



 **FUJI OIL GHANA LTD.**



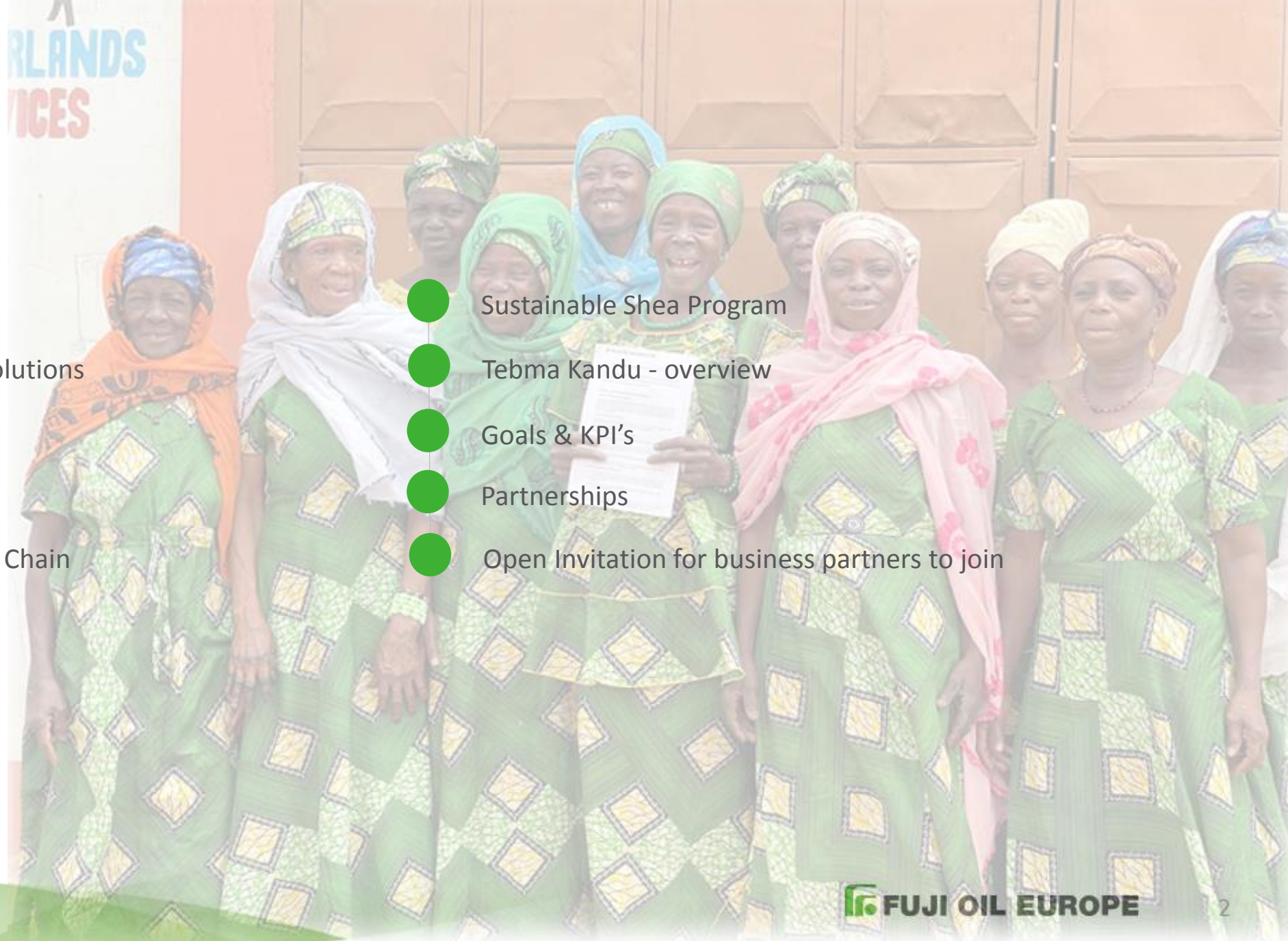
# TEBMA KANDU

FUJI OIL SUSTAINABLE SHEA PROGRAM

 **FUJI OIL EUROPE**  
ADDING VALUE TO EVERY RECIPE

# Outline

- At a Glance
- Plant-Based Food Solutions
- ESG management
- About Shea
- Fuji Oil's Shea Value Chain
- Sustainable Shea Program
- Tebma Kandu - overview
- Goals & KPI's
- Partnerships
- Open Invitation for business partners to join



# At a Glance

(FY2021 Results)

## Soy-Based Ingredients Business



### Core Product Line



Soy protein isolate

Textured soy protein



Soy protein foods

Soluble soy polysaccharides



## Vegetable Oils and Fats Business

### Core Product Line



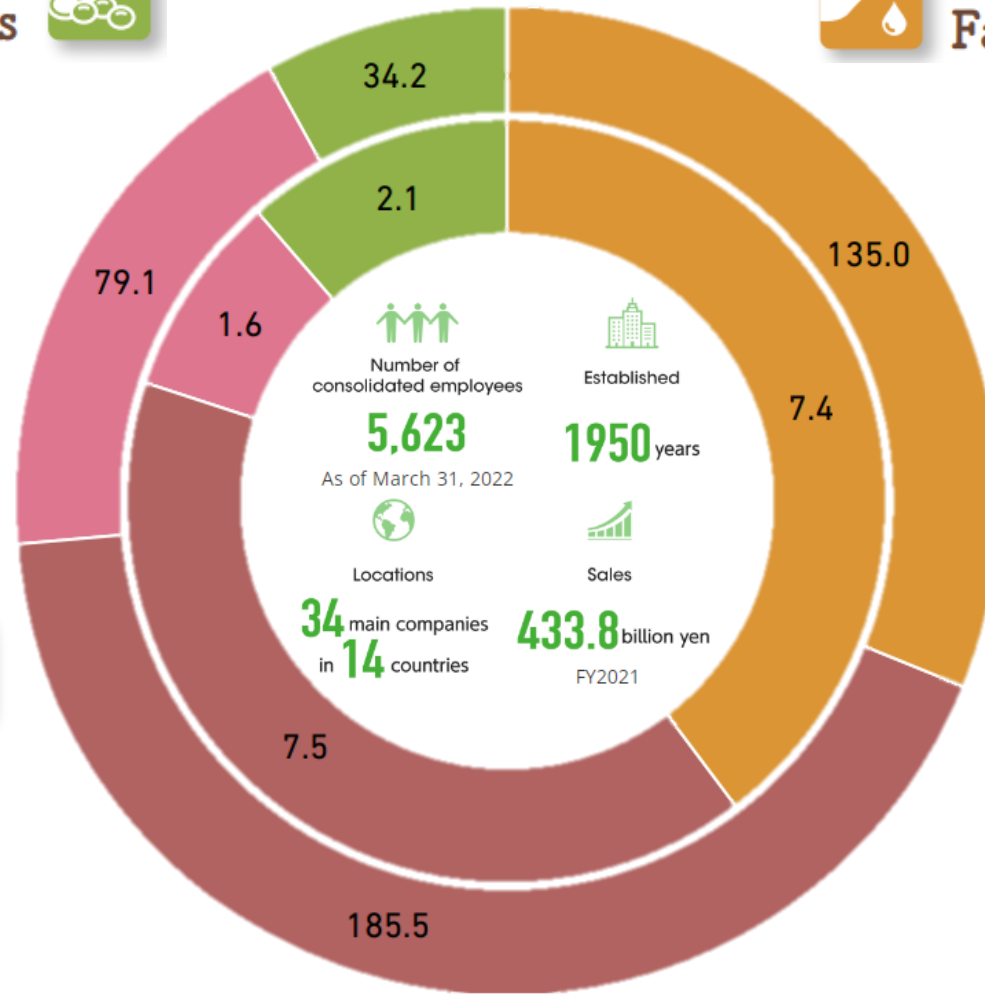
Vegetable fats for chocolate

Frying oils and fats



Powdered oils and fats

Fats and oils for chilled confectionery



Number of consolidated employees  
**5,623**  
 As of March 31, 2022

Established  
**1950** years

Locations  
**34** main companies in **14** countries

Sales  
**433.8** billion yen  
 FY2021

**Net Sales** (outer circle)  
**Operating Profit** (inner circle)  
 Unit: ¥ billion

## Emulsified and Fermented Ingredients Business



### Core Product Line



Whipping cream

Margarine



Cheese flavor ingredients

Fillings



## Industrial Chocolate Business

### Core Product Line



Pure chocolate\*2

Compound coating chocolate\*3



Chocolate for ice cream coating

Molded chocolate coating

# Plant-Based Food Solutions

OUR MISSION AND VISION



 **FUJI OIL HOLDINGS INC.**

“

Together with our **stakeholders**, we will **co-create** a **sustainable** future for food, based on **plant-based** ingredients that are both **delicious** and **healthy**.

*Aniko Sakai*

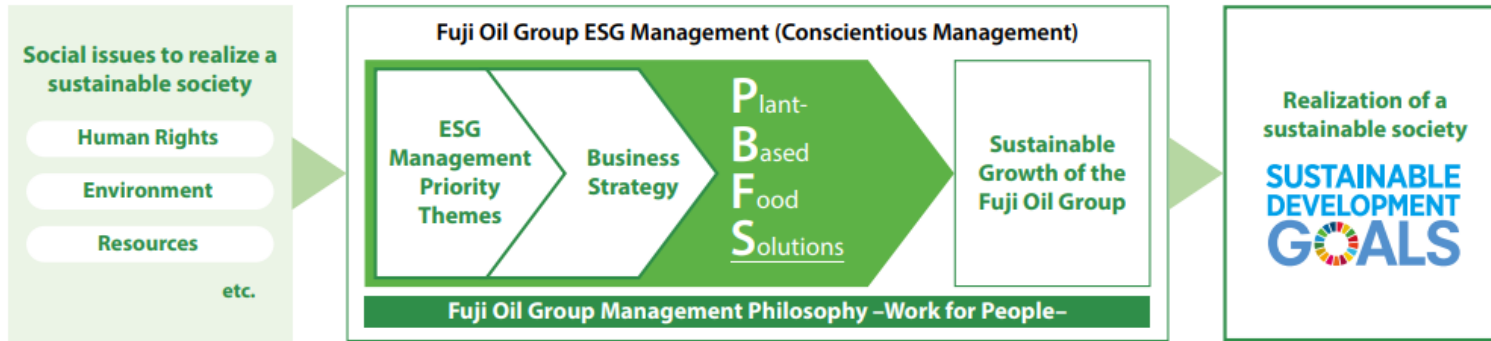
President  
Chief Executive Officer  
Fuji Oil Holdings, Inc.

The innovator in healthy, tasty, sustainable food solutions, using plant-based oils, fats and cocoa

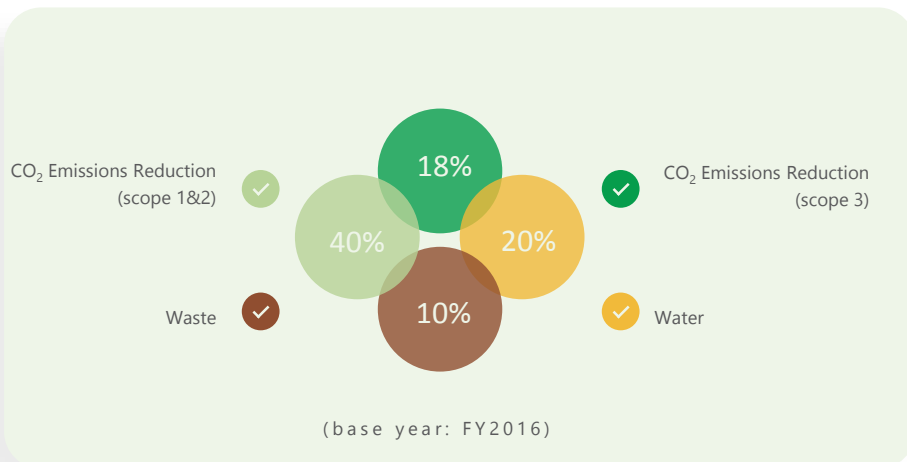
 **FUJI OIL EUROPE**  
ADDING VALUE TO EVERY RECIPE

# The Fuji Oil Group ESG Management

WITH THE GOAL OF REALIZING BOTH THE SUSTAINABLE GROWTH OF THE GROUP AND A SUSTAINABLE SOCIETY



## ENVIRONMENTAL VISION 2030



## PROGRESS 2021



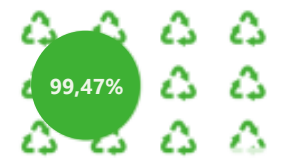
CO<sub>2</sub> emissions reduction (FY2021 result)



Water used reduction (FY2021 result)



Waste reduction (FY2021 result)



Resource recycling (FY2021 result)  
(Group companies in Japan)

# About Shea

AN IMPORTANT SOURCE OF INCOME FOR THE WOMEN OF GHANA AND THEIR FAMILIES



## Wild crop

Shea nuts are a wild harvest crop from the shea tree that grows naturally in the dry West African Savannah parklands



## Shea tree

Starts to produce shea fruit once it is 15-20 years old and remains productive for more than 100 years



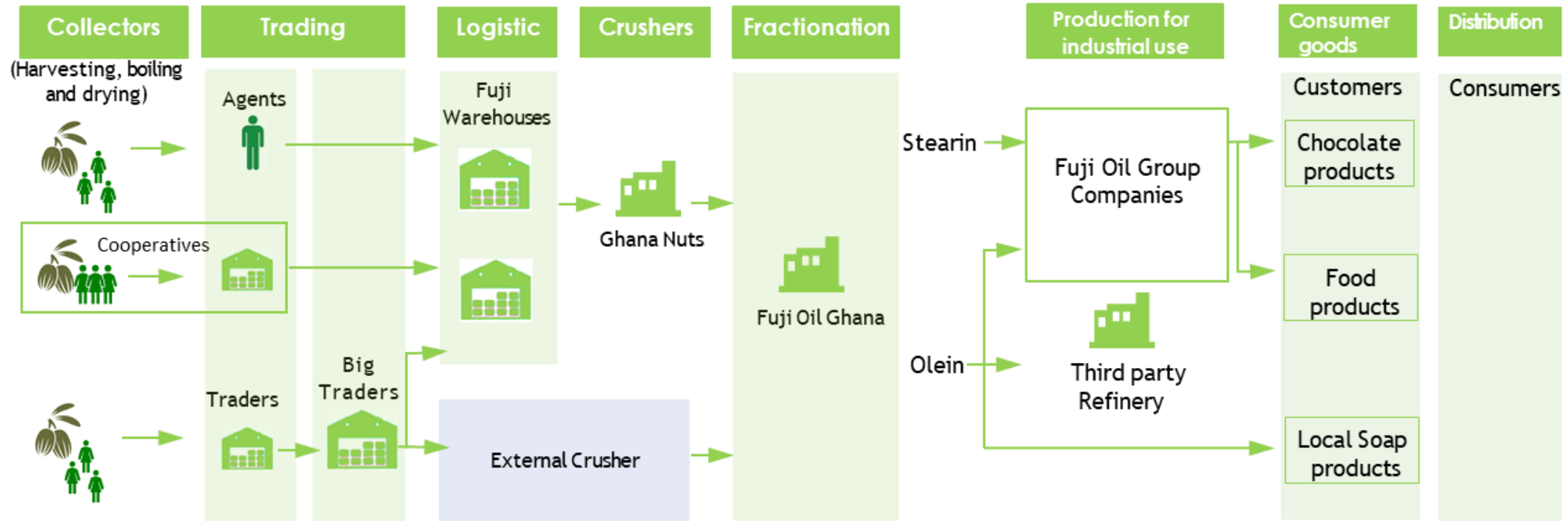
## Collecting by hand

Mainly women collect the ripe nuts by hand, from May to September





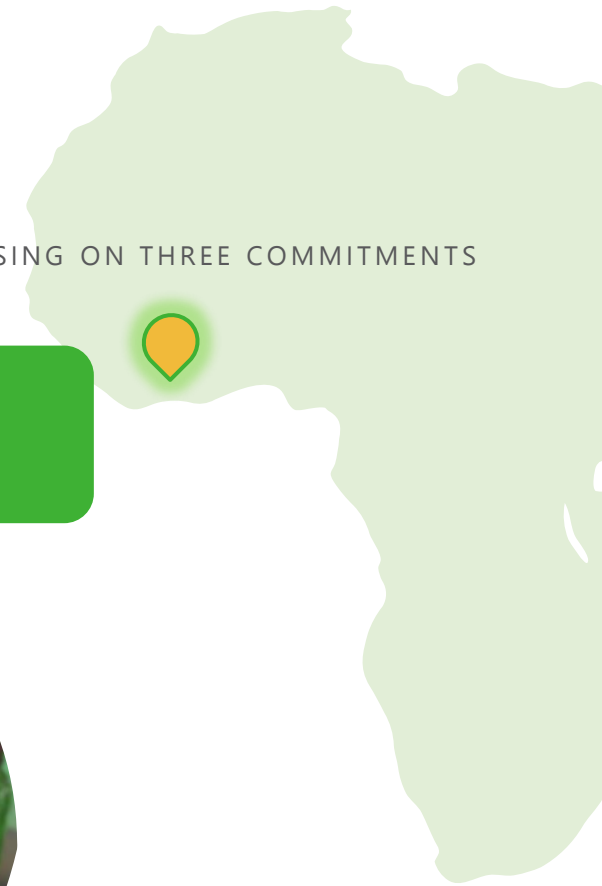
# Fuji Oil's Shea Value Chain



The Shea Value Chain start from collectors (small quantities per collector) not plantations. For that reason traceability is rather linked to groups, to villages, cooperatives or regions, and will result in a 'mass balance' system for the shea stearin.

# Sustainable Shea Program

BALANCED SUSTAINABILITY FOOTPRINT AND SHARED VALUE CREATION ALONG THE VALUE CHAIN OF SHEA, FOCUSING ON THREE COMMITMENTS



Shea Sustainability  
**Tebma-Kandu program**



Preservation of parklands



Local value creation



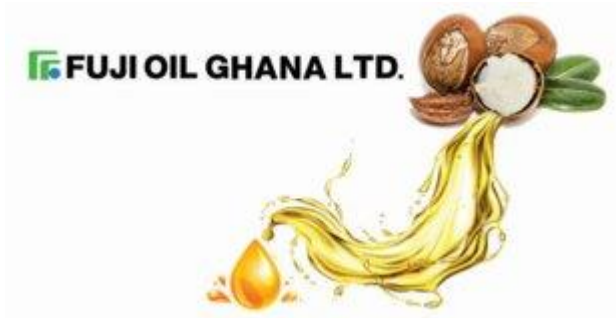
Women empowerment

Each of these commitments give rise to a set of actions that is aimed at creating continuous improvements



# For a Resilient and Sustainable Shea Value Chain

TEBMA KANDU KPI's



<b>By 2030,</b> <b>75%</b> of shea kernels traceable to cooperative	<b>By 2030, 50%</b> of shea kernels from Tebma Kandú co-ops	<b>100%</b> local crushing and fractionation
	<b>6000</b> seedlings planted every year	<b>2025 vs. 2017, +50%</b> increase in permanent direct employment
	<b>By 2023, 100%</b> steam production from non-fossil energy source	



Samini community, East Mamprusi Municipality, North East Ghana

# Goals & KPI's

TEBMA KANDU SHEA PROGRAM



## Traceability

Steadily increase traceability of our shea kernels back to the clusters of African villages where they come from.



Biambong secretary during warehouse inspection

## KPI



By 2030,



30% traceable to group of villages

Y1

## 2021 Result

## Evaluation

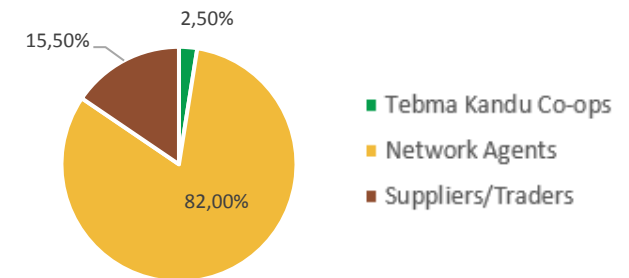


- Volumes to the Tebma Kandu women co-ops below expectations
- Agent volumes traceable to group of villages but registration needs improvement

- Increase the volume of Tebma Kandu co-ops
- Improved traceability registration of our agents (auditable)



## Focus 2022



Total volume shea kernels

# Goals & KPI's

TEBMA KANDU SHEA PROGRAM



## Women Empowerment

Steadily increase the amount of shea kernels sourced from women co-operatives directly linked to Fuji Oil Ghana through our program



Ziiniaya group posing with FOG contract in front Kerk In Actie founded warehouse adopted by FOG

### KPI



By 2030,



50%

- June '21 – **26 fair trade contracts** with cooperative representatives
- 2,2% of volume from Tebma Kandu co-ops.
- **Strict quality requirements 100% achieved**

Y1

### 2021 Result

- Volumes supplied were far too low (=pre-financed volume)
- Logistics need optimization (e.g. more frequent pick-up)

### Evaluation



- Adapt the pre-financing system (e.g., amount, timing) in MOU and contract
- Continue our journey to achieve positive social impact – add 9 new co-ops

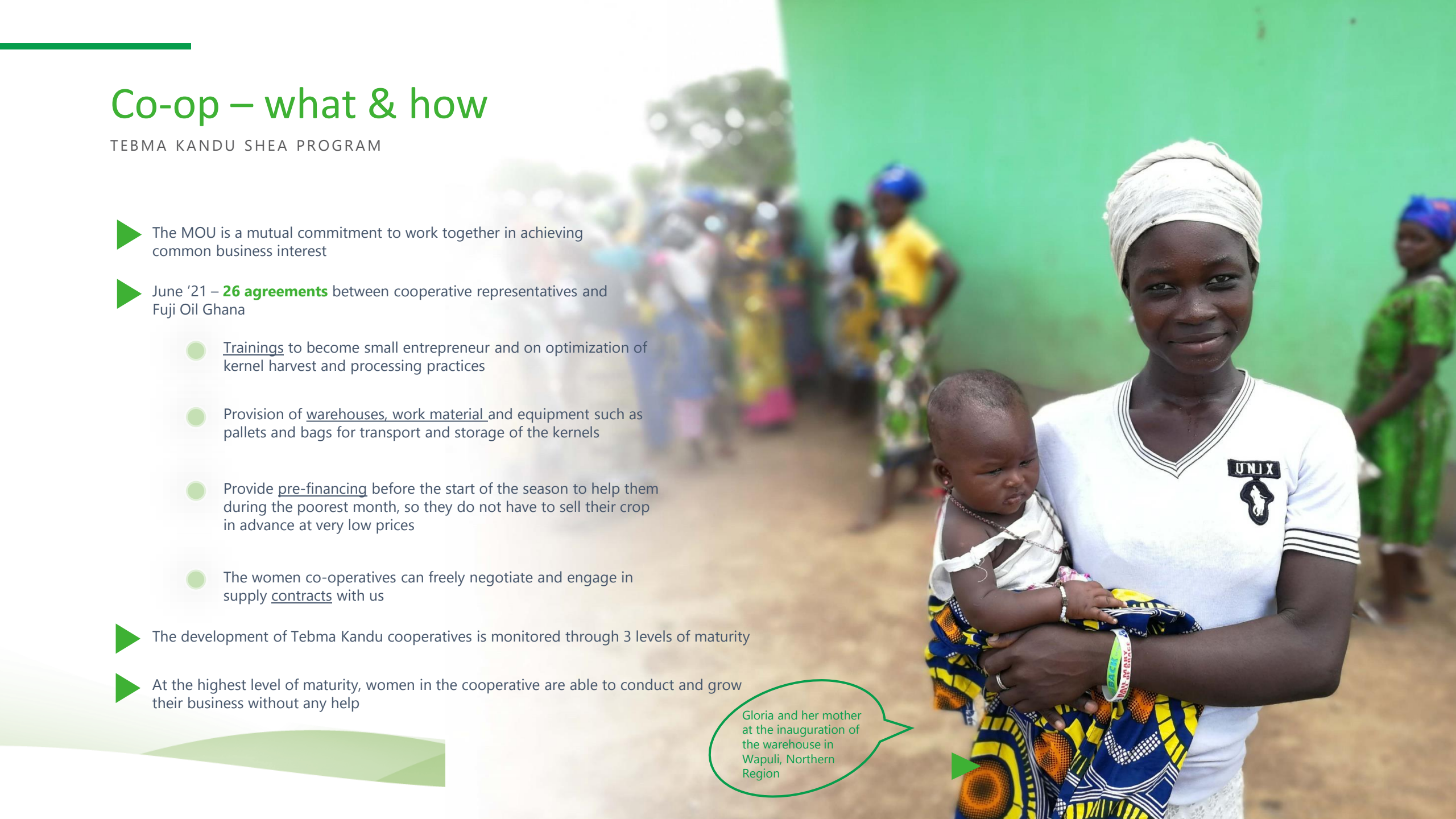


### Focus 2022

# Co-op – what & how

TEBMA KANDU SHEA PROGRAM

- ▶ The MOU is a mutual commitment to work together in achieving common business interest
- ▶ June '21 – **26 agreements** between cooperative representatives and Fuji Oil Ghana
  - Trainings to become small entrepreneur and on optimization of kernel harvest and processing practices
  - Provision of warehouses, work material and equipment such as pallets and bags for transport and storage of the kernels
  - Provide pre-financing before the start of the season to help them during the poorest month, so they do not have to sell their crop in advance at very low prices
  - The women co-operatives can freely negotiate and engage in supply contracts with us
- ▶ The development of Tebma Kandu cooperatives is monitored through 3 levels of maturity
- ▶ At the highest level of maturity, women in the cooperative are able to conduct and grow their business without any help

A woman with a white headwrap and a white t-shirt with a 'UNIX' logo is holding a baby wrapped in a colorful patterned cloth. They are standing in front of a green wall. In the background, other people are visible, some wearing colorful headwraps and dresses. The scene appears to be an outdoor event, likely the inauguration of a warehouse.

Gloria and her mother  
at the inauguration of  
the warehouse in  
Wapuli, Northern  
Region

# Goals & KPI's

TEBMA KANDU SHEA PROGRAM



## Local Value Creation

Ensuring value adding, job-creation and training within West Africa, through local processing of the shea kernels and shea butter



FUJI OIL GHANA, located in Techiman

Shea crushing and fractionation, as well as shea olein refining at a local 3<sup>rd</sup> party refinery



2025 vs. 2017 +50% increase in permanent direct employment,



### KPI



- +42% permanent contracts in FOG against 2017
- **100% local** crushing, fractionation and local refining of shea olein for food application
- 96% of shea olein for local applications

### Y1

### 2021 Result

- Community of Techiman support (sponsoring of market complex, streetlights, COVID protection means, National Farmer's Day)

### Evaluation



- Continue our mission to create local value



### Focus 2022



# Goals & KPI's

TEBMA KANDU SHEA PROGRAM



## Preservation of Shea Parklands

Contribute to forest preservation by planting seedlings and facilitate park-land management training at areas related to the Tebma Kandu Co-operatives.



Samini village parkland restoration

### KPI



6000 seedlings planted every year



- Gold Package of **6000 indigenous trees**, planted near 3 Tebma Kandu co-cops
- Trainings on planting and protection and local responsible teams installed

Y1

2021 Result

### Evaluation



- Successful partnership between FOG – Eco Restore – PAS – local land owners and chiefs – Tebma Kandu co-ops

- Identical Gold Package in 2022 by FOG
- Additional Gold Package by a customer in Tebma Kandu related communities



Focus 2022



eco restore

The program is in line with the principles of the **Action for Shea Parklands** of the Global Shea Alliance

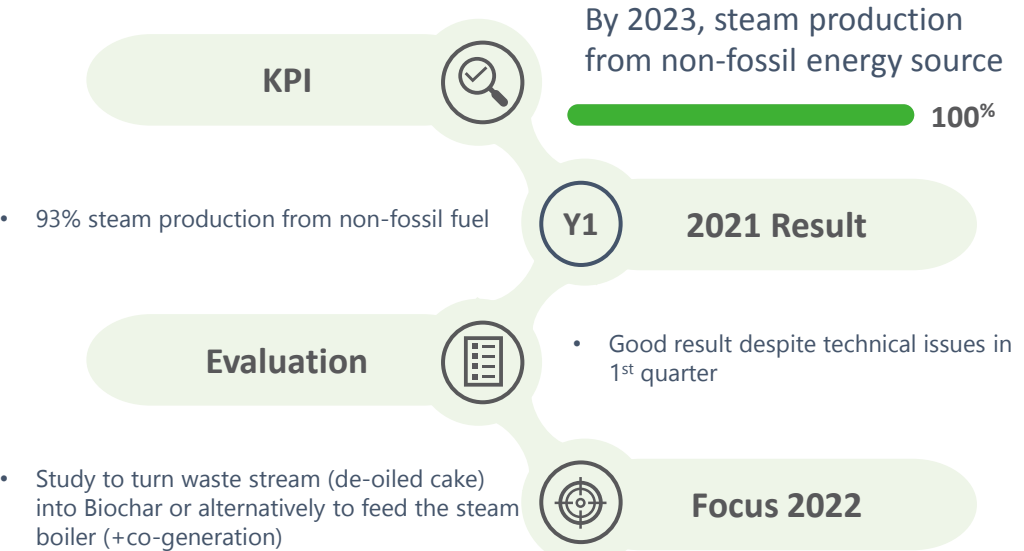
# Goals & KPI's

TEBMA KANDU SHEA PROGRAM

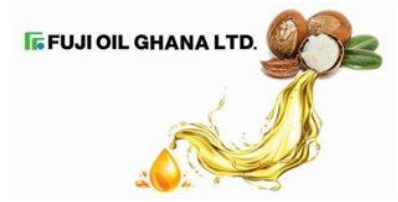


## Environmental Footprint

Improving our environmental footprint by pursuing a fully non-fossil fuel base for our activities at Fuji Oil Ghana



FUJI OIL GHANA,  
located in Techiman



# Our fieldwork style way of working

TEBMA KANDU SHEA PROGRAM



We focus on **creating maximum local value** and seek **partnerships** to join forces to reach the highest implementation results



**kerk  
in actie**

- **PAS** formed 22 co-ops around 22 warehouses sponsored by **KIA**. FOG adopted the 22 co-ops in a commercial relation in 2021.
- 4 new co-ops/warehouses follow this example in 2022.



**Global  
Shea  
Alliance**

- Trainings of 7 women co ops under the **SSI** and **GIZ** programs in 4 regions in North East of Ghana.
- 5600 women trained on co op development, governance, business mgmt., costing and budgeting, alternative income activities, aggregation and quality in April - June 2021.
- The SSI program was launched in 2016 and is funded by USAID.
- A similar program of the **GSA** is sponsored by the German **GIZ**, specially promoting German companies to invest in similar programs.
- Green World Initiative GWI (NGO and member of GSA), constructs co-op warehouses for FOG, form and register the co-ops.



**eco restore**

- **Eco Restore** and FOG made a partnership to plant 6000 seedlings of indigenous trees in North Ghana in villages part of the Tebma Kandu cluster of co ops.
- Industrial partners of FOG are connected to Eco Restore to plant similar packages within the Tebma Kandu cluster.
- The program is in line with the principles of the **Action for Shea Parklands** of the GSA.



- Special thanks to the **chiefs**, elders, opinion leaders, assembly men, land owners of the different villages and communities who welcomed and supported our ideas and future plans with the women co ops.

Paramount Chief of Samini  
Poanaa Ayishetu Mahama Sheriga





# Open Invitation for business partners to join

TEBMA KANDU SHEA PROGRAM

## Co-sponsoring of a warehouse

As well as supplies for the warehouse, like calculator and filing cabinet, scale



## Participate in the seedling packages

Trees are planted near the Tebma Kandu co-ops, in areas that require restoration, and are nursed by the women in the co-ops

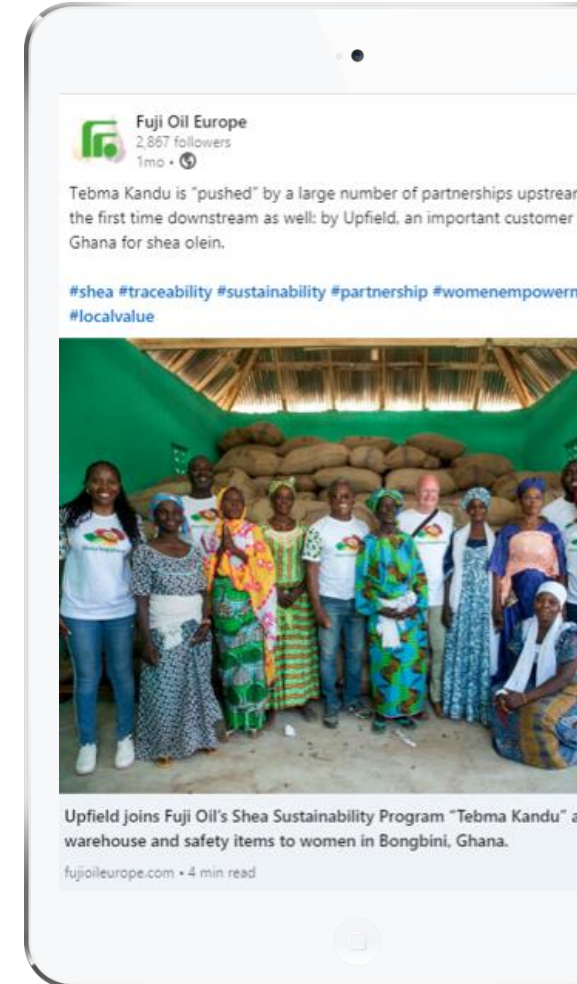


## Sponsoring of personal protective equipment

Boots, gloves, safety-glasses, anti-venom

Contact your sales representative to explore possibilities

[www.fujioileurope.com](http://www.fujioileurope.com)





“What an honour that my signature is amongst those of the cooperatives’ female leaders. It is a privilege to “push” them along this steep “climb” towards a successful business. Meeting the high-quality standards of Fuji Oil and assist in improving the livelihood of the women and their communities is a true win-win”

Ronny Voorspools, Managing Director of Fuji Oil Ghana