



"The Natural Power of Plants"

The Nisshin Oillio Group, Ltd.

SUSTAINABILITY Data Book
2023

Editorial Policy

The Nisshin Oillio Group has issued the Integrated Report 2023 with the aim of presenting a comprehensive picture of the Group's corporate value. The Sustainability Data Book 2023 complements the Integrated Report 2023 and contains detailed ESG performance data aligned with The Nisshin Oillio Group Vision 2030.

Scope of reporting

The scope of this data book is based on the entire Group: The Nisshin Oillio Group and its consolidated subsidiaries (domestic and foreign). In cases where the scope of coverage differs, it is indicated as such for each item.

Period covered

FY2022 (April 1, 2022 – March 31, 2023)

Some of the initiatives are outside the above time period.

Date of issue

September 29, 2023

Guidelines referenced

- GRI Sustainability Reporting Guidelines in 2016
- Environmental Reporting Guidelines (2018) by the Ministry of the Environment of Japan
- SASB Standards
- TCFD 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 on a consolidated basis, it is referred to as the "Group." The abbreviation (ISF) is used, in some cases, for Intercontinental Specialty Fats Sdn. Bhd.

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Websites

Corporate information	https://www.nisshin-oillio.com/english/
Shareholder/investor information	https://www.nisshin-oillio.com/english/inv/
Sustainability	https://www.nisshin-oillio.com/english/sustainability/
Previous reports	https://www.nisshin-oillio.com/company/sustainability/report/

Company Overview

		Scope of disclosure	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Net sales		Consolidated	¥ million	343,059	333,416	336,306	432,778	556,565
Operating profit		Consolidated	¥ million	12,948	13,133	12,324	11,670	16,186
Net sales by business segment*	Oil and Fat	Consolidated	%	—	—	79.2	82.1	84.1
	Processed Food and Materials			—	—	15.8	13.4	11.7
	Fine Chemical			—	—	4.2	3.9	3.7
	Other			—	—	0.8	0.6	0.5
Net sales composition	The Nisshin Oillio Group, Ltd.	Consolidated	%	51.4	51.4	51.4	51.1	53.3
	Domestic subsidiaries			30.1	31.5	30.3	26.3	23.2
	Overseas subsidiaries			18.5	17.1	18.3	22.6	23.5
Number of production bases		Consolidated	—	—	—	6 countries, 9 companies, 13 bases	6 countries, 8 companies, 12 bases	6 countries, 8 companies, 12 bases

* Previously, the reporting segments were classified as: "Oil, Meal, and Processed Food," "Processed Oil and Fat," and "Fine Chemical." However, to align with the business strategies in the medium-term management plan, Value Up+, the segments have been changed to "Oil and Fat," "Processed Food and Materials," and "Fine Chemical."

Environment

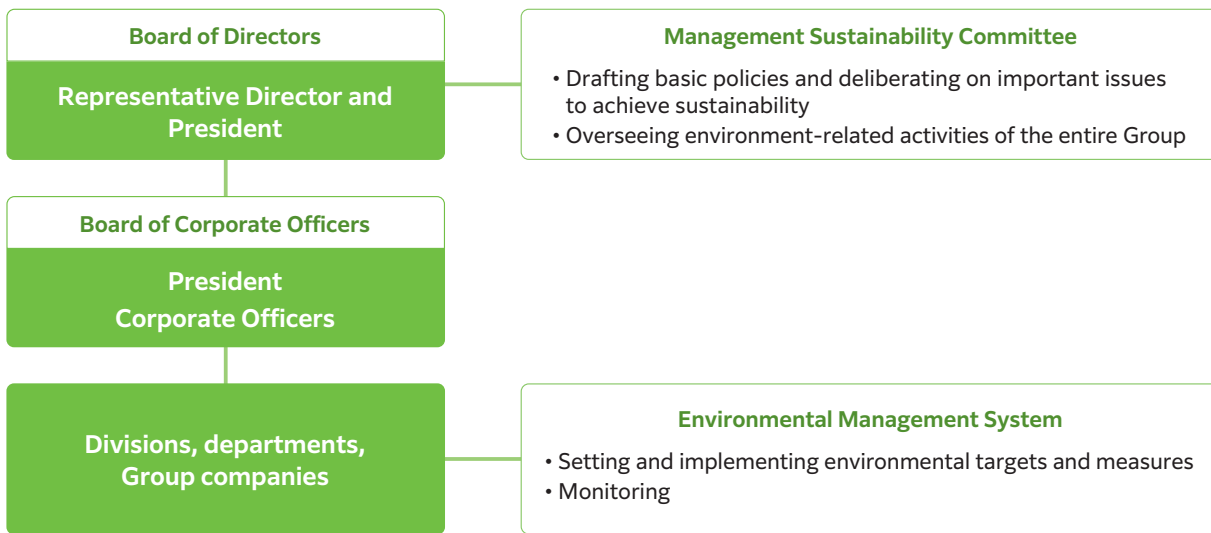
Environmental Management

Environmental management promotion system

The Group has established the Management Sustainability Committee to set our environmental policies with the aim of realizing the Group’s sustainable growth and the sustainable development of society and to oversee environment-related activities throughout the entire Group. In accordance with the policies, each division/department office, business site, and Group company has built an environmental management system with which it sets, executes, and monitors 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



Initiatives policy



For further information on our global environment initiatives (in Japanese only):
<https://www.nisshin-oillio.com/company/sustainability/environment/index.html>

Status of environmental management system certification

Certification	Date obtained	Organization
ISO 14001	September 2009 (multisite integrated certification)	The Nisshin Oillio Group, Ltd. Yokohama Isogo Complex, Nagoya Plant, Sakai Plant, Mizushima Plant Delivery Centers (Otaru, Tohoku Ishinomaki, Fukuoka)
	February 2013	Industrial Quimica 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*	Daito Cacao Co., 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]

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of fines for major environment-related matters	Cases	0	0	0	0	0

Third-Party Audit [non-consolidated]

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Third-Party Audit	—	No	No	Yes*1	Yes*2	To be carried out

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

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

Prevention of Global Warming

Greenhouse gas (GHG)

GHG emissions

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Scope 1 + 2*	t-CO ₂	358,465	344,061	340,249	337,099	328,857
Scope 1*	t-CO ₂	248,177	242,495	249,449	244,745	243,902
of which, non-consolidated	t-CO ₂	156,864	148,393	151,004	144,285	141,679
Scope 2 (market standards)*	t-CO ₂	110,288	101,566	90,800	92,353	84,954
of which, non-consolidated	t-CO ₂	31,765	21,099	10,131	12,277	12,829
GHG emission intensity per unit of production volumes*	t-CO ₂ /t	0.135	0.128	0.128	0.121	0.117
Carbon offset	t-CO ₂	—	6.2	66.0	66.0	70.0

Scope of disclosure:

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

* Figures for Scope 1 + 2, Scope 1, Scope 2 (market standards), and GHG emission per unit of production for fiscal 2021 have been revised as a result of a revision we made to our calculation method.

Supply chain GHG emissions

(t-CO₂)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Scope 1 + 2 + 3*	—	—	4,831,511	4,811,915	5,081,228
Scope 1	—	—	245,341	240,820	240,160
Scope 2 (market standards)*	—	—	83,008	82,845	77,171
Scope 3 (total)	—	—	4,503,162	4,488,250	4,763,897
of which, non-consolidated	—	—	3,688,121	3,595,538	3,910,140
Category 1	—	—	3,856,360	3,801,466	4,089,650
Category 2	—	—	15,082	55,530	11,739
Category 3	—	—	130,827	128,657	133,522
Category 4	—	—	335,676	332,552	363,664
Category 5	—	—	11,205	12,220	10,631
Category 6	—	—	160	163	182
Category 7	—	—	348	354	400
Category 8	—	—	N/A	N/A	N/A
Category 9	—	—	63,200	68,742	64,897
Category 10	—	—	43,045	43,820	44,396
Category 11	—	—	18,370	17,019	17,577
Category 12	—	—	28,857	27,678	27,184
Category 13	—	—	32	49	54
Category 14	—	—	N/A	N/A	N/A
Category 15	—	—	N/A	N/A	N/A

Scope of disclosure:

- The Nisshin Oillio Group, Ltd., Intercontinental Specialty Fats Sdn. Bhd. The two companies account for 96% 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

* Figures for Scope 1 + 2 + 3 and Scope 3 (categories 1, 3, 4, 5, 12 and Scope 3 total) for fiscal 2020 and fiscal 2021, and Scope 1 and Scope 2 (market standards) for fiscal 2021 have been revised as a result of a revision we have made to our calculation method.

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

- Calculated by using the latest emission factors at the time of preparing this data book.

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**

- AGRIBALYSE, ACYVIA & Ecoinvent database
- UK Government's GHG Conversion Factors for Company Reporting, DEFRA (2022). etc. are used for calculations.

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 Nisshin Oillio, 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 manufactures to further improve logistics operations.

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
CO ₂ emissions in logistics* ¹	t-CO ₂	23,394	23,789	23,811	23,153	23,902
Energy consumption per unit in transportation and delivery of oils and fats* ¹	%	—	—	—	0.0137	0.0135
Rate of modal shift* ²	%	55	52	52	51	51
Ratio of co-distribution functions* ³	%	8	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.

Energy management

Total energy consumption

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total energy consumption	GJ	5,857,984	5,791,049	6,079,055	5,997,055	6,052,030
of which, non-consolidated	GJ	3,505,167	3,415,099	3,163,263	3,144,591	3,112,515
Ratio of natural energy to electricity* ¹	%	0	0	0.2	0.8	1.3
Energy consumption per unit of production* ²	GJ/t	2.21	2.16	2.29	2.15	2.16

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

*1 [(2)+(3)]/Electricity total

*2 Total energy consumption/Production volume

By energy type

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Electricity	Electricity total	1,000 kWh	157,497	132,725	130,871	136,802	141,686
	(1) Purchased electricity	1,000 kWh	157,497	132,725	130,627	135,775	139,829
	(2) Electricity from solar power	1,000 kWh	0	0	244	1,026	2,103
	(3) Electricity from other natural resources	1,000 kWh	0	0	0	0	0
Fuel oil	Fuel Oil A (JIS)	KL	950	41	0	0	0
	Fuel Oil C (JIS)	KL	12,614	0	0	0	0
Gas	Liquefied natural gas	t	14,147	26,981	27,137	25,898	25,337
	City gas	1,000 Nm ³	37,935	37,994	43,170	41,571	41,118
	Natural gas	1,000 Nm ³	29,482	30,410	31,989	31,953	33,311
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 Quimica Lasem, S.A.U.

Emissions of air pollutants and chemical substances

Emissions of NOx and other substances [non-consolidated]

(Metric tons)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Nitrogen oxides (NOx)	160	145	138	136	137
Sulfur oxides (SOx)	25	8	7	7	7
PRTR substances (Emissions and transfers of Class I Designated Chemical Substances)	1,115	1,022	882	882	874

Establishment of Resource Recycling

Water management

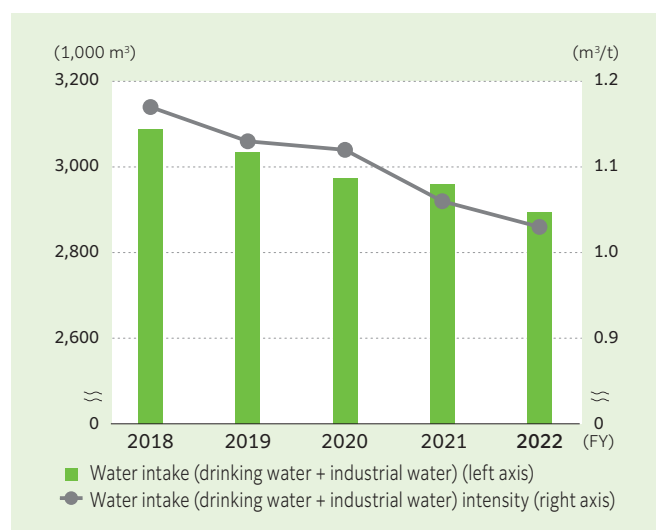
Initiatives to reduce water-related risks

■ 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 2022 at reducing consumption by 15.6%.

Our processing plants use water in the production 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

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total water intake	m ³	11,704,300	11,689,901	11,634,021	11,738,397	11,859,979
Drinking water and industrial water	m ³	3,088,018	3,034,799	2,973,969	2,958,399	2,893,249
Seawater	m ³	8,616,282	8,655,102	8,660,052	8,779,998	8,966,730
River water	m ³	0	0	0	0	0
Groundwater	m ³	0	0	0	0	0
Total waste water volume	m ³	2,708,329	2,585,858	2,490,014	2,392,241	1,982,562
Sewers	m ³	0	0	0	0	0
Sea/ocean regions	m ³	2,708,329	2,585,858	2,490,014	2,392,241	1,982,562
Rivers	m ³	0	0	0	0	0
Others	m ³	0	0	0	0	0
Water intake per unit of production	m ³ /t	1.17	1.13	1.12	1.06	1.03

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

Statistics on water consumption [non-consolidated]

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total water intake (Drinking water and industrial water)	m ³	2,280,288	2,252,999	2,183,978	2,142,482	2,001,978
Total waste water volume	m ³	2,421,083	2,267,505	2,195,781	2,069,730	1,640,106
Water intake per unit of production	m ³ /t	1.10	1.07	1.07	1.01	0.92
Total COD emissions	t	104	116	70	58	26
Phosphorous	t	2	2	2	1	2
Total nitrogen emissions	t	9	8	10	10	9

Water intake from areas with high water stress

Item	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 Quimica 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]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
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 production 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.

Raw materials used

(Metric tons)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Raw materials used	2,606,900	2,695,013	2,826,566	2,854,412	2,937,780

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

Production volumes

(Metric tons)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Production volumes	2,646,056	2,679,165	2,651,877	2,791,208	2,798,834
of which, non-consolidated	2,067,008	2,107,350	2,044,830	2,124,499	2,166,303

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

Waste generated

(Metric tons)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total waste	21,617	23,398	24,309	20,898	20,889
of which, volume recycled	21,597	23,381	24,233	20,859	20,862
of which, volume of landfill	19	17	77	39	27
Recycling rate	99.9%	99.9%	99.7%	99.8%	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

One of the CSV goals of Vision 2030 is to reduce our use of plastic containers and packaging and to promote resource recycling. We are engaged initiatives centered on the three pillars: (1) Reducing plastic usage; (2) Promoting the use of recycled and plant-derived materials; and (3) Establishing 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 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)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Glass	8,700	8,866	9,285	8,456	7,582
Plastic*	11,689	12,946	14,175	13,660	14,347
Metal	11,595	11,920	9,815	10,171	9,639
Paper	12,641	12,967	13,637	13,165	13,213

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

* Until FY2018, The Nisshin Oillio Group, Ltd. has covered only edible oils for household-use. From FY2019 onwards, seasonings are also covered.

Conservation of Plant Resources / Nature

Raw material procurement

Approach to sustainable raw material procurement

As a supplier of key materials and energy that supports Japan’s food supply, we strive to build a stable supply chain by using raw materials that are produced in a sustainable manner, and always focus on the quality of our products right up to delivery to our 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 Sourcing Policy” in 2018 and the “Soybean Sourcing Policy” and “Cacao Sourcing Policy” in 2022 to address social and environmental issues throughout the entire supply chain.

Identification of major raw materials

Major raw materials		Major sources of procurement
Agricultural and forestry resources	Soy	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

■ Sustainable procurement of palm oil

The Group manufactures frying oil, margarine and shortening, and oils and fats for chocolate 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 Sourcing Policy” and made our NDPE announcement, 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 and have been (1) promoting the sustainable procurement of palm oil; (2) reducing risk and improving conditions at mills by performing risk evaluations and engaging with suppliers; (3) disclosing information to ensure transparency; and (4) improving employee awareness regarding matters of sustainability.

For further information for the action plan and its progress: https://www.nisshin-oillio.com/english/sustainability/supply_chain/procurement_policy2.html

Climate change-induced risks and opportunities associated with major raw materials

Recognizing that addressing climate change, which has a major impact on plant growth, is an important management theme, the Group endorsed the recommendations of the TCFD in 2021. We analyze the medium- to long-term risks and opportunities associated with climate change, including its financial impact. We considered and identified risks and opportunities in the TCFD recommendations based on scenario analysis assuming a world in which the temperature has risen by 2°C and 4°C since the Industrial Revolution.

■ Climate-related risks

The 4°C scenario includes increasing procurement costs as a result of lower raw-material production linked to the greater frequency and severity of natural disasters. In the latter case, it is also expected that there would be reduced capacity to supply our products and corresponding declines in sales due to such incidents as flooding and power outages at production plants caused by typhoons or other disasters.

■ Climate-related opportunities

Procurement of raw materials could possibly remain stable under both the 2°C and 4°C scenarios, as both scenarios should not cause significant reduction in the growth of the raw materials that we use.

For further information: <https://www.nisshin-oillio.com/english/sustainability/tcfd>

Sustainable procurement of raw materials [consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Volume of certified palm oil sourced* ¹	43.8	43.5	41.9	48.4	52.3
Certified sustainable palm oil* ²	53.3	50.3	46.9	54.9	59.6
Ratio of RSPO certified oil (SG) in sourced palm oil* ²	—	—	46.8	49.6	51.1
Traceability to mill* ³	96.1	98.4	98.3	99.0	98.8
Palm oil traceability to plantation* ⁴	—	—	—	68.5	90.9
Palm kernel oil traceability to plantation* ⁴	—	—	—	30.5	72.7

*1 Ratio 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

Item	Evaluation results
Soy	N/A
Palm oil	N/A

Social

Employment Status

Full-time employees

Number of full-time employees [consolidated]*

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Total		—	—	2,930	2,991	3,004
By gender	Male	—	—	2,227	2,277	2,251
	Female	—	—	703	714	753
By region	Non-consolidated	1,225	1,250	1,290	1,309	1,305
	Domestic subsidiaries	—	—	878	841	834
	Overseas subsidiaries	—	—	762	841	865

* As of March 31 of each fiscal year

Breakdown of full-time employees [consolidated]*

(%)

Item		FY2018	FY2019	FY2020	FY2021	FY2022
By gender	Male	—	—	76.0	76.1	74.9
	Female	—	—	24.0	23.9	25.1
By region	Non-consolidated	—	—	44.0	43.8	43.4
	Domestic subsidiaries	—	—	30.0	28.1	27.8
	Overseas subsidiaries	—	—	26.0	28.1	28.8

* As of March 31 of each fiscal year

Average number of years worked [non-consolidated]*

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Total		19.3	19.2	19.2	19.1	18.9
Male	Male	19.4	19.6	19.6	19.7	19.6
	Female	18.6	18.0	17.3	16.8	16.5

* As of March 31 of each fiscal year

Average age [non-consolidated]*

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Total		42.3	42.4	42.3	42.2	42.5
Male	Male	42.4	42.6	42.5	42.6	43.1
	Female	42.1	41.9	41.3	40.8	40.6

* As of March 31 of each fiscal year

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

Item		Total	Male	Female
Total		1,305	1,014	291
Under 30	Under 30	277	201	76
	30-39	228	183	45
	40-49	340	247	93
	50-59	458	381	77
	60 or older	2	2	0

* As of March 31 of each fiscal year

Recruitment and turnover

Number of new recruits

Item		FY2018	FY2019*	FY2020*	FY2021	FY2022	
Consolidated	Total	—	—	237	246	280	
	Male	—	—	159	179	188	
	Female	—	—	78	67	92	
Non-consolidated	By gender	Total	54	69	69	58	64
		Male	45	47	45	38	39
		Female	9	22	24	20	25
	By recruitment type	New graduates	40	49	56	53	47
		Mid-career	14	20	13	5	17

* The figures for fiscal 2019 and fiscal 2020 have been revised in line with a change in the calculation method used.

Number of resignations

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Consolidated	Total	—	—	165	186	224
	Male	—	—	124	139	171
	Female	—	—	41	47	53
Non-consolidated	Total	43	40	28	35	68
	Male	35	34	22	27	52
	Female	8	6	6	8	16
	of which, resigned for personal reasons	24	22	10	13	31

Number of officers and managers

[Consolidated]*

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Managers	Total	—	—	598	592	602
	Male	—	—	543	533	535
	Female	—	—	55	59	67

* As of April 1 of the subsequent fiscal year; each fiscal year

[Non-consolidated]*

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Directors	Total	—	—	—	9	9
	Male	—	—	—	7	7
	Female	—	—	—	2	2
Audit & Supervisory Board Members	Total	—	—	—	4	4
	Male	—	—	—	3	3
	Female	—	—	—	1	1
Corporate Officers	Total	—	—	—	18	18
	Male	—	—	—	18	18
	Female	—	—	—	0	0
Managers	Total	265	280	283	278	286
	Male	255	270	270	264	268
	Female	10	10	13	14	18
Section Heads	Total	—	—	—	305	309
	Male	—	—	—	260	259
	Female	—	—	—	45	50

* 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]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total working hours	1,968.8	1,970.4	1,974.8	1,982.1	1,973.5

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

(Hour/month)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	15.3	15.3	14.0	14.6	14.6
Male	—	—	—	—	16.2
Female	—	—	—	—	10.5

Leave

Ratio of employees taking annual paid leave [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	63.7	67.6	70.7	72.6	75.6
Male	60.6	65.3	69.0	71.0	73.3
Female	75.1	77.6	77.6	79.0	84.5

Active Participation of Diverse Human Resources

Basic policy on diversity and inclusion

Creativity based on 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 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% by fiscal 2030 as part of efforts to promote the active participation of women in the workplace. We are proactively hiring female employees, supporting women's career development, and creating a working environment where women can play active roles under the "action plan for promoting the active participation of females."

Promoting the active participation of women

Ratio of female officers [non-consolidated]*

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Directors	—	—	—	22.2	22.2
Audit & Supervisory Board Members	—	—	—	25.0	25.0
Corporate Officers	—	—	—	0	0

* As of March 31 of each fiscal year

External evaluation

Platinum Kurumin Certification



Eruboshi Certification



Ratio of female managers [consolidated]*

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Managers	—	—	9.2	10.0	11.1

* As of April 1 of the subsequent fiscal year; each fiscal year

Ratio of female managers [non-consolidated]*

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Managers	3.8	3.6	4.6	5.0	6.3
Section Heads	—	—	—	14.8	16.2

* As of April 1 of the subsequent fiscal year; each fiscal year

Nationality**Number of foreign-national, full-time employees***

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Consolidated	Total	—	—	87	71	85
	Male	—	—	74	57	76
	Female	—	—	13	14	9
Non-consolidated	Total	4	4	5	6	5
	Male	4	4	4	4	5
	Female	0	0	1	2	0

* Foreign-national refers to those of a nationality other than the country in which the company is located

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total number of overseas group company officers	40	42	41	42	41
Number of local officers	7	7	7	6	5

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

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Ratio of local officers	17.5	16.7	17.1	14.3	12.2

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	32	34	36	39	41

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

*2 Calculated based on the method under the system used for people with disabilities

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

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	2.29	2.38	2.44	2.58	2.70

*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 enters 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	A re-employment system for employees who leave the Company for reasons of marriage, childbirth/childcare, work transfer of spouse, nursing care, etc.

Childcare / nursing care system utilization results

Number of employees taking childcare leave

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Domestic group companies*	Total	—	—	52	48	61
	Male	—	—	13	19	27
	Female	—	—	39	29	34
Non-consolidated	Total	26	23	32	32	40
	Male	2	1	7	10	14
	Female	24	22	25	22	26

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

Rate of employees taking childcare leave [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Male	—	—	—	33.3	70.0
Female	—	—	—	100.0	100.0

Number of employees using short-time work system

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Domestic group companies*	Total	—	—	110	70	68
	Male	—	—	2	2	3
	Female	—	—	108	68	65
Non-consolidated	Total	39	41	41	46	46
	Male	0	0	0	0	0
	Female	39	41	41	46	46

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

Number of employees taking nursing care leave

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Domestic group companies*	Total	—	—	3	0	0
	Male	—	—	3	0	0
	Female	—	—	0	0	0
Non-consolidated	Total	0	0	0	0	0
	Male	0	0	0	0	0
	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]*

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	11	16	16	20	31

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

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

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
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]*

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	111	82	119	140	119

* 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]

Item	FY2022
Number of participants	414
Participation rate	31.8%

Human Resources Development

Personnel system

In October 2023, the Company will introduce a new personnel system that will form the basis of an energetic organizational culture, aiming to build a strong relationship of trust between the Company and employees. The basic philosophy of the new personnel system is to “boost the value of employees and organizations through their diverse strengths.” For all our employees to aim high and demonstrate their individuality in realizing growth and results, we are making reforms focused on goal management/evaluation systems, systems for compensating employees, and education and training systems. We will seek to draw out to the maximum extent the ambition and capabilities of each employee, enabling the Group to realize an even more in-depth form of human resources management.

Human resources development program

For many years, the Company has positioned human resources development as one of its most important management issues. Based on the principle of giving topmost priority to educational opportunities, the Company is committed to developing and demonstrating employee capabilities and is undertaking initiatives aimed at fostering strong individuals and maximizing organizational capabilities.

Examples of initiatives

■ Development of global human resources

As part of its aim to “become a global top provider of oils and fats solutions,” the Group has launched a global human resources 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. This is put to use to encourage the employees to improve their capabilities and to work to their fullest potential.

■ Building the foundations for promoting DX

With the aim of laying the foundations for a transformation of business model and for innovative reform of business operations, the Company is implementing an educational program in which all employees of the Company will participate. It is designed to improve their knowledge and skills regarding utilization of digital technologies and for fostering a mindset that will help deliver digital transformation.

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]

(¥ million)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	96	99	43	67	92

Education and training costs per employee [non-consolidated]

(¥ thousand)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	—	—	—	68

Status of participation in employee skills improvement programs

Number of registrants in the global human resources registration system [non-consolidated]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	—	—	—	38

Status of periodic personnel interviews [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	—	—	—	100

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	—	—	145	164

Occupational Health and Safety

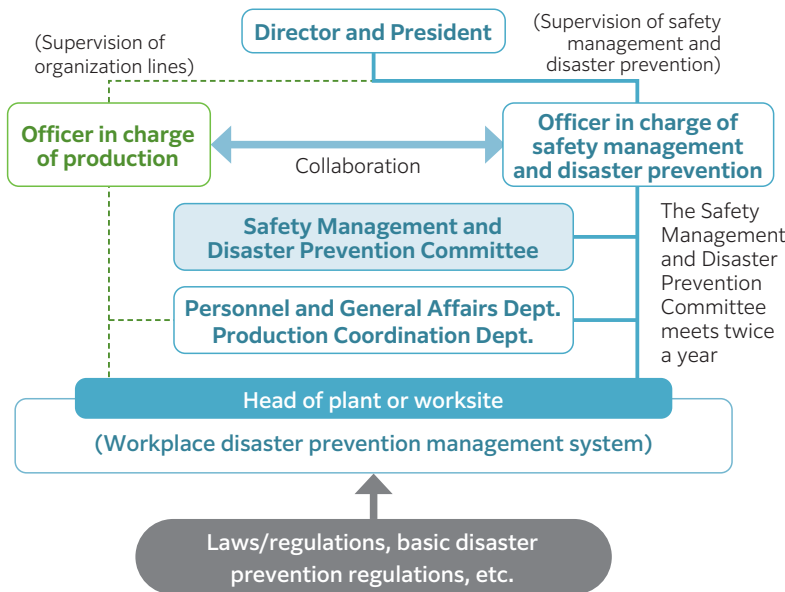
Safety, occupational health, and disaster prevention systems

The Company has put in place a Safety Management and Disaster Prevention Officer 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/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/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 employees 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

The Company identifies important risks on an annual basis and manages them through the Risk Management Committee on a Groupwide basis. In fiscal 2022, we identified two specific risks at our production sites and have since taken measures to mitigate them.

■ Identified risks and initiatives to mitigate risk

Identified risks	Initiatives to mitigate risk
<p>① Large-scale accidents (fire, explosion, etc.)</p>	<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.
<p>② Earthquakes, tsunamis, and extreme weather (storms, flood damage, etc.)</p>	<ul style="list-style-type: none"> • Update what is written for “extreme weather,” a phenomenon which is 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]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Head office	234	261	300	288	328
Yokohama Isogo Complex	1,500	1,200	2,528	1,886	2,146
Nagoya Plant	572	254	169	331	472
Sakai Plant	443	449	443	332	324
Mizushima Plant	500	730	497	401	336

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	156	44	61	123	112

Status of workers' compensation case

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Yokohama Isogo Complex	0	0	0	0	2
Nagoya Plant	1	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]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	0	0	0	0	0

Ratio of deaths [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	0	0	0	0	0

Record consecutive accident-free period

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Yokohama Isogo Complex	720	1,086	1,451	1,816	116
Nagoya Plant	50	416	781	1,146	1,511
Sakai Plant	7,957	8,323	8,688	9,053	9,418
Mizushima Plant	2,715	3,081	324	353	718

Number of hours without an accident [non-consolidated]

(1,000 hours)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Yokohama Isogo Complex	1,820	2,790	3,780	4,780	340
Nagoya Plant	35	306	583	871	1,164
Sakai Plant	4,178	4,383	4,596	4,804	5,011
Mizushima Plant	1,548	1,741	180	183	363

Labor Relations

Labor union

Labor union participation rate [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	100	100	100	100	100

Health and Productivity Management

Health management initiatives

The Company's greatest asset is its employees, and we believe that maintaining and improving the physical and mental wellbeing of employees and their families is an important investment in terms of the Company's management. For that reason, in 2017, we formulated the "Health Management Declaration."

Healthy employees are the foundation of corporate management and something that we believe is essential in order to improve performance, to help protect against drops in productivity as a result of illnesses, and to ensure that safe and secure products are provided to customers in a stable fashion.

We have established three key measures: "prevention of lifestyle diseases," "promotion of ways to quit smoking," and "mental wellbeing," and are making efforts to prevent diseases, improve dietary habits, help employees to quit smoking, and promote exercise and communication.

In terms of a system for promoting these measures, the top level of management has been tasked with ultimate responsibility for ensuring the promotion of health management practices, with the whole Company structure working in collaboration with the Health and Productivity Management Department, a designated department, in particular, as well as our various worksites, the health insurance union, etc.

Health management initiatives (in Japanese only):

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

External evaluation

Certified as Health and Productivity Management Organization 2023



2023
健康経営優良法人
Health and productivity
ホワイト500

Health checkup participation rate [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	100	100	100	100	100

Stress check participation rate [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	97.7	96.3	95.7	97.5	97.5

Number of participants of walking event*

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	384	459	568	531	452

* 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 Company's officers and employees

Ratio of smokers [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	24.5	24.0	22.8	21.9	21.2

Ratio of employees who regularly do exercise [non-consolidated]

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	35.7	37.7	35.9	37.1	37.0

Human Rights

The Group's approach to human rights

The Company recognizes that its business may, directly or indirectly, exert an impact on human rights. To ensure respect for the human rights of all people involved in our business, we established The Nisshin Oillio Group Human Rights Policy, which promotes initiatives to respect human rights throughout the Group in accordance with the United Nations Guiding Principles on Business and Human Rights.

The Group respects human rights as stipulated under the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work.

In the event of conflict between internationally recognized definitions of human rights and the laws of particular countries or regions, we will pursue methods that maximize respect for internationally recognized principles on human rights.

The Nisshin Oillio Group Human Rights Policy:

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

Human rights promotion system

A Management Sustainability Committee, chaired by the Representative Director and President and composed primarily of Directors, was established to discuss human rights initiatives from a variety of perspectives. The initiatives are then presented to the Board of Directors.

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

(1) Initiatives policy

In accordance with the processes advocated for in the “United Nations Guiding Principles on Business and Human Rights” and The Ministry of Economy, Trade and Industry’s (METI) “Guidelines on Respecting Human Rights in Responsible Supply Chains,” the Group identifies and evaluates any negative impacts on human rights associated with the Group’s business operations and, based on the recommendations of external experts, implements due diligence aimed at mitigating any such risk to human rights.

(2) Implementation status

To better understand potential human rights issues, the Group formulated an SAQ (Self-Assessment Questionnaire) in fiscal 2022 with reference to the ILO Declaration, the standards set out in the UN’s Global Compact, and the ETI Base Code, which then were issued to Group companies based both in Japan and overseas. From the results of this survey, we categorized the Group’s business domains, including procurement, as agricultural, general manufacturing, and non-manufacturing. The Group outlined and analyzed human rights risks based on severity and likelihood in accordance with those human rights recognized internationally.

In addition, a road map was formulated for future human rights-related initiatives so that human rights issues may be dealt with with integrity and sincerity.

(3) Future plans

From fiscal 2023, the Group will proceed further with initiatives for human rights due diligence to better address any human rights-related issues identified within Group companies. The Group will also establish methods for conducting SAQs and on-site audits of suppliers, which will be conducted to strengthen traceability to our suppliers of raw materials.

Contact hotline for handling grievances related to human rights and relief measures

In line with the Group’s Palm Oil Sourcing Policy, the Group and Intercontinental Specialty Fats Sdn. Bhd. (Malaysia) operate a “grievance hotline” for handling grievances related to human rights. The information received through this hotline is made available online.

The Nisshin Oillio Group, Ltd.

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

Intercontinental Specialty Fats Sdn. Bhd.

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

The Group will continue to develop a contact point to receive complaints in the area of human rights from a wide range of stakeholders, not only with regard to palm oil-oriented transactions.

The Group has also established The Nisshin Oillio Group Corporate Ethics Hotline, which receives reports and provides consultation on matters related to human rights.

Human rights training

The Group seeks to ensure that management and employees are familiar with the concept of the human rights policy and the approach to respect human rights, through training, information briefing sessions, and other initiatives.

As part of Groupwide efforts to promote such initiatives, in fiscal 2022, we ran information briefing sessions on the Group’s initiatives related to human rights, targeting the management and people in charge of divisions/operations from each Group company. Moving forward, we are considering positioning human rights as one of the key pillars of our human resource systems in the employee education program.

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	—	254	143	156

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 sites 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>

Status of certification

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
ISO 9001	5	5	5	5	4
HACCP	1	1	1	1	1
AIB	3	3	3	1	1
ISO 22000	0	0	1	1	1
FSSC 22000	5	6	6	6	6
GMP	3	3	3	3	3
Halal	2	4	4	4	4
Kosher	2	3	3	3	3
ISO 17025	—	1	1	1	1

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

Quality audit status

Number of citations in audits [non-consolidated]

Item	FY2018	FY2019	FY2020	FY2021	FY2022	
Internal quality audit	Cited for improvement	0	9	3	22	5
	Proposed for improvement	25	42	26	57	29
Period inspection (external)	Cited for improvement	0	0	0	0	0
	Proposed for improvement	27	21	21	22	50

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

There was no notification of food safety violation in fiscal 2022.

Consultations from customers

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	20,539	17,151	13,677	13,485	13,990
Inquiries	19,456	16,170	12,802	12,739	13,322
Cited	492	546	489	354	383
Opinions/Requests	591	435	386	392	285

Breakdown of inquiry details [non-consolidated]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	19,456	16,170	12,802	12,739	13,322
Product features, method of use, etc.	10,859	9,231	6,937	7,006	7,781
Sales stores and how to purchase	2,684	2,025	1,261	1,286	1,174
Questions about shelf life	2,345	2,040	1,812	1,702	1,820
Questions related to product quality	1,003	717	661	860	736
Requests for materials, samples, etc.	644	643	541	511	526
Other	1,921	1,514	1,590	1,374	1,285

Marketing [non-consolidated]

	FY2018	FY2019	FY2020	FY2021	FY2022
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]

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of factory tours of Yokohama Isogo Complex*1 [non-consolidated]	Total	11,489	10,027	0	0	0
	Ordinary consumers	4,975	5,183	0	0	0
	Students	4,476	3,737	0	0	0
	PTAs	396	292	0	0	0
	Business partners	1,403	596	0	0	0
	Overseas	239	219	0	0	0
Number of participants in WFP Walk the World (charity walk)*2 [domestic group companies]	People	95	124	0	28	36
Number of charity lunch meals*3 [domestic group companies]	Number of meals	500	524	517	460	501
Number of participants in local cleaning activities, etc.*4	People	766	716	279	445	100
Number of participants in environmental preservation activities*5	People	63	60	0	0	11

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

*2 A charity walk event held by the UN World Food Programme to eradicate starvation. Did not participate in FY2020 so as to prevent the spread of COVID-19

*3 Charity event in the employee cafeteria

*4 Total number of participants in cleaning activities in peripheral areas of bases or communities near the Company's Yokohama Isogo Complex, Nagoya Plant, Sakai Plant, Mizushima Plant, Daito Cacao Co., Ltd. or Settsu, Inc.

*5 Total number of participants in beach clean-up activities (Yokohama Isogo Complex), forest preservation activities (Yokohama Isogo Complex) and corporate forest activities (Nagoya Plant). Not held after FY2020 so as to prevent the spread of COVID-19

Governance

Governance Structure

Directors

Number* of Directors [non-consolidated]

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Total		9	8	9	9	9
Internal	Total	7	6	6	6	6
	Male	7	6	6	6	6
	Female	0	0	0	0	0
External	Total	2	2	3	3	3
	Male	1	1	1	1	1
	Female	1	1	2	2	2

* Post General Meeting of Shareholders for each fiscal year

Number* of Independent Outside Directors [non-consolidated]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	2	2	3	3	3

* Post General Meeting of Shareholders for each fiscal year

Audit & Supervisory Board Members

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

Item		FY2018	FY2019	FY2020	FY2021	FY2022
Total		4	4	4	4	4
Internal	Total	2	2	2	2	2
	Male	2	2	2	2	2
	Female	0	0	0	0	0
External	Total	2	2	2	2	2
	Male	1	1	1	1	1
	Female	1	1	1	1	1

* Post General Meeting of Shareholders for each fiscal year

Corporate Officers

Number* of Corporate Officers [non-consolidated]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	15	18	17	18	17
Female	0	0	0	0	0
Foreign entities	1	1	1	0	0

* Post General Meeting of Shareholders for each fiscal year

Board of Directors

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Chair	President	President	President	President	President

* Post General Meeting of Shareholders for each fiscal year

Duration of appointment as director [non-consolidated]

(Year)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Duration of appointment	1	1	1	1	1

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	10	12	11	13	12

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

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	97.6	97.8	99.2	99.4	99.3
Directors	96.6	96.7	100.0	99.1	100.0
Audit & Supervisory Board Members	100.0	100.0	97.5	100.0	97.7

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	20	20	19	19	19

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

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	100.0	100.0	98.5	100.0	98.5

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total*	—	5	6	6	6
Outside Directors	—	2	3	3	3
Outside Audit & Supervisory Board Members	—	2	2	2	2

* Including one chairperson

Chair of the Compensation Advisory Committee [non-consolidated]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Chair	—	Representative Director and President	Representative Director and President	Representative Director and President	Representative Director and President

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	2	3	4	3

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

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	100.0	100.0	95.8	100.0
Outside Directors	—	100.0	100.0	100.0	100.0
Outside Audit & Supervisory Board Members	—	100.0	100.0	87.5	100.0

Nomination Advisory Committee

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total*	—	4	4	4	4
Outside Directors	—	3	3	3	3

* Including one chairperson

Chair of the Nomination Advisory Committee [non-consolidated]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Chair	—	Representative Director and President	Representative Director and President	Representative Director and President	Representative Director and President

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

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	—	2	4	2

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

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total	—	—	100.0	100.0	100.0
Outside Directors	—	—	100.0	100.0	100.0

Compensation for Directors and Audit & Supervisory Board Members

Directors (excluding Outside Directors)

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Total amount of compensation	¥ million	318	272	249	260	283	
Total amount of compensation by type	Basic compensation (fixed compensation)	¥ million	229	191	179	179	178
	Bonuses (performance-linked compensation)	¥ million	64	53	50	59	68
	Stock-based compensation (non-monetary compensation)	¥ million	24	27	19	22	37
Number of eligible people	People	8	8	6	7	6	

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

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total amount of compensation	¥ million	42	42	42	42	42
Total amount of compensation by type	Basic compensation (fixed compensation)	¥ million	42	42	42	42
	Bonuses (performance-linked compensation)	¥ million	—	—	—	—
	Stock-based compensation (non-monetary compensation)	¥ million	—	—	—	—
Number of eligible people	People	3	3	2	2	3

Outside Directors

Item		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total amount of compensation		¥ million	21	21	29	32	32
Total amount of compensation by type	Basic compensation (fixed compensation)	¥ million	21	21	29	32	32
	Bonuses (performance-linked compensation)	¥ million	—	—	—	—	—
	Stock-based compensation (non-monetary compensation)	¥ million	—	—	—	—	—
Number of eligible people		People	2	3	3	3	4

Outside Audit & Supervisory Board Members

Item		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total amount of compensation		¥ million	14	14	14	14	16
Total amount of compensation by type	Basic compensation (fixed compensation)	¥ million	14	14	14	14	16
	Bonuses (performance-linked compensation)	¥ million	—	—	—	—	—
	Stock-based compensation (non-monetary compensation)	¥ million	—	—	—	—	—
Number of eligible people		People	2	3	3	2	2

Compliance

Basic approach to compliance

The Group does not view compliance as mere adherence to laws and regulations, but rather as adherence to business ethics and even social norms. The Code of Conduct of The Nisshin Oillio Group is positioned as guidelines for the realization of the Group's Corporate Philosophy as well as for activities in compliance with social norms. All Directors, Corporate Officers, and employees of the Group have a full and complete understanding of the Code of Conduct, and actively promote business with a strong sense of responsibility. As members of society, we comply with all relevant laws and regulations, and conduct our activities in conformity with social ethics and common sense.

Compliance Challenge*¹ participation rate

(%)

Item	FY2018	FY2019	FY2020	FY2021	FY2022
Total* ²	99.9	99.7	99.7	99.7	99.5

*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

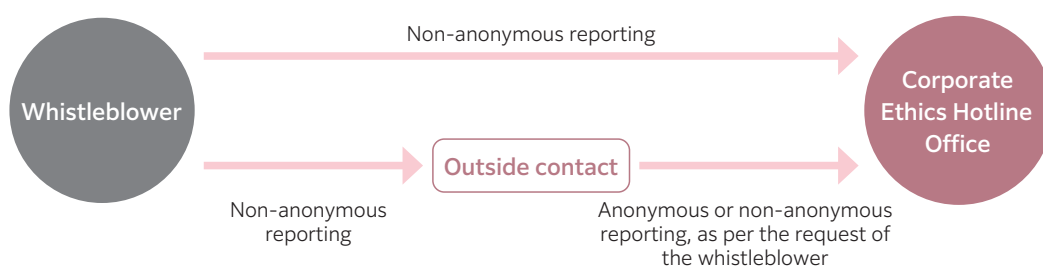
Whistleblowing system

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]

Item	FY2018	FY2019	FY2020	FY2021	FY2022
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