,418	9,784
Mizushima Plant	3,081	324	353	718	1,084

Number of hours without an accident [non-consolidated]

(1,000 hours)

	FY2019	FY2020	FY2021	FY2022	FY2023
Yokohama Isogo Complex	2,790	3,780	4,780	340	1,430
Nagoya Plant	306	583	871	1,164	1,456
Sakai Plant	4,383	4,596	4,804	5,011	5,212
Mizushima Plant	1,741	180	183	363	511

Labor Relations

Labor union

Labor union enrollment rate and totals [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total enrolled	—	—	—	—	1,150
Enrollment rate	100%	100%	100%	100%	100%

Health Management

Health management initiatives

Employees are the Company's greatest asset, and we believe that maintaining and improving the physical and mental health of our employees and their families is an important investment in our management. Accordingly, we established the Health Management Declaration in 2017.

We believe that healthy employees are the foundation of corporate management, and are essential for improving performance, preventing productivity loss due to illness, and providing customers with a stable supply of safe, reliable products.

We have established three key measures: preventing lifestyle diseases, promoting smoking cessation, and supporting mental health, and are making efforts to prevent diseases, improve dietary habits, help employees to quit smoking, and promote exercise and communication.

The system for promoting these measures is led by the Health and Productivity Management Dept., a dedicated organization for promoting health management headed by top management, and the entire Company works together to promote initiatives while collaborating with our offices, health insurance union, and others.

Health management initiatives (in Japanese only):

https://www.nisshin-oillio.com/company/sustainability/health_management/

External evaluation

Certified as a Health & Productivity Management Outstanding Organization 2024 (White 500)



Health checkup participation rate [non-consolidated]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	100	100	100	100	100

Stress check participation rate [non-consolidated]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	96.3	95.7	97.5	97.5	98.4

Number of participants in walking events*

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	459	568	531	452	441

* Total number of participants in walks organized by The Nisshin Oillio Group health insurance union to prevent lifestyle-related diseases, and in online walking events for the Group’s officers and employees

Ratio of smokers [non-consolidated]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	24.0	22.8	21.9	21.2	20.4

Ratio of employees who regularly exercise [non-consolidated]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	37.7	35.9	37.1	37.0	45.8

Human Rights

The Group’s approach to human rights efforts

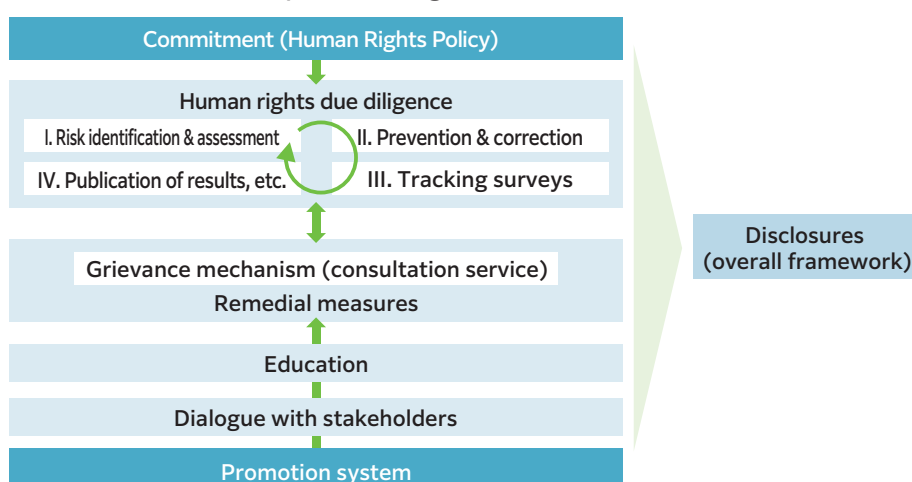
Recognizing that our business may directly or indirectly affect human rights in our supply chain, we promote Groupwide efforts to respect human rights in line with the United Nations Guiding Principles on Business and Human Rights.

We respect human rights as defined in the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work.

Our main human rights framework comprises commitments under our Human Rights Policy, human rights due diligence for the Group and our supply chain, and remedial measures under our grievance mechanism, and we publish the details of our efforts on our website as appropriate.

We also consider it important to use training to inculcate an understanding of the importance of respect for human rights among the Group’s management and employees, and to understand and respond to the ideas and needs of stakeholders through dialogue with them.

■ Overview of the Group’s human rights efforts



Human rights policy

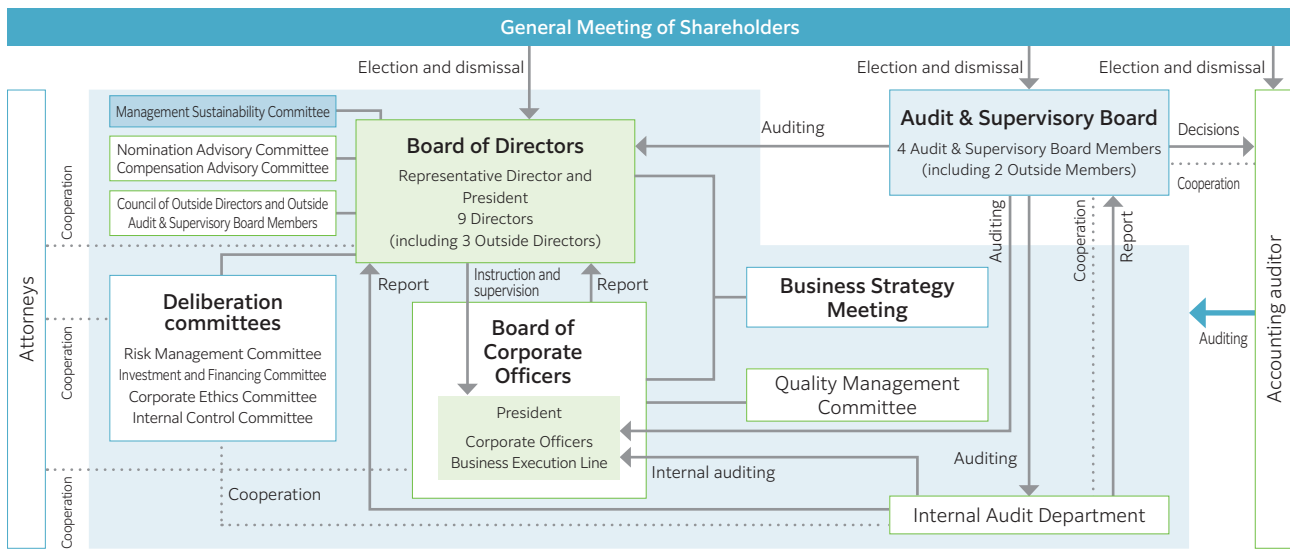
On March 25, 2022, we established The Nisshin Oillio Group Human Rights Policy, and are promoting human rights efforts throughout our supply chain.

The Nisshin Oillio Group Human Rights Policy:

https://www.nisshin-oillio.com/english/sustainability/human_rights/

Promotion system

Basic policies, strategies, and measures regarding human rights issues are approved by the Board of Directors after deliberation by the Management Sustainability Committee, which is chaired by the Representative Director and President and comprises mainly Directors.



- Notes
1. The Management Sustainability Committee comprises seven Directors and one Managing Officer, and is chaired by the Representative Director and President.
 2. Standing Audit & Supervisory Board Members attend Management Sustainability Committee, Risk Management Committee, and Internal Control Committee meetings as well as Business Strategy Meetings as observers.
 3. In addition to the above, meetings are established to ensure the effectiveness of audits, including regular information exchange and sharing between standing Audit & Supervisory Board Members and corporate staff departments.

Identifying human rights risks (status of human rights due diligence)

(1) Policy

In accordance with the process advocated in the UN Guiding Principles on Business and Human Rights, the Ministry of Economy, Trade and Industry's Guidelines on Respecting Human Rights in Responsible Supply Chains, and other publications, we identify and assess human rights risks throughout our supply chain and implement human rights due diligence efforts while receiving advice from outside experts.

(2) Status of implementation

In fiscal 2022, after seeking the opinions of outside experts, we classified the Group's supply chain into agricultural, general manufacturing, and non-manufacturing sectors, and analyzed human rights risks by assessing each of the internationally required human rights based on severity and likelihood of occurrence.

We also created a Self Assessment Questionnaire (SAQ) with reference to the ILO Declaration, UN Global Compact, ETI Base Code, and the like and administered it to Group companies. Based on the results of this survey and other information, we have established The Nisshin Oillio Group Human Rights Guidelines, which set out standards to be observed by Group companies.

In light of the Group's human rights risks, in fiscal 2023, we established The Nisshin Oillio Group Supplier Guidelines and took steps to inform everyone about them. We then administered the SAQ to roughly 40 high-priority manufacturing

contractors in terms of impact on our business, marketability and regional characteristics, the existence or absence of legal regulations, and the like, and received responses from all of them. We also visited two of these companies to explain and discuss The Nisshin Oillio Group Human Rights Policy and engage in other forms of dialogue.

Although the results of the SAQ and dialogue did not reveal any new severe human rights risks, we will continue our efforts to identify and improve on human rights issues in our supply chain through ongoing surveys and dialogue.

[The Nisshin Oillio Group Supplier Guidelines](https://www.nisshin-oillio.com/english/sustainability/sustain/supplier_guideline/)

https://www.nisshin-oillio.com/english/sustainability/sustain/supplier_guideline/

Additionally, Malaysian subsidiary Intercontinental Specialty Fats Sdn. Bhd. promotes human rights efforts through engagement with palm plantations and oil mills. With the support of Earthworm (an NPO), they worked with Ferrero and KULIM, one of the Group’s main sourcing plantations, to conduct a survey on the work environments of plantation workers and the hiring of foreign workers, and identified issues to be addressed for improvements in the future. They also hold workshops for small and medium-sized oil mills—direct suppliers—to promote understanding of NDPE and MSPO revision points, and to assist them in acquiring certification.

(3) Future plans

In light of the Group’s human rights risks, in fiscal 2024, we will further promote human rights due diligence efforts targeting suppliers of soybean, rapeseed, palm oil, and other high-priority raw materials as well as key logistics-related suppliers that supply the Group’s products.

Human rights grievance hotline and remedial measures

In accordance with the Group’s Palm Oil Procurement Policy, the Company and Intercontinental Specialty Fats Sdn. Bhd. (Malaysia) operate a grievance hotline and disclose the information we receive from this hotline on our respective websites.

[The Nisshin Oillio Group, Ltd.](https://www.nisshin-oillio.com/company/sustainability/sustain/pdf/Nisshin_Oillio_Grievance_Procedure.pdf)

https://www.nisshin-oillio.com/company/sustainability/sustain/pdf/Nisshin_Oillio_Grievance_Procedure.pdf

[Intercontinental Specialty Fats Sdn. Bhd.](https://isfsb.com/grievances/)

<https://isfsb.com/grievances/>

We have also established The Nisshin Oillio Group Corporate Ethics Hotline for whistleblowing and other internal reporting systems. The hotline also covers requests for consultation and reports regarding human rights.

Education

We will inculcate our human rights policy and human rights efforts among the Group’s management and employees through training, briefings, and other means. In fiscal 2022, we held a briefing on the Group’s human rights efforts for representatives of, and people in charge of and responsible for practical operations at Group companies. In fiscal 2023, we provided human rights training to a total of 303 employees. We will continue to view human rights efforts as part of the foundation of our human resource development efforts and promote Company-wide educational programs for our employees.

Number of employees who underwent training on human rights [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	—	254	143	156	303

Dialogue with stakeholders

To ensure that the Group remains trusted by all stakeholders, we will promote dialogue with stakeholders and incorporate their recommendations into future human rights efforts.

Food Safety and Quality Control

Approach to food safety and quality control

As part of its responsibility as a manufacturer of foodstuffs to provide customers with safe products, the Group operates a quality assurance system that aims to guarantee safety across each of its processes—from research and development to raw-material procurement, manufacturing, and sales—and to ensure environmentally conscious practices. The Group uses this system to make continuous improvements to its operations. Our policy on quality is defined through our Core Commitment, through which all employees are committed to keep providing products that meet our customers' needs. By engaging in measures to ensure thorough hygiene management and to prevent contamination at our production plants in particular, we are working to ensure safety in our operations.

Quality management system

In operating our unique quality management system, Oillio QMS, the Company is building a system for delivering safe and secure high-quality products and services to customers. The Quality Management Committee, a deliberation committee established by the Board of Corporate Officers, identifies management issues related to quality assurance, and deliberates on and monitors implementation of the Group's policies and measures, while supervising the Oillio QMS.

To strengthen quality management, the Group established common regulations, including rules to involve the management of each Group company in quality management and the maintenance in conformity with quality-related laws and regulations. We will improve the entire Group's level of quality management and strengthen the quality management system through clarification and compliance with the rules.

For more information on quality assurance activities and quality assurance systems, please visit the Company website (in Japanese only):

<https://www.nisshin-oillio.com/company/safety/quality>

Certifications

Number of companies in the Group that have obtained certification [consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
ISO 9001	5	5	5	4	4
HACCP	1	1	1	1	1
AIB	3	3	1	1	1
ISO 22000	0	1	1	1	1
FSSC 22000	6	6	6	6	6
GMP	3	3	3	3	3
Halal	4	4	4	4	4
Kosher	3	3	3	3	3
ISO 17025	1	1	1	1	1

Note: The results for each fiscal year are calculated using the latest data at the time of preparing this data book.

Status of quality audits

Number of citations in audits [non-consolidated]

		FY2019	FY2020	FY2021	FY2022	FY2023
Internal quality audits	Citations for improvement	9	3	22	5	7
	Proposals for improvement	42	26	57	29	47
Periodic inspections (external)	Citations for improvement	0	0	0	0	0
	Proposals for improvement	21	21	22	50	27

Number of citations for food quality violations by government agencies or other external bodies [non-consolidated]

We received no notifications of food safety violations in fiscal 2023.

Consultations from customers

Number of references made to customer service [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	17,151	13,677	13,485	13,990	13,176
Inquiries	16,170	12,802	12,739	13,322	12,569
Citations	546	489	354	383	274
Opinions/requests	435	386	392	285	333

Breakdown of inquiry details [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	16,170	12,802	12,739	13,322	12,569
Product features, method of use, etc.	9,231	6,937	7,006	7,781	7,039
Sales stores and how to purchase	2,025	1,261	1,286	1,174	1,327
Questions about shelf life	2,040	1,812	1,702	1,820	1,701
Questions related to product quality	717	661	860	736	513
Requests for materials, samples, etc.	643	541	511	526	517
Other	1,514	1,590	1,374	1,285	1,472

Marketing [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of non-compliance cases with industry or regulatory labeling/marketing codes	N/A	N/A	N/A	N/A	N/A
Total amount of financial loss due to legal measures related to labeling/marketing practices	N/A	N/A	N/A	N/A	N/A

Social Contribution [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023	
Number of participants in factory tours of Yokohama Isogo Complex* ¹ [non-consolidated]	Total	10,027	0	0	0	2,944
	Ordinary consumers	5,183	0	0	0	1,367
	Students	3,737	0	0	0	832
	PTAs	292	0	0	0	0
	Business partners	596	0	0	0	652
	Visitors from overseas	219	0	0	0	93
Number of participants in WFP Walk the World (charity walk)* ² [domestic Group companies]	124	0	28	36	29	
Number of charity lunch meals* ³ [domestic Group companies]	524	517	460	501	511	
Number of participants in local cleanup activities, etc.* ⁴	716	279	445	100	308	
Number of participants in environmental preservation activities* ⁵	60	0	0	11	52	

*1 Factory tours were cancelled from fiscal 2020 to fiscal 2022 to prevent the spread of COVID-19

*2 A charity walk event held by the UN World Food Programme to eradicate starvation. We did not participate in fiscal 2020 in an effort to prevent the spread of COVID-19

*3 A charity event in the employee cafeteria

*4 Total number of participants in cleanup activities in the vicinity of our locations or communities near the Company's Yokohama Isogo Complex, Nagoya Plant, Sakai Plant, Mizushima Plant, Daito Cacao Co., Ltd. and Settsu, Inc.

*5 Total number of participants in beach cleanup activities (Yokohama Isogo Complex) and forest preservation activities (Yokohama Isogo Complex). Not held since fiscal 2020 in an effort to prevent the spread of COVID-19

Governance

Governance Structure

Directors

Number of Directors [non-consolidated]*

		FY2019	FY2020	FY2021	FY2022	FY2023
Total		8	9	9	9	9
Inside	Total	6	6	6	6	6
	Male	6	6	6	6	6
	Female	0	0	0	0	0
Outside	Total	2	3	3	3	3
	Male	1	1	1	1	1
	Female	1	2	2	2	2

* After the General Meeting of Shareholders held in the subsequent fiscal year

Number of Independent Outside Directors [non-consolidated]*

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	2	3	3	3	3

* After the General Meeting of Shareholders held in the subsequent fiscal year

Audit & Supervisory Board Members

Number of Audit & Supervisory Board Members [non-consolidated]*

		FY2019	FY2020	FY2021	FY2022	FY2023
Total		4	4	4	4	4
Inside	Total	2	2	2	2	2
	Male	2	2	2	2	2
	Female	0	0	0	0	0
Outside	Total	2	2	2	2	2
	Male	1	1	1	1	1
	Female	1	1	1	1	1

* After the General Meeting of Shareholders held in the subsequent fiscal year

Corporate Officers

Number of Corporate Officers [non-consolidated]*

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	18	17	18	17	18
Female	0	0	0	0	0
Foreign nationals	1	1	0	0	0

* After the General Meeting of Shareholders held in the subsequent fiscal year

Board of Directors

Chair of the Board of Directors [non-consolidated]*

	FY2019	FY2020	FY2021	FY2022	FY2023
Chair	President	President	President	President	President

* After the General Meeting of Shareholders held in the subsequent fiscal year

Duration of appointment as director [non-consolidated] (Years)

	FY2019	FY2020	FY2021	FY2022	FY2023
Duration of appointment	1	1	1	1	1

Number of Board of Directors meetings held [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	12	11	13	12	12

Attendance rate at Board of Directors meetings [non-consolidated] (%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	97.8	99.2	99.4	99.3	98.7
Directors	96.7	100.0	99.1	100.0	99.1
Audit & Supervisory Board Members	100.0	97.5	100.0	97.7	97.9

Audit & Supervisory Board**Number of Audit & Supervisory Board meetings held** [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	20	19	19	19	19

Attendance rate at Audit & Supervisory Board meetings [non-consolidated] (%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	100.0	98.5	100.0	98.5	98.6

Compensation Advisory Committee**Number of members of the Compensation Advisory Committee** [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total*	5	6	6	6	6
Outside Directors	2	3	3	3	3
Outside Audit & Supervisory Board Members	2	2	2	2	2

* Including one chair

Chair of the Compensation Advisory Committee [non-consolidated]*

	FY2019	FY2020	FY2021	FY2022	FY2023
Chair	Representative Director and President	Representative Director and President	Representative Director and President	Representative Director and President	Outside Director

* As of April 1 of the subsequent fiscal year

Number of Compensation Advisory Committee meetings held [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	2	3	4	3	3

Attendance rate at Compensation Advisory Committee meetings [non-consolidated] (%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	100.0	100.0	95.8	100.0	94.4
Outside Directors	100.0	100.0	100.0	100.0	100.0
Outside Audit & Supervisory Board Members	100.0	100.0	87.5	100.0	100.0

Nomination Advisory Committee

Number of members of the Nomination Advisory Committee [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total*	4	4	4	4	4
Outside Directors	3	3	3	3	3

* Including one chair

Chair of the Nomination Advisory Committee [non-consolidated]*

	FY2019	FY2020	FY2021	FY2022	FY2023
Chair	Representative Director and President	Representative Director and President	Representative Director and President	Representative Director and President	Outside Director

* As of April 1 of the subsequent fiscal year

Number of Nomination Advisory Committee meetings held [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	—	2	4	2	2

Attendance rate at Nomination Advisory Committee meetings [non-consolidated]

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	—	100.0	100.0	100.0	100.0
Outside Directors	—	100.0	100.0	100.0	100.0

Compensation for Directors and Audit & Supervisory Board Members

Directors (excluding Outside Directors)

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total amount of compensation	Millions of yen	272	249	260	283	300
Total amount of compensation by type	Basic compensation (fixed compensation)	Millions of yen	191	179	179	178
	Bonuses (performance-linked compensation)	Millions of yen	53	50	59	68
	Stock-based compensation (non-monetary compensation)	Millions of yen	27	19	22	37
Number of eligible people	People	8	6	7	6	6

Audit & Supervisory Board Members (excluding Outside Audit & Supervisory Board Members)

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total amount of compensation	Millions of yen	42	42	42	42	42
Total amount of compensation by type	Basic compensation (fixed compensation)	Millions of yen	42	42	42	42
	Bonuses (performance-linked compensation)	Millions of yen	—	—	—	—
	Stock-based compensation (non-monetary compensation)	Millions of yen	—	—	—	—
Number of eligible people	People	3	2	2	3	2

Outside Directors

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total amount of compensation	Millions of yen	21	29	32	32	32
Total amount of compensation by type	Basic compensation (fixed compensation)	Millions of yen	21	29	32	32
	Bonuses (performance-linked compensation)	Millions of yen	—	—	—	—
	Stock-based compensation (non-monetary compensation)	Millions of yen	—	—	—	—
Number of eligible people	People	3	3	3	4	3

Outside Audit & Supervisory Board Members

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total amount of compensation		Millions of yen	14	14	14	16	16
Total amount of compensation by type	Basic compensation (fixed compensation)	Millions of yen	14	14	14	16	16
	Bonuses (performance-linked compensation)	Millions of yen	—	—	—	—	—
	Stock-based compensation (non-monetary compensation)	Millions of yen	—	—	—	—	—
Number of eligible people		People	3	3	2	2	2

Compliance

Basic approach to compliance

The Group considers compliance as more than merely complying with laws and regulations, but also with business ethics and societal norms. As such, the Code of Conduct of The Nisshin Oillio Group is positioned as a set of action guidelines for both complying with societal norms and realizing the Group's Corporate Philosophy. All officers and employees of The Nisshin Oillio Group have a full and complete understanding of the Code of Conduct, and actively conduct business operations with a strong sense of responsibility. As members of society, we comply with all relevant laws and regulations, and behave in a manner that conforms to societal ethics and conventional wisdom.

Compliance Challenge*1 participation rate

(%)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total*2	99.7	99.7	99.7	99.5	100.0

*1 Initiatives using a quiz format to ask about compliance case studies using the Company intranet and other means.

*2 Scope: Domestic consolidated subsidiaries, designated special subsidiary, ISF

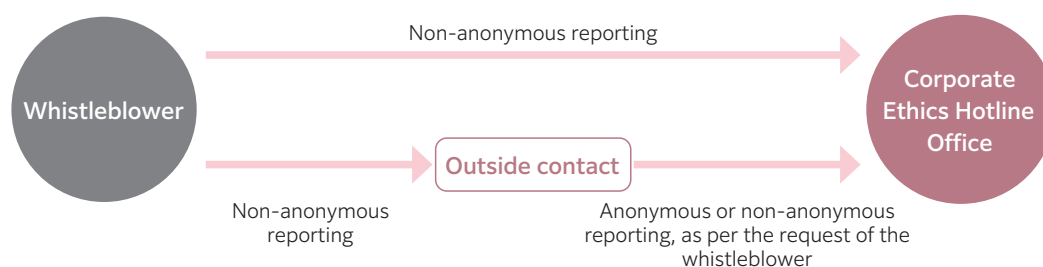
Whistleblowing system

Group corporate ethics system

In addition to the standard organization reporting routes, the Group has also established The Nisshin Oillio Group Corporate Ethics Hotline. The hotline enables employees throughout the Group, including subsidiaries, to directly provide management with important information about legal or corporate ethics violations. This hotline has proven useful for promoting compliance with corporate ethics and legal matters within the Group.

The Group takes due care to protect the privacy of whistleblowers, and responds with strict action on a corporate level against any unfavorable treatment of or retribution against them.

The Nisshin Oillio Group Corporate Ethics Hotline



Number of serious violations of laws and regulations [non-consolidated]

	FY2019	FY2020	FY2021	FY2022	FY2023
Total	0	0	0	0	0
Cases that resulted in fines or fees	0	0	0	0	0
Cases that resulted in non-economic sanctions	0	0	0	0	0