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J-OIL MILLS, Inc.

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<http://www.j-oil.com/en/>

The corporate governance of J-OIL MILLS, Inc. (the “Company”) is described below.

I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information

1. Basic Views **UPDATED**

The Company is working to enhance its corporate governance, seeking to realize honest and transparent management that wins the trust of its stakeholders, while striving to enhance its internal control to improve the efficiency of the corporate governance.

The description relating to each principle in the Corporate Governance Code is based on the Code after its revision in June 2021.

[Disclosure Based on the Principles of the Corporate Governance Code] UPDATED

Please refer to the Corporate Governance Code Implementation Status Table at the end of this document for the implementation status of each principle established in the Code.

[Principle 1.3] (Basic Strategy for Capital Policy)

The Company implements an appropriate capital policy based on an understanding of the cost of capital in order to enhance corporate value. In addition, we will allocate operating cash flow and external financing in a well-balanced manner to growth investment including M&A, capital investment, and shareholder returns. In addition to setting a target for ROE as one of the key management indicators, we will aim to improve ROIC through profit growth, build an optimal capital structure that is appropriate for the Company Group’s business structure, and achieve a structure that stably outperforms the cost of capital. In addition, we aim to achieve a higher ROE (8.0% in FY2024) and ROIC level (5.5% in FY2024).

With regard to dividends, in the Sixth Medium-Term Business Plan, which concludes in FY2024, we will allocate cash flow generated through earnings expansion to investment for growth, and raise the consolidated dividend payout ratio from 30% to 40% by FY2024, in order to strengthen stable and continuous returns to shareholders.

[Principle 1.4] (Cross-Shareholdings)

The Company Group has positioned the “improvement of asset efficiency” as an important issue in its Sixth Medium-Term Business Plan, and has a policy to reduce cross-shareholdings by half and allocate them to investments for growth by FY2024.

We will hold the minimum amount of shares that are deemed to contribute to the enhancement of our corporate value. In determining whether or not to hold such shares, the significance of holding such shares is individually confirmed from multiple perspectives, including the economic rationality of holding such shares (whether the

benefits and risks associated with holding such shares are commensurate with the costs of holding such shares) and the probability of improving profitability (the benefits of continuing to hold such shares and the prospects for future transactions). For those shares that are deemed to have significance, the Board of Directors reviews them on a regular basis, and for those shares for which the appropriateness of holding cannot be confirmed, we will proceed with the sale after obtaining the full understanding of the business partner. In addition, even if the significance of holding shares is recognized, we may sell them in accordance with the basic policy of reducing cross-shareholdings, taking into consideration the market environment, management and financial strategies, and other factors. In FY2020, the Company sold nine of its cross-shareholdings (amount of sale: 1,212 million yen, of which four were financial institutions), and of these, seven were sold in their entirety.

With respect to the exercise of voting rights for cross-shareholdings, the Company exercises voting rights based on the premise that the shares will contribute to the enhancement of the Company's corporate value, and by making a comprehensive judgment as to whether the exercise of voting rights will contribute to the sustainable growth and medium- to long-term corporate value of the investee company. Specifically, the following criteria will be established and individual approval or disapproval will be determined.

- Quantitative evaluation: Safety, profitability, business performance, dividend payout ratio, risk of impairment due to falling stock prices, etc.
- Qualitative evaluation: Significant subsequent events, notes on the premise of a going concern, unusual opinions of the Accounting Auditor, material illegal or anti-social acts, etc.

[Principle 1.7] (Related Party Transactions)

In the event that a Director engages in a competitive transaction or a transaction with a conflict of interest as defined in the Companies Act, the Company shall approve the transaction at a meeting of the Board of Directors in accordance with the "Board of Directors Regulations" and report the results to the Board of Directors.

In addition, transactions with major shareholders, etc., are carried out after necessary approval in accordance with the "Board of Directors Regulations" and "Approval Rules" depending on the size and importance of the transaction.

In this way, we monitor the appropriateness of the terms and conditions of transactions with related parties and prevent them from harming the common interests of the Company and its shareholders.

[Supplementary Principle 2.4.1] (Ensuring Diversity)

1. Approach to ensuring diversity

The Company Group promotes diversity in its human resources, work styles, and employment.

In the Sixth Medium-Term Business Plan, we will pursue the existence values of our corporate philosophy system of "Work together to achieve high targets and exceed expectations," and further promote diversity through measures such as the following.

- Active participation of women, and hiring of professional human resources and foreign nationals
- Promotion of reform in work styles and health management
- Strengthening human resources development
- Reforming management awareness

2. Voluntary and measurable goals for ensuring diversity

- Changes in the ratio of women in management position
FY2017: 5.0% FY2018: 5.0% FY2019: 5.7% FY2020: 6.0%
FY2024 (target): 12.0% FY2030 (target): 30.0%
- We have hired several professional human resources (mid-career hires) in the corporate divisions and business divisions up until FY2020. We will strengthen hiring mainly in business divisions from FY2021 to FY2024.
- The appointment of foreign nationals to management positions is expected by FY2030.

3. Status of ensuring diversity

As mentioned above, the number of women in management positions is increasing every year.

We are also actively hiring mid-career workers. In the previous fiscal year, we hired around 40 people (1/3 of which were women), and 30% of them were hired for management positions.

Although we do not have any foreign nationals in management positions at present, we will actively hire and promote them to management positions by FY2030 in line with the expansion of overseas business in our growth strategy.

4. Human resource development policies and internal environment policies to ensure diversity, and their status
Please refer to “Supplementary Principle 3.1.3, 2. Investing in human resources” and “III. 3. Measures to Ensure Due Respect for Stakeholders, Other [Diversity and inclusion]” in this report.

In addition, the Company Group promotes the use of childcare leave by men. Going forward, we plan to further expand the acquisition of leave to create a more comfortable working environment. Furthermore, through the post-retirement reemployment system, we are preparing a working environment for employees over the age of 60.

[Principle 2.6] (Roles of Corporate Pension Funds as Asset Owners)

The Company has established a Pension Asset Management Committee consisting of Executive Officers in charge of Finance and Human Resources, labor unions, etc., and the Committee listens to the opinions and reports of multiple financial institutions with expertise and manages the investment assets by reviewing asset allocation as appropriate under the basic policy of managing pension assets with controlled risk. We have entrusted the management of our pension assets to major financial institutions in a diversified manner, all of which have accepted Japan’s Stewardship Code.

[Principle 3.1] (Full Disclosure)

1. Management philosophy and management strategy

(1) Management philosophy

For more information on our management philosophy, please refer to “Joy for Life—Bringing joy to the future by food—” in the “Corporate Philosophy” section of “About J-Oil Mills.”

<https://www.j-oil.com/en/company/statement.html>

(2) Management strategy

The Company Group is striving to improve its corporate value based on the Sixth Medium-Term Business Plan for the four-year period starting in FY2021, and is allocating the necessary management resources to achieve this goal. For more information on the Medium-Term Business Plan, please refer to the “Sixth Medium-Term Business Plan Presentation Materials.”

<https://pdf.irpocket.com/C2613/Zbuw/s4F6/Yx68.pdf>

The annual progress is also disclosed in the “Presentation Materials.”

<https://www.j-oil.com/en/ir/library/presentation.html>

2. Basic views on corporate governance

Please refer to the “Corporate Governance” on our website for the policy, overview, and diagram of the system.

<https://www.j-oil.com/en/ir/management/governance.html>

In addition, please refer to “Section 4. Status of the Submitting Company, 4. Corporate Governance” in the 19th Securities Report.

<https://pdf.irpocket.com/C2613/xqEb/aBj0/Og5D.pdf> (in Japanese)

3. Policies and procedures for determining the remuneration of Directors and senior management

It is our policy to clarify the linkage between the remuneration of Directors, etc., and the Company’s performance and stock value, and to share relevant information with our shareholders. The Company’s executive remuneration is as described in “II. 1. [Director Remuneration], Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods” in this report.

4. Candidates for Directors are nominated from various fields inside and outside the Company with requirements based on their ability to promote the enhancement of corporate value through the realization of the corporate philosophy and management strategy. Candidates are selected through evaluation of their performance of duties and at the Board of Directors, and screening and growth support is performed through executive training and internal executive candidate training. The Nomination Advisory Committee receives reports from the Representative Director, President and CEO on the development of candidates, and has opportunities for dialogue with candidates, etc., and after deliberating on candidates for Directors, provides advice and recommendations to the Board of Directors. The Board of Directors makes a resolution to nominate candidates for Directors after considering such advice and recommendations.

The appointment of Executive Officers shall be resolved at the Board of Directors meeting after going through the same procedures as those for nominating candidates for Directors.

In nominating candidates for Audit & Supervisory Board Members, the Audit & Supervisory Board recommends candidates from both inside and outside the Company who have practical experience and specialized knowledge and experience in accounting, law, etc., based on the basic policy of ensuring sound and sustainable growth of the Company and a good corporate governance system, and the Board of Directors passes a resolution to nominate candidates for Audit & Supervisory Board Members after considering the background, etc., of the recommended candidates.

If any reason arises for the dismissal of an Executive Officer, the Board of Directors will deliberate and pass a resolution, and if any reason arises for the dismissal of a Director or Audit & Supervisory Board Member, the Board of Directors and the Audit & Supervisory Board will deliberate respectively, and implement procedures in accordance with the Companies Act. The dismissal of Executive Officers and Directors is subject to deliberation by the Nomination Advisory Committee, depending on the reason.

The explanation of the nomination of candidates for Directors and Audit & Supervisory Board Members is given in the section on the proposal for the election of Directors and Audit & Supervisory Board Members at the Annual General Meeting of Shareholders for each fiscal year.

Notice of Convocation of General Meeting of Shareholders:

<https://pdf.irpocket.com/C2613/qlkO/MHPA/AyE1.pdf> (Directors: pages 4 to 8; Audit & Supervisory Board Members: pages 9 to 10)

[Supplementary Principle 3.1.3] (Sustainability Initiatives)

1. Sustainability initiatives

The Company Group recognizes ESG initiatives as an important management issue. The global environment is currently facing a serious crisis, as can be seen in the identification of many issues that need to be resolved in the SDGs and the Paris Agreement, and concrete measures to deal with climate change are an urgent issue for the Company Group. Because the Company Group operates its business by making the most of nature's bounty, we have been making continuous efforts to reduce greenhouse gas (GHG) emissions, reduce and recycle waste, and reduce the use of plastics. In FY2018, we identified the material issues that we should prioritize in our management, set the ideal state by FY2030 for "climate change mitigation and adaptation," which is one of the material issues, and we have been making plans to achieve our medium- to long-term goals. Since FY2020, we have strengthened our governance structure by establishing a new "Sustainability Committee," and four subcommittees, including the Environmental Subcommittee, and are taking the lead in setting goals and formulating specific implementation policies for sustainability issues. The Environment Subcommittee plans the implementation of a scenario analysis that incorporates climate-related risks and opportunities, and endorsed the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD) in November 2020. A company-wide project team has been set up to identify risks and opportunities in line with the framework of TCFD recommendations to date. We will continue to analyze and implement various initiatives simultaneously.

We aim to reduce GHG emissions by 50% from the FY2013 level by FY2030, and to become carbon neutral by FY2050.

2. Investing in human resources

In the Sixth Medium-Term Business Plan, we will build human resources, organizations, and culture to "Work together to achieve high targets and exceed expectations" in order to appropriately respond to the rapidly changing external environment and achieve fundamental changes for the next era.

To achieve this goal, we will work to disseminate our corporate philosophy, develop strategic human resources, and implement initiatives from the three perspectives of strengthening human resource development, promoting diversity in human resources, and reforming management.

- In order to strengthen human resource development, we will realize "individual-oriented career formation" that maximizes the potential of each individual based on autonomous career development, as well as the early development of next-generation management and leaders. We will enhance education and training, support career development, and implement job rotation and talent management tied to the Career Development Program (CDP).
- To promote diversity, in addition to hiring human resources with strengths and unique character that will drive our growth strategy, we will create an environment in which diverse human resources can play an active role regardless of their attributes and values. While implementing the PDCA cycle based on regular employee awareness surveys, we will promote office reforms that incorporate the concept of telecommuting, remote work, and Activity-Based Working (ABW) to minimize restrictions on time and place. In addition, while further promoting participation of female employees, we are also working on

themes such as the promotion of male childcare and the participation of people with disabilities and senior human resources. In our regular workplaces, we employ people with disabilities according to their characteristics and wishes. The employment rate of people with disabilities is 2.4% (as of March 2021), which is higher than the legal employment rate of 2.3%.

- In management reform, we work to improve the management skills of managers, who will become “change leaders,” in order for them to create and lead an organization that can take on the challenge of corporate growth by utilizing diverse human resources. We will strengthen management education and information visualization for managers, and work to further improve and reform management skills in terms of both awareness, and knowledge and information. We will work on awareness and improvement through unconscious bias training, 1-on-1 meetings between managers and staff members, and 360-degree evaluations.

3. Investment in intellectual property

Investment in intellectual property is essential for us to strengthen our foundation for the future, which is the goal of the Sixth Medium-Term Business Plan.

Traditionally, the Company Group has sought to secure intellectual property rights through its activities in research and development, production, and proposals to customers. In addition to the manufacturing technology for oils and fats, we contribute widely to society by adopting the technology for oils and fats with long-lasting effects and the technology for water and oil retention of texture-enhancing materials in our products.

As a result of these efforts, we came in third in the food category of the Japio-SDGs Patent Index in FY2021. We will continue to discuss investment items with the Board of Directors as the lead.

[Supplementary Principle 4.1.1] (Brief Summary of the Scope of Matters Delegated from Board of Directors to the Management)

The Board of Directors is responsible for making decisions on important business operations and statutory matters based on the Company Group’s medium- to long-term business plan, supervising the execution of duties by Directors, and establishing an appropriate internal control system.

In addition to what is stipulated in laws and regulations and the Articles of Incorporation, the Board of Directors also stipulates matters to be resolved by the Board of Directors in the Board of Directors Regulations. Other decisions on business execution are delegated to the Representative Director, President and CEO and the Executive Officers in charge. The details of such decisions are set forth in internal regulations such as the Approval Rules and the Rules for Division and Segregation of Duties.

[Supplementary Principle 4.1.3] (Succession Planning)

The Board of Directors and the Nomination Advisory Committee, chaired by an Independent Outside Director, are proactively involved in the formulation and operation of a next-generation manager development program, which aims to identify and develop management executives, including the Representative Director, President and CEO, as part of the succession planning for the Representative Director, President and CEO, and other officers. Based on the management philosophy and management strategy, the Board of Directors and the Nomination Advisory Committee appropriately supervise the program, including its contents and the training of the program participants through their assignment and appointment.

[Supplementary Principle 4.3.2] (Appointment of the CEO)

The Board of Directors spends sufficient time and resources on ensuring objective, timely, and transparent procedures for the appointment of the Representative Director, President and CEO by consult with a voluntary Nomination Advisory Committee chaired by an Independent Outside Director for relevant matters including the succession planning.

[Supplementary Principle 4.3.3] (Dismissal of the CEO)

The Board of Directors ensures objective, timely and transparent procedures for the dismissal of the Representative Director, President and CEO by consulting with the voluntary Nomination Advisory Committee chaired by an Independent Outside Director, when it is deemed that the Representative Director, President and CEO is not fully performing his or her functions, based on an appropriate evaluation of the Company’s performance and other factors.

[Principle 4.9] (Independence Standards and Qualification for Independent Directors)

The Company established the criteria for determining the independence of outside officers in 2019, and the specific details are as described in “II. 1. [Independent Directors/Audit & Supervisory Board Members], Matters relating to Independent Directors/Audit & Supervisory Board Members” in this report.

[Supplementary Principle 4.10.1] (Nomination Committee and Remuneration Committee)

The Nomination Advisory Committee, as an advisory body to the Board of Directors, deliberates on the nomination, election, and dismissal of Directors and Executive Officers, and reports to the Board of Directors. The members of the Nomination Advisory Committee are appointed by resolution of the Board of Directors, and the total number of members is four. The committee consists of three Outside Directors (Chairperson: Yutaro Shintaku, Members: Yugo Ishida and Hiroko Koide) and one internal Director (Member: Fuminao Hachiuma).

The majority of the chairman and members are Independent Outside Directors to ensure the independence of the committee, while the composition of the committee includes an internal Director to enhance the substance of discussions at the committee.

A total of seven meetings were held between August 2020 and March 2021, and all committee members attended and deliberated at all committee meetings. The contents of deliberation by each committee are as follows:

- 1st meeting: Activity plan for FY2020
- 2nd meeting: Succession planning for management human resources and organizational structure for the next Medium-Term Business Plan
- 3rd meeting: Planning process and roadmap
- 4th meeting: Candidates for succession planning
- 5th meeting: Training plan for potential successors
- 6th meeting: Human resource requirements and competencies, and officer structure for the next Medium-Term Business Plan
- 7th meeting: Schedule for FY2021

The Remuneration Advisory Committee, as an advisory body to the Board of Directors, deliberates on the necessity of revising the remuneration system and evaluation system for Directors and Executive Officers and the appropriateness of their remuneration, and reports to the Board of Directors. The members of the Remuneration Advisory Committee are appointed by resolution of the Board of Directors, and the total number of members is five. The committee consists of three Outside Directors (Chairperson: Yugo Ishida, Members: Yutaro Shintaku and Hiroko Koide), one internal Director (Member: Fuminao Hachiuma), and one internal Audit & Supervisory Board Member (Member: Shunichi Komatsu).

The majority of the chairman and members are Independent Outside Directors to ensure the independence of the committee.

A total of six meetings were held between August 2020 and June 2021, and all committee members attended and deliberated at all committee meetings. The contents of deliberation by each committee are as follows.

- 1st meeting: Activity plan for FY2020
- 2nd meeting: Executive remuneration strategy with an eye on the next Medium-Term Business Plan
- 3rd meeting: Level and composition of executive remuneration
- 4th meeting: Level and composition of executive remuneration and criteria for determining variable remuneration
- 5th meeting: Proposed revision of executive remuneration (committee resolution)
- 6th meeting: FY2020 officer performance evaluation and goals for the next fiscal year

[Supplementary Principle 4.11.1] (View on the Appropriate Balance between Knowledge, Experience and Skills of the Board of Directors as a Whole, and on Diversity and Appropriate Board Size)

We believe that the Board of Directors must be composed of members with diverse knowledge, diverse experience, and diverse and advanced abilities in order to supervise business execution and make important decisions, and we appoint Directors after discussing the balance of knowledge, experience, and abilities, diversity, and the appropriate number of Directors.

The Board of Directors consists of nine members, including five Outside Directors with expertise (three of whom are Independent Outside Directors). The four Audit & Supervisory Board Members consist of one standing Audit & Supervisory Board Member, two Outside Audit & Supervisory Board Members with a high level of expertise in accounting, and one Audit & Supervisory Board Member with a high level of expertise in law.

The Company is also working to ensure diversity, including the election of one female Independent Outside Director at the 2019 Annual General Meeting of Shareholders.

These members utilize their respective knowledge, experience, and abilities to make multifaceted decisions and supervise the execution of business.

The expertise, etc. of Directors and Audit & Supervisory Board Members (skill matrix) is disclosed in the Reference Documents for the General Meeting of Shareholders.

Notice of Convocation of General Meeting of Shareholders:

<https://pdf.irpocket.com/C2613/qlkO/MHPA/AyE1.pdf> (page 11)

[Supplementary Principle 4.11.2] (Concurrent Positions of Directors and Audit & Supervisory Board Members) Directors and Audit & Supervisory Board Members have sufficient time and energy to fully understand the Company's business, etc., and to appropriately fulfill their roles and responsibilities.

The Company's Outside Audit & Supervisory Board Members attend meetings of the Board of Directors and Audit & Supervisory Board, and Outside Directors attend meetings of the Board of Directors. Concurrent positions of Directors and Audit & Supervisory Board Members are disclosed in the Reference Documents for the General Meeting of Shareholders.

Notice of Convocation of General Meeting of Shareholders:

<https://pdf.irpocket.com/C2613/qlkO/MHPA/AyE1.pdf> (page 4 to 9)

<https://pdf.irpocket.com/C2613/M6bm/YtXe/MHFI.pdf> (page 38 of the Japanese original)

[Supplementary Principle 4.11.3] (Summary of Analysis and Evaluation of the Effectiveness of the Board of Directors)

The Company analyzes and evaluates the effectiveness of the Board of Directors as a whole each fiscal year for the purpose of examining how the Board of Directors contributes to the effective functioning of corporate governance, identifying issues, and making improvements.

1. Evaluation method (self-evaluation)

- The Company implements a process for evaluating the effectiveness of the Board of Directors based on self-assessment, conducts questionnaires for all Directors and Audit & Supervisory Board Members, and discusses the results of these questionnaires at meetings of the Board of Directors.
- The questionnaire consists of a quantitative evaluation of 13 items (roles and functions of the Board of Directors, operations of the meetings of the Board of Directors, size and composition of the Board of Directors, relationship with Outside Directors, company-wide optimization, risk management, and relationship with shareholders and investors) on a 5-point scale (with a free comment column for each item), and a qualitative evaluation of efforts to improve effectiveness.

2. Results of the evaluation of the effectiveness of the Board of Directors (summary)

According to the results of the questionnaire, the effectiveness of the Board of Directors was generally at a certain level, but there were several items that showed improvement from the previous fiscal year as a result of efforts to improve the effectiveness of the Board of Directors. On the other hand, matters that need to be improved in the future were also pointed out, and we recognize these as issues to be addressed to improve our effectiveness in FY2021.

[Items that have shown improvement]

- (1) Involvement of the Board of Directors in medium- to long-term business plans
- (2) Development of next-generation leaders
- (3) Demonstrating the functions of the Board of Outside Directors
- (4) Relationship with shareholders and investors

[Items to be improved]

- (1) Initiatives to achieve the medium- to long-term business plans
- (2) Reporting of advisory bodies to the Board of Directors
- (3) Statements by internal Directors with an awareness of company-wide optimization
- (4) Setting of training, etc., for Directors
- (5) Further improvement of operations of the meetings of the Board of Directors
- (6) Governance initiatives

3. Initiatives based on the results of the previous questionnaire

The following reforms of the Board of Directors were implemented in FY2020 based on the issues pointed out in the FY2019 questionnaire.

(1) Participation in the formulation of the medium- to long-term business plans

The formulation of the Medium-Term Business Plan was thoroughly reviewed and discussed, and efforts to “enhance corporate value” and “achieve sustainable growth” were made, including the redefinition of “our mission, our value, our raison d’être” as a new philosophy.

(2) Development of management human resources

We revitalized the activities of the Nomination Advisory Committee to promote discussions on the development of next-generation leaders.

(3) Improvement of internal control

We reviewed our governance structure and established a new Risk Management Committee, as well as a Risk Management Subcommittee and a Compliance Subcommittee under it, to create a structure and framework for implementing improvements in internal control.

(4) Improvement of operational issues

Improvements were made to the operation of the meetings of the Board of Directors, including accelerating the timing of the distribution of materials, enhancing opportunities for Outside Directors to receive explanations in advance, revising the format of reporting materials, and improving the efficiency of meeting operations through digitalization.

4. Response to future issues

In FY2021, we will continue to promote the initiatives for FY2020, and as a result of discussions at the meetings of the Board of Directors regarding the evaluation of effectiveness, we have decided to further implement the following initiatives.

(1) Enhancing discussions (including the examination of business portfolio) to achieve the targets of the Sixth Medium-Term Business Plan

(2) Development of management human resources, including the next Representative Director, President and CEO, in conjunction with the Nomination Advisory Committee, and enhancement of deliberations at the meetings of the Board of Directors

(3) Awareness-raising and training of internal Directors on company-wide optimization

(4) Enhancing training, etc., for Directors

(5) Improving the content of materials for the Board of Directors

(6) Strengthening governance (group governance and risk-response capabilities)

Through these measures, the Company will strive to improve the effectiveness of the Board of Directors and further strengthen corporate governance.

[Supplementary Principle 4.14.2] (Training Policy for Directors and Audit & Supervisory Board Members)

We have traditionally held training sessions for Directors and Executive Officers several times a year on the major themes of the year, internal controls, and management strategies (officer goals). Officer goals are based on their missions and roles in realizing “Joy for Life,” as well as the goals to be achieved in the Medium-Term Business Plan, and are incorporated into single-year goals. We also incorporate perspectives such as dissemination of corporate philosophy, organizational culture reform, and succession development to lead to concrete actions.

We also conduct other training programs for officers and management candidates (top management training, training for newly appointed officers, training for management candidates, etc.) to further enhance training.

In order to deepen their understanding of the Company Group, Outside Directors and Outside Audit & Supervisory Board Members are given explanations of business and operational details from each department upon assuming office and as necessary, and are given opportunities to visit major business sites, and we will consider further enhancement of information provision.

Audit & Supervisory Board Members voluntarily attend training and seminars by external experts on laws and regulations, governance, the business environment, etc., to be required to fulfill their responsibilities. The Company provides necessary and appropriate support for this.

[Principle 5.1] (Policy for Constructive Dialogue with Shareholders)

The Company has established the following systems and implemented the following initiatives, in order to proactively engage in “constructive dialogue with shareholders” to a reasonable extent so as to contribute to sustainable growth and enhancement of corporate value over the medium- to long-term.

- (1) The promotion of constructive dialogue with shareholders is led by the Executive Officer in charge of Corporate Communications, in cooperation with the Representative Director, President and CEO, the Director, Senior Managing Executive Officer in of Corporate Administration, and the Executive Officer in charge of Finance.
- (2) The Finance, Corporate Planning, Corporate Communications, and Corporate Administration and Corporate Governance Promotion work together on a daily basis to collect information, including business divisions, and report it to the management team.
- (3) We hold quarterly financial results briefings for securities analysts and institutional investors to explain the details of our financial results, earnings forecasts, and the progress of the Medium-Term Business Plan. In addition, we hold small meetings and IR roadshows to encourage the market’s understanding of the Company.

Materials and videos of the Sixth Medium-Term Business Plan and financial results briefings, including Q&A sessions, are disclosed on the website as appropriate. We also participate in briefings for individual investors.

Presentation Materials: <https://www.j-oil.com/en/ir/library/presentation.html>

- (4) The opinions of shareholders and investors obtained through dialogue are shared among the Representative Director, President and CEO, Directors in charge, and Executive Officers in charge, and are reported to the Board of Directors as necessary to ensure that they are utilized in future management.
- (5) With regard to the management of insider information when interacting with shareholders and the capital market, we have established the “Insider Trading Prevention Rules” and ensured that all employees are aware of them, and we have also established the “Disclosure Policy” for the handling of non-public information under the advice of experts, and are striving to operate in accordance with fair disclosure rules, etc.

<https://www.j-oil.com/en/ir/management/disclosure.html>

[Principle 5.2] (Establishing and Disclosing Business Strategies and Business Plans)

Under the Sixth Medium-Term Business Plan, the Company discloses targets for consolidated net sales, consolidated operating profit, consolidated operating profit margin, ROE (net income ratio, total asset turnover, and financial leverage), ROIC, EPS, overseas sales ratio, sales/gross profit ratio of high-value-added products, and composition ratio by segment. The Company reviews the progress of the Sixth Medium-Term Business Plan as well as the business structure and appropriate allocation of management resources.

The Investment and Financing Committee thoroughly examines the cost of capital, with a return above the WACC of 5 to 6% as the standard for investment profitability.

When making investments, the Company considers the risk premium of each country for each individual project, verifies whether the investment in question is consistent with company-wide strategy and business strategy, and considers the appropriate allocation of management resources to capital investment, research and development, etc.

2. Capital Structure

Foreign Shareholding Ratio	Less than 10%
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[Status of Major Shareholders] **UPDATED**

Name / Company Name	Number of Shares Owned	Percentage (%)
Ajinomoto Co., Inc.	4,526,990	27.15
MITSUI & CO., LTD.	2,087,711	12.52
The Master Trust Bank of Japan, Ltd. (Trust Account)	640,400	3.84
Custody Bank of Japan, Ltd. (Trust Account)	523,800	3.14

Tokio Marine & Nichido Fire Insurance Co., Ltd.	414,381	2.49
Customers Fund for J-Oil Mills Shares	343,518	2.06
Mizuho Bank, Ltd.	271,355	1.63
The Norinchukin Bank	270,130	1.62
DFA INTL SMALL CAP VALUE PORTFOLIO	234,900	1.41
Mitsui Sumitomo Insurance Company, Limited	200,607	1.20

Controlling Shareholder (except for Parent Company)	—
Parent Company	None

Supplementary Explanation **UPDATED**

- The status of major shareholders is based on the shareholder registry as of March 31, 2021. The number of shares owned above is the number of shares owned before the 2-for-1 stock split of common shares, which was conducted on April 1, 2021.
- The percentage of shares owned is calculated based on the total number of shares issued after deduction of treasury shares.

3. Corporate Attributes

Listed Stock Market and Market Section	Tokyo Stock Exchange, First Section
Fiscal Year-End	March
Type of Business	Foods
Number of Employees (consolidated) as of the End of the Previous Fiscal Year	More than 1000
Sales (consolidated) as of the End of the Previous Fiscal Year	From 100 billion yen to less than 1 trillion yen
Number of Consolidated Subsidiaries as of the End of the Previous Fiscal Year	Less than 10

4. Policy on Measures to Protect Minority Shareholders in Conducting Transactions with Controlling Shareholder

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5. Other Special Circumstances which may have Material Impact on Corporate Governance

The Company has concluded a basic agreement on a business alliance with Ajinomoto Co., Inc. and has established an alliance with Ajinomoto in the edible oils and fats business, including use of Ajinomoto's brands, use of certain Ajinomoto sales routes, and acceptance of employees seconded from Ajinomoto.
 *Ajinomoto Co., Inc. is a major shareholder, holding 27.27% of the Company's voting rights.

II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management

1. Organizational Composition and Operation

Organization Form	Company with Audit & Supervisory Board Members
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[Directors]

Maximum Number of Directors Stipulated in Articles of Incorporation	10
Term of Office Stipulated in Articles of Incorporation	1 year
Chairperson of the Board	Representative Director, President and CEO
Number of Directors	9
Appointment of Outside Directors	Appointed
Number of Outside Directors	5
Number of Independent Directors	3

Outside Directors' Relationship with the Company (1)

Name	Attribute	Relationship with the Company*										
		a	b	c	d	e	f	g	h	i	j	k
Kaoru Kurashima	From another company					○		○				
Yoichiro Endo	From another company					○		○				
Yutaro Shintaku	From another company											
Yugo Ishida	From another company											
Hiroko Koide	From another company											

* Categories for "Relationship with the Company"

* "○" when the director presently falls or has recently fallen under the category;

"△" when the director fell under the category in the past

* "●" when a close relative of the director presently falls or has recently fallen under the category;

"▲" when a close relative of the director fell under the category in the past

a. Executive of the Company or its subsidiaries

b. Non-executive director or executive of a parent company of the Company

c. Executive of a fellow subsidiary company of the Company

d. A party whose major client or supplier is the Company or an executive thereof

e. Major client or supplier of the Company or an executive thereof

f. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the Company besides remuneration as a director

g. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)

h. Executive of a client or supplier company of the Company (which does not correspond to any of d, e, or f) (the director himself/herself only)

i. Executive of a company, between which and the Company outside directors/audit & supervisory board members are mutually appointed (the director himself/herself only)

j. Executive of a company or organization that receives a donation from the Company (the director himself/herself only)

k. Others

Outside Directors' Relationship with the Company (2)

Name	Designation as Independent Director	Supplementary Explanation of the Relationship	Reasons of Appointment
Kaoru Kurashima		<p>Kaoru Kurashima is a Member of the Board, Executive Officer & Senior Vice President of Ajinomoto Co., Inc. which is a major shareholder and client of the Company.</p> <p>The Company has annual product sales of 46,998 million yen and annual raw material purchases of 7,861 million yen with Ajinomoto (actual results for the fiscal year ended March 31, 2021).</p>	<p>Kaoru Kurashima has been involved in food business both in Japan and overseas at Ajinomoto Co., Inc. and has abundant experience and insights related broadly to food business and corporate management. By leveraging these factors, he is deemed to be capable of making important decisions and supervising business execution as Director, and therefore the Company elected him as Outside Director.</p>
Yoichiro Endo		<p>Yoichiro Endo serves as an executive of MITSUI & CO., LTD. which is a major shareholder and client of the Company.</p> <p>The Company has annual product sales of 9,946 million yen and annual raw material purchases of 26,056 million yen with MITSUI & CO. (actual results for the fiscal year ended March 31, 2021).</p>	<p>Yoichiro Endo has been involved in businesses including overseas business and food business at MITSUI & CO., LTD. and has abundant experience and insights related broadly to food business and overseas business. By leveraging these factors, he is deemed to be capable of making important decisions and supervising business execution as Director, and therefore the Company elected him as Outside Director.</p>
Yutaro Shintaku	○	-	<p>Yutaro Shintaku has been engaged in management of TERUMO CORPORATION for many years as Representative Director, President and CEO and has abundant experience and insights related to corporate management. By leveraging these factors, he is deemed to be capable of making important decisions and supervising business execution as Director, and therefore the Company elected him as Outside Director and Independent Director.</p>

Yugo Ishida	○	—	Yugo Ishida has been engaged in corporate management as well as involved in finance in Japan and overseas at security companies and asset management companies, and has abundant experience and insights related to capital market and corporate management. By leveraging these factors, he is deemed to be capable of making important decisions and supervising business execution as Director, and therefore the Company elected him as Outside Director and Independent Director.
Hiroko Koide	○	—	Hiroko Koide has been engaged in corporate management as well as involved in marketing at a variety of global companies, and has abundant experience and insights related to global business, marketing and corporate management. By leveraging these factors, she is deemed to be capable of making important decisions and supervising business execution as Director, and therefore the Company elected her as Outside Director and Independent Director.

Voluntary Establishment of Committee(s) Corresponding to Nomination Committee or Remuneration Committee	Established
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Committee's Name, Composition, and Attributes of Chairperson

	Committee Corresponding to Nomination Committee	Committee Corresponding to Remuneration Committee
Committee's Name	Nomination Advisory Committee	Remuneration Advisory Committee
All Committee Members	4	5
Full-time Members	0	0
Inside Directors	1	1
Outside Directors	3	3
Outside Experts	0	0
Other	0	1
Chairperson	Outside Director	Outside Director

Supplementary Explanation **UPDATED**

The details of the Nomination Advisory Committee and the Remuneration Advisory Committee are described in “I. 1. Disclosure Based on the Principles of the Corporate Governance Code [Supplementary Principle 4.10.1]” of this report.

[Audit & Supervisory Board Members]

Establishment of Audit & Supervisory Board	Established
Maximum Number of Audit & Supervisory Board Members Stipulated in Articles of Incorporation	5
Number of Audit & Supervisory Board Members	4

Cooperation among Audit & Supervisory Board Members, Accounting Auditor and Internal Audit Department **UPDATED**

- In principle, the internal audit department and a standing Audit & Supervisory Board Member meet once a month to exchange opinions. The internal audit department reports directly to the Audit & Supervisory Board Members on the status of audit implementation, and has a system in place to cooperate with the Audit & Supervisory Board Members when requested to do so in the course of their audits.
- The Audit & Supervisory Board Members and the Accounting Auditor have met a total of eight times, exchanging opinions on audit plans and audit issues, etc., as appropriate, in addition to three quarterly audit review reports and two annual financial results audit reports (Companies Act and Financial Instruments and Exchange Act). Furthermore, the Company holds quarterly three-way audit meetings with the internal audit department to share information and exchange opinions.
- The Accounting Auditor and the internal audit department meet regularly to exchange opinions, and the internal audit department has a system in place to cooperate with the Accounting Auditor when requested to do so in the course of its audits.
- The internal audit department, Audit & Supervisory Board Members, and the Accounting Auditor exchange opinions on compliance and risk management with the Corporate Administration and Corporate Governance Promotion which is in charge of the internal control function, and the Finance Department, as appropriate, and these departments have a system in place to cooperate with the internal audit department, Audit & Supervisory Board Members, and the Accounting Auditor when requested to do so in the course of their audits.

Appointment of Outside Audit & Supervisory Board Member	Appointed
Number of Outside Audit & Supervisory Board Members	2
Number of Independent Audit & Supervisory Board Members	2

Outside Audit & Supervisory Board Member's Relationship with the Company (1) **UPDATED**

Name	Attribute	Relationship with the Company*												
		a	b	c	d	e	f	g	h	i	j	k	l	m
Akira Muto	From another company													
Eiji Mizutani	CPA													

* Categories for "Relationship with the Company"

- * "○" when the audit & supervisory board member presently falls or has recently fallen under the category;
- * "△" when the audit & supervisory board member fell under the category in the past
- * "●" when a close relative of the audit & supervisory board member presently falls or has recently fallen under the category;
- * "▲" when a close relative of the audit & supervisory board member fell under the category in the past

- a. Executive of the Company or its subsidiary
- b. Non-executive director or accounting advisor of the Company or its subsidiaries
- c. Non-executive director or executive of a parent company of the Company
- d. Audit & supervisory board member of a parent company of the Company
- e. Executive of a fellow subsidiary company of the Company
- f. A party whose major client or supplier is the Company or an executive thereof
- g. Major client or supplier of the Company or an executive thereof
- h. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the Company besides remuneration as an audit & supervisory board member
- i. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)
- j. Executive of a client or supplier company of the Company (which does not correspond to any of f, g, or h) (the audit & supervisory board member himself/herself only)
- k. Executive of a company, between which and the Company outside directors/audit & supervisory board members are mutually appointed (the audit & supervisory board member himself/herself only)
- l. Executive of a company or organization that receives a donation from the Company (the audit & supervisory board member himself/herself only)
- m. Others

Outside Audit & Supervisory Board Members' Relationship with the Company (2) **UPDATED**

Name	Designation as Independent Audit & Supervisory Board Member	Supplementary Explanation of the Relationship	Reasons of Appointment
Akira Muto	○	—	Akira Muto has been involved in the food related business and accounting operations at Asahi Breweries, Ltd. He has abundant experience and insights related broadly to food related businesses and corporate management in general as he served as a Standing Audit & Supervisory Board Member of Asahi Group Holdings, Ltd. Accordingly, he is expected to provide objective monitoring and supervision of the execution of duties by management, and therefore the Company elected him Outside Audit & Supervisory Board Member and Independent Audit & Supervisory Board Member.

Eiji Mizutani	○	—	Eiji Mizutani has specialized knowledge and abundant experience as a certified public accountant, and has not been engaged in corporate management in the past. Nevertheless, he is expected to provide objective monitoring and supervision of the execution of duties by management, and therefore the Company elected him as Outside Audit & Supervisory Board Member and Independent Audit & Supervisory Board Member.
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[Independent Directors/Audit & Supervisory Board Members]

Number of Independent Directors/Audit & Supervisory Board Members	5
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Matters relating to Independent Directors/Audit & Supervisory Board Members

The Company has elected three Independent Outside Directors and one Independent Outside Audit & Supervisory Board Member at the Annual General Meeting of Shareholders in 2021 and one Independent Outside Audit & Supervisory Board Member at the Annual General Meeting of Shareholders in 2020, and the reasons for their election are disclosed in the respective notices of convocation.

The Company assesses the independence of Outside Directors and Outside Audit & Supervisory Board Members after confirming any of the following categories does not apply:

1. A business executive of the Company Group or person who previously served at the Company Group
 - *1 The “Company Group” refers to the Company and its consolidated subsidiaries.
 - *2 A “business executive” refers to an Executive Director, Executive Officer, Corporate Officer, other employee, etc.
 - *3 A “person who previously served” refers to an employee with experience of serving at the Company Group.
2. A major shareholder of the Company or a business executive thereof
 - *4 A “major shareholder” refers to a party that holds 10% or more of voting rights.
3. A business executive of a company, etc. of which the Company is a major shareholder
4. A party for which the Company Group is a major business partner or a business executive thereof
 - *5 A “party for which the Company Group is a major business partner” refers to a business partner for which net sales to the Company Group account for 2% or more of total net sales.
5. A major business partner of the Company Group or a business executive thereof
 - *6 A “major business partner of the Company Group” refers to a business partner that accounts for 2% or more of the Company Group’s consolidated net sales.
6. A major lender to the Company Group or a business executive thereof
 - *7 A “major lender to the Company Group” refers to a lender (financial institution) to whom the Company’s outstanding borrowings at the end of the fiscal year are 2% or more of consolidated total assets.
7. The Accounting Auditor of the Company or a person belonging thereto
8. A consultant, accounting professional, or legal professional receiving 10 million yen or more per annum in cash or other proprietary benefits from the Company, excluding executive remuneration (if the party receiving this property is a corporation, partnership, or other organization, a person belonging to that organization)
9. A party receiving donations of 10 million yen or more per annum from the Company Group or a business executive thereof
10. A business executive of a party with a relationship with the Company Group whereby outside officers are mutually appointed

11. A person who fell under the above category 1. in the past or a person who fell under any of the categories 2. through 10. in the past three (3) years
12. A spouse or relative within the second degree of kinship of a person who falls under any of the above categories 1. through 11.
13. When there are any reasons other than those in each of the above items by which it is reasonably judged that the person will not be able to fulfill his or her duties as an independent outside officer, such as cases when a conflict of interest may arise with the Company.

[Incentives]

Incentive Policies for Directors	Performance-based Remuneration
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Supplementary Explanation

The Company has introduced the following system for the remuneration of Directors (excluding Outside Directors).

- Short-term incentives (bonuses) based on consolidated business results, etc., for each fiscal year
- Long-term incentives (share-based remuneration) linked to medium- to long-term performance over a four-year period and the Company's stock price

Recipients of Stock Options	
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Supplementary Explanation

[Director Remuneration]

Disclosure of Individual Directors' Remuneration	No Individual Disclosure
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Supplementary Explanation **UPDATED**

The total amount of remuneration, etc., for Directors for the fiscal year ended March 31, 2021 was 257 million yen for eight Directors.
(Notes)

1. Fixed remuneration and share-based remuneration include one Director and two Audit & Supervisory Board Members, one of whom is an Outside Audit & Supervisory Board Member, who retired at the conclusion of the 18th Annual General Meeting of Shareholders held on June 25, 2020 (Audit & Supervisory Board Members receive only fixed remuneration).
2. The amount of share-based remuneration is calculated by converting the number of stock points (each point is converted into one share of the Company's stock) granted during the current fiscal year into the (average) acquisition price.
3. Three Outside Directors (including one Outside Director who retired at the conclusion of the 18th Annual General Meeting of Shareholders held on June 25, 2020) are not included because they receive no remuneration.

Policy on Determining Remuneration Amounts and Calculation Methods UPDATED	Established
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1. Basic Policy

The Company's executive remuneration system is designed to clarify the responsibility of officers for the improvement of the Company's performance and corporate value, and to increase motivation and raise morale for the improvement of the performance and corporate value.

2. Composition of remuneration

The executive remuneration consists of fixed remuneration and performance-based remuneration. Performance-based remuneration is made up of bonus payments and share-based remuneration and serves as both short-term as well as long-term incentives toward the improvement of the performance and corporate value. The calculation of performance-based remuneration takes into consideration company-wide performance evaluations and individual performance evaluations, and the remuneration is calculated based on the ratio of performance evaluations according to position and role.

The higher the position of the officer, the greater the proportion of performance-based remuneration that is set, such that the higher the position, the more significant are the expected outcomes and the greater is the responsibility for company performance. The proportion of performance-based remuneration of the Directors (excluding Outside Directors) will fluctuate within a range of 0 to 65%.

Outside Directors and Audit & Supervisory Board Members receive only fixed remuneration. Remuneration levels are determined by taking the roughly 50th percentile of the peer companies with similar net sales and operating profit based on objective indicators as benchmarks, and upon analysis and comparison utilizing the data of outside research firms.

At a meeting of the Board of Directors held on May 12, 2021, a resolution was passed to revise the benchmark so that total remuneration will be equivalent to the 50th to 75th percentile once the Medium-Term Business Plan budget is achieved while maintaining minimum levels equivalent to the 25th percentile level.

For the specific composition of remuneration, timing of payment, method of payment, and composition ratio (%) of remuneration by position for Directors and Audit & Supervisory Board Members, please refer to "Section 4. Status of the Submitting Company, 4. Corporate Governance, (4) Remuneration, etc., for Officers" in the 19th Securities Report. <https://pdf.irpocket.com/C2613/xqEb/aBj0/Og5D.pdf> (in Japanese)

[Fixed remuneration (monthly remuneration)]

As consideration for the "expectations" entailed by the roles and duties of each officer, a fixed monthly amount has been set depending on the position and paid each month.

[Bonuses (short-term incentives)]

As consideration for the achievement of business performance for each year, bonuses are determined and paid based on the level of achievement of company-wide performance and individual performance targets. When making contributions to the improvement of business performance and corporate value, business performance is seen as crucial determining criteria. Accordingly, the basic indicator to evaluate company-wide performance comprises consolidated operating profit.

Calculation method of bonus = a) × b) × c) (varies in the range of 0% to 200%)

a) Amount to be paid by position based on consolidated operating profit of 6 billion yen

b) Rate of achievement of company-wide performance target compared to base performance (varies from 0% to 200%)

c) Rate of achievement of individual performance targets (consisting of rate of achievement of departmental performance and rate of achievement of individual performance indicators)

At a meeting of the Board of Directors held on May 12, 2021, a resolution was passed to revise the base for consolidated operating profit in a) to 8 billion yen, and to set an incentive in b) when the annual performance target is achieved.

[Share-based remuneration (long-term incentives)]

As consideration for the achievement of medium-to long-term company-wide performance targets, the shares of the Company are paid to officers who were in office during the performance-evaluation period after the pre-determined performance-evaluation period has ended, in an effort to share value with the shareholders. When making contributions to the improvement of performance and corporate value, evaluations of our corporate value are manifested in our stock value. Accordingly, the basic indicators to evaluate company-

wide performance targets place special emphasis on ROE, to which consolidated operating profit and consolidated net sales are also added.

At a meeting of the Board of Directors held on May 12, 2021, a resolution was passed to add net sales of high-value-added products and EPS instead of consolidated net sales as new basic indicators, to revise the base performance of consolidated operating profit from 8 billion yen to 11 billion yen, and to revise ROE from 5% to 8%, for the purpose of improving the linkage with the increase in corporate value, and to reduce the final achievement rate by 10% if the performance target is not achieved. In addition, it was resolved that in the event of any kind of fraudulent act or other irregularity during the term of office, the benefits will be reduced or not be paid, and that even after receiving the benefits and leaving office, the Company will be able to request the return of money of economic value equivalent to the shares and money received in the event of any of the matters stipulated in the Rules for the Payment of Shares to Officers. Furthermore, at the Annual General Meeting of Shareholders held on June 24, 2021, a resolution was passed to change the timing of the payment of shares to upon retirement of officers.

Calculation method of share-based remuneration = a) × b) × c) (varies in the range of 0% to 195%)

a) Base points awarded by position (1 point equals 1 share)

b) Rate of achievement of each indicator to the target of the Medium-Term Business Plan in the final year (varies from 0% to 150%)

c) Cumulative achievement of the Medium-Term Business Plan targets for each indicator (coefficient varies from 0 to 1.3)

At a meeting of the Board of Directors held on May 12, 2021, a resolution was passed to revise the formula to remove indicator c) from the calculation. As a result, the fluctuation range of share-based remuneration will be 0% to 150%.

3. Targets and results of performance-based remuneration indices for the current fiscal year

[Bonuses (short-term incentive)]

Evaluation indicator: Consolidated operating profit

Base (target): 6 billion

FY2020 result: 6.6 billion

[Share-based remuneration (long-term incentive)]

Evaluation indicator: Consolidated net sales/consolidated operating profit/ROE

Medium- to long-term targets (covering the four-year period from FY2017 to FY2020):

- Consolidated net sales: 215 billion yen or more
- Consolidated operating profit: 8 billion yen or more
- ROE: 5.0% or higher

FY2020 results:

- Consolidated net sales: 164.8 billion yen
- Consolidated operating profit: 6.6 billion yen
- ROE: 5.7%

4. Determination of remuneration

The amounts and the methods of calculation of executive remuneration have been specified by the Board of Directors in our Executive Compensation Policy. To clarify the independence, objectivity, and accountability of the functions of the Board of Directors relating to executive remuneration, the amounts of executive remuneration are determined by the Board of Directors following the discussions by the Remuneration Advisory Committee on the implementation of the remuneration system and the validity of the system itself. At the 18th Annual General Meeting of Shareholders held on June 25, 2020, it was resolved that the maximum amount of remuneration (fixed remuneration and bonuses) for the Board of Directors shall be 450 million yen annually (including 50 million yen annually for Outside Directors, as resolved at the 17th Annual General Meeting of Shareholders held on June 26, 2019), and at the 15th Annual General Meeting of Shareholders held on June 22, 2017, it was resolved that the maximum amount of share-based remuneration under the Board Benefit Trust plan for the applicable period of four years shall be 700 million yen (including 390 million yen for Directors), and the maximum amount of basic remuneration for Audit & Supervisory Board Members shall be 90 million yen annually (including 60 million yen annually for Outside Audit & Supervisory Board Members). The remuneration for Audit & Supervisory Board Members is separately discussed by the Audit & Supervisory Board. The resolution does not include employee salaries for Directors who also serve as employees.

In addition, at the 19th Annual General Meeting of Shareholders held on June 24, 2021, a resolution was passed to change the timing for Directors, etc., to receive benefits of the Company's shares, etc., under this system from every four years during the trust period to upon retirement in principle, to increase the ratio of share-based remuneration (long-term incentive) to the total amount of remuneration for Directors, etc., and the maximum number of points, and to revise the evaluation coefficient. After the revision, the maximum total number of points to be granted during the subject period will be 170,000 points for Directors and 90,000 points for Executive Officers. After adjustment by the evaluation coefficient, the maximum number of points will be 255,000 and 135,000, respectively.

• Roles and activities of the Remuneration Advisory Committee

The Remuneration Advisory Committee is chaired by an Independent Outside Director and consists of a majority of Outside Directors. As an advisory body to the Board of Directors, the Remuneration Advisory Committee deliberates on the necessity of revising the executive remuneration system and evaluation system, the results of performance evaluation, and the appropriateness of the amount of remuneration, and reports to the Board of Directors.

• Roles and activities of the Board of Directors

The Board of Directors, as an auditing function for officers, has established and institutionalized the Executive Compensation Policy regarding executive remuneration, and has appointed the Remuneration Advisory Committee to deliberate on the implementation of the remuneration system and the appropriateness of the system itself. The amounts of executive remuneration are determined after receiving reports from the Remuneration Advisory Committee and deliberations by the Board of Directors.

[Supporting System for Outside Directors and/or Outside Audit & Supervisory Board Members]

- The internal audit department, the Corporate Administration and Corporate Governance Promotion which is in charge of internal control, and the Finance Department provide relevant information and exchange opinions on important decision-making matters, compliance and risk management, etc., as appropriate. In addition, we have a system in place to cooperate with Outside Directors and Outside Audit & Supervisory Board Members when requested to do so.
- The Corporate Planning distributes materials for meetings of the Board of Directors to Outside Directors in advance and provides explanations in advance as necessary.
- The full-time staff of the Audit & Supervisory Board Office assists the part-time Audit & Supervisory Board Members in their overall duties.
- The Company's Audit & Supervisory Board Members and the Independent Outside Directors hold information exchange meetings as necessary to share issues and exchange opinions.

[Retired presidents/CEOs holding advisory positions (counselor, advisor, etc.)]

Information on retired presidents/CEOs holding advisory positions (counselor, advisor, etc.)

Name	Job title/ position	Responsibilities	Employment terms (Full/part time, with/without remuneration, etc.)	Date when former role as president/ CEO ended	Term
—	—	—	—	—	—

Number of retired presidents/CEOs holding advisory positions (counselor, advisor, etc.)

0

Others

Although the Company has introduced an advisory system in which advisors are selected from those who have held positions at the level of Executive Officer or above, currently there are no advisors who have experience as Representative Director, President and CEO.

The duties of the advisors are to advise the Representative Director, President and CEO, Directors, and Executive Officers, and their appointment is subject to the decision of the Board of Directors.

2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System) **UPDATED**

(1) Overview of the current governance system

The Company has adopted an executive officer system in order to clarify the functions of management execution and supervision within the governance framework of a company with Audit & Supervisory Board Members.

- The Board of Directors consists of nine Directors: four standing Directors and five part-time Outside Directors. It holds regular meetings once a month in principle and extraordinary meetings as necessary to make decisions on important matters and supervise the execution of business.
- In addition, in order to further strengthen the functions of the Board of Directors and improve management efficiency, the Management Meeting, which is attended by standing Directors, and Executive Officers appointed by the Representative Director, President and CEO, meets three times a month in principle to make decisions on basic and important matters related to the execution of business for the J-Oil Mills Group.
- The Company's organization for audits by Audit & Supervisory Board Members, the Audit & Supervisory Board, consists of four members: one standing Audit & Supervisory Board Member, one part-time Audit & Supervisory Board Member, and two part-time Outside Audit & Supervisory Board Members. As a general rule, the Audit & Supervisory Board holds regular meetings once a month, and whenever necessary. Each Audit & Supervisory Board Member audits the legality and appropriateness of business execution in accordance with the audit policy, audit plan, and allocation of audit duties determined by the Audit & Supervisory Board.
- Elsewhere, the Company has established the J-Oil Mills Code of Conduct, the Corporate Ethics Rules which stipulate compliance with the Code, and other codes and regulations. The Company has established organizations such as the Risk Management Committee, and is working to ensure that these codes and regulations are thoroughly understood and implemented.

(2) Status of audits

- Organization and personnel for audits by the Audit & Supervisory Board Members

The Company's organization for audits by Audit & Supervisory Board Members, the Audit & Supervisory Board, consists of four members: one standing Audit & Supervisory Board Member, one part-time Audit & Supervisory Board Member, and two part-time Outside Audit & Supervisory Board Members. The Company's Audit & Supervisory Board shall include at least one person who has considerable knowledge of finance and accounting.

The Chairperson of the Audit & Supervisory Board is standing Audit & Supervisory Board Member Shunichi Komatsu. Standing Audit & Supervisory Board Member Shunichi Komatsu has been engaged in the food business, including overseas, at Ajinomoto Co., Inc. and has extensive experience and insights related broadly to food business and corporate management. Audit & Supervisory Board Member Akira Nozaki is a lawyer and has expert knowledge of legal issues surrounding the Company based on his experience as an Outside Director and Outside Audit & Supervisory Board Member of other companies. Outside Audit & Supervisory Board Member Akira Muto has extensive experience and insights in food related businesses and corporate management, having been involved in food related businesses and accounting at Asahi Breweries, Ltd. and serving as a Standing Audit & Supervisory Board Member of Asahi Group Holdings, Ltd. Outside Audit & Supervisory Board Member Eiji Mizutani has experience in accounting audits of many companies in his capacity as a certified public accountant and representative partner of an auditing firm, and has expertise in finance and accounting.

We have established the Audit & Supervisory Board Office to assist the activities of the Audit & Supervisory Board, with two full-time staff members and one concurrently assigned staff member with experience in accounting, finance, and internal auditing. Personnel transfers and rewards and punishments of the staff of the Audit & Supervisory Board Office are subject to the consent of the Audit & Supervisory Board Members, and independence from Directors is maintained.

- Activities of the Audit & Supervisory Board

The Audit & Supervisory Board met 23 times in FY2020, with regular meetings held once a month and as needed. The average duration of each meeting is about 1 hour and 20 minutes. Standing Audit & Supervisory Board Member Komatsu and Outside Audit & Supervisory Board Member Muto have attended all 15 meetings of the Audit & Supervisory Board since assuming office, and Audit & Supervisory Board Member Nozaki and Outside Audit & Supervisory Board Member Ikeya have attended all 23 meetings of the Audit & Supervisory Board. The Audit & Supervisory Board passed resolutions on the audit policy, audit plan, division of duties, reappointment of the Accounting Auditor, consent to the Accounting Auditor's audit remuneration, consent to the candidates for Audit & Supervisory Board Members, etc. In addition, the Audit & Supervisory Board receives explanation of an overview of the quarterly and annual financial results from the Finance Department and a review and explanation of the audit report from the Accounting Auditor, and discusses agenda items for meetings of the Board of Directors in advance, analyzes and verifies the results of employee awareness surveys, etc.

Further, the Audit & Supervisory Board conducted audits of the following priority audit items: verification of the responsibilities of Directors and the effectiveness of the Board of Directors, strengthening of the verification of internal control systems, verification of efforts to reform internal corporate culture from the perspective of preventing misconduct, verification of the state of governance at group companies. The Audit & Supervisory Board also carried out interviews regarding the initiatives and progress of the Medium-Term Business Plan. The status of the development and operation of the internal control system was heard from the officer in charge of corporate divisions and the general manager of the division, and the effectiveness of the system was audited from the perspective of responding to changes in the social environment and revisions to the legal system, and reported to the Board of Directors. Liaison meetings were held with Outside Directors twice to promote collaboration, where participants shared information and exchanged opinions on the status of management and governance.

- Activities of the Audit & Supervisory Board Members

Each Audit & Supervisory Board Member audits the legality and appropriateness of business execution in accordance with the audit policy, audit plan, and allocation of audit duties determined by the Audit & Supervisory Board. In FY2020, standing Audit & Supervisory Board Member Komatsu and Outside Audit & Supervisory Board Member Muto have attended all 13 meetings of the Board of Directors since assuming office, and Audit & Supervisory Board Member Nozaki and Outside Audit & Supervisory Board Member Ikeya have attended all 17 meetings of the Board of Directors, and expressed opinions as necessary. In addition to the meetings of the Board of Directors, the standing Audit & Supervisory Board Members attend important meetings such as the Management Meeting and the Risk Management Committee in order to supervise the important decision-making process and the execution of business. In addition to receiving reports and explanations on the status of business execution from all Executive Directors, Executive Officers, and employees who are General Managers of major divisions, the standing Audit & Supervisory Board Member exchange opinions with the Representative Director, President and CEO once a month as a general rule, inspect approval documents and other important documents, and visit factories, branches and offices as needed to make on-site inspections. The part-time Audit & Supervisory Board Members, together with the standing Audit & Supervisory Board Members, exchange opinions with the Representative Director, President and CEO four times a year on issues to be addressed by the Company, important auditing issues, etc. They also listen to the status of business execution from the Executive Directors, Executive Officers and employees who are General Managers of major divisions, and provide advice and express opinions based on their expertise.

At the end of each fiscal year, the Audit & Supervisory Board conducts an evaluation of the effectiveness of the auditing activities by the Audit & Supervisory Board Members, and the results are reflected in the auditing policies and plans for the next fiscal year.

- As for the status of the Company's internal audits, the Audit Department, which reports directly to the Representative Director, President and CEO, has been established and consists of 10 members to check and provide guidance mainly on business audits. The Audit Department audits the overall internal control of the executive departments in accordance with the audit plan resolved by the Board of Directors, and reports the status of audit implementation to the management on a regular basis.
- With regard to the status of the Company's accounting audits, the Company has commissioned Ernst & Young ShinNihon LLC to conduct accounting audits, and has continuously undergone audits under the Companies Act and the Financial Instruments and Exchange Act. The names of the certified public

accountants who performed the audit are Designated Limited Liability Partner and Engagement Partner Masayuki Aida (three years of continuous auditing) and Designated Limited Liability Partner and Engagement Partner Shigeyuki Honda (one year of continuous auditing), and as of March 31, 2021, the number of assistants for the audit was five certified public accountants, six persons who have passed the accountant examination, and 13 others.

(3) Efforts to strengthen the functions of Audit & Supervisory Board Members

Please refer to the “[Audit & Supervisory Board Members], Cooperation among Audit & Supervisory Board Members, Accounting Auditor and Internal Audit Department” and “[Supporting System for Outside Directors and/or Outside Audit & Supervisory Board Members]” in “II. 1. Organizational Composition and Operation” of this report.

(4) Nomination Advisory Committee and Remuneration Advisory Committee

- The Company has established the Nomination Advisory Committee and the Remuneration Advisory Committee.
- The Nomination Advisory Committee deliberates on proposals for the election and dismissal of Directors and Executive Officers in response to inquiries from the Board of Directors, and reports to the Board of Directors.
The Committee consists of three Outside Directors and one internal Director, and is chaired by an Outside Director.
- The Remuneration Advisory Committee deliberates on remuneration proposals for Directors and Executive Officers in response to inquiries from the Board of Directors, and reports to the Board of Directors.
The Committee consists of three Outside Directors, one internal Director and one Audit & Supervisory Board Member, and is chaired by an Outside Director.

(5) Limited liability agreement

The Company has entered into limited liability agreements with Outside Directors Kaoru Kurashima, Yoichiro Endo, Yutaro Shintaku, Yugo Ishida, and Hiroko Koide, Outside Audit & Supervisory Board Members Akira Muto and Eiji Mizutani, and Audit & Supervisory Board Members Shunichi Komatsu and Akira Nozaki, limiting their liability under Article 423, Paragraph 1 of the Companies Act to the minimum amount stipulated by laws and regulations.

3. Reasons for Adoption of Current Corporate Governance System **UPDATED**

The Board of Directors, which consists of nine Directors including five Outside Directors, makes decisions on important matters and supervises the execution of business. In addition, four Audit & Supervisory Board Members, including two Outside Audit & Supervisory Board Members, audit the legality and appropriateness of business execution in cooperation with the Accounting Auditor and the internal audit department. Thus, we believe that a system to ensure the appropriateness of business execution is in place, accordingly we have adopted this current system that is based on a company with an Audit & Supervisory Board and the establishment of the Nomination and Remuneration Advisory Committees for Directors, etc. We will continue to consider the improvement of our governance system as an important management issue.

The Company is implementing the following in order to make the current corporate governance system effective.

- Outside Directors (three out of five are Independent Outside Directors) attend the meetings of Board of Directors and make comments on internal control and other important issues based on their experience and insight as corporate managers, etc., as appropriate.

In addition, Outside Directors exchange opinions on compliance and risk management, etc., with the internal audit department, the Corporate Administration and Corporate Governance Promotion which is in charge of the internal control function, and the Finance, and each of these departments has a system in place to cooperate with Outside Directors when requested to do so in the course of their supervision.

- The two Independent Outside Audit & Supervisory Board Members, together with Audit & Supervisory Board Members (one of whom is the a standing Audit & Supervisory Board Member), attend regular meetings of the Audit & Supervisory Board (held once a month in principle) as well as extraordinary meetings of the Audit & Supervisory Board held as necessary to ensure close cooperation in auditing business.

In addition, the internal audit department and standing Audit & Supervisory Board Members meet once a month, in principle, to exchange opinions. The internal audit department reports to the Audit & Supervisory Board Members on the status of audit implementation, and has a system in place to cooperate with the Audit & Supervisory Board Members when requested to do so in the course of their audits.

The Audit & Supervisory Board Members and the Accounting Auditor have met a total of eight times, exchanging opinions on audit plans and audit issues, etc., as appropriate, in addition to three quarterly audit review reports and two annual financial results audit reports (Companies Act and Financial Instruments and Exchange Act). Furthermore, the Company holds quarterly three-way audit meetings with the internal audit department to share information and exchange opinions.

The Accounting Auditor and the internal audit department meet regularly to exchange opinions, and the internal audit department has a system in place to cooperate with the Accounting Auditor when requested to do so in the course of its audits.

The internal audit department, Audit & Supervisory Board Members, and the Accounting Auditor exchange opinions on compliance and risk management with the Corporate Administration and Corporate Governance Promotion which is in charge of the internal control function, and the Finance Department, as appropriate, and these departments have a system in place to cooperate with the internal audit department, Audit & Supervisory Board Members, and the Accounting Auditor when requested to do so in the course of their audits.

III. Implementation of Measures for Shareholders and Other Stakeholders

1. Measures to Vitalize the General Meeting of Shareholders and Smooth Exercise of Voting Rights

UPDATED

	Supplementary Explanations
Early Notice of Convocation of the General Meeting	The Company sends out the notice 21 days prior to the General Meeting of Shareholders.
Scheduling General Meeting of Shareholders Avoiding the Peak Day	The date of the General Meeting of Shareholders has been set to avoid concentrated holding of meetings.
Allowing Electronic Exercise of Voting Rights	The Company allows exercise of voting rights via the Internet.
Participation in Electronic Voting Platform and Other Efforts to Improve the Environment for the Exercise of Voting Rights of Institutional Investors	The Company participates in the electronic voting rights exercise platform provided by ICJ, Inc.
Providing the Notice of Convocation of the General Meeting in English	An English translation of the Notice of Convocation of the General Meeting (summary) is available on the English version of the Company's website.
Other	<p>The Company strives to enhance the content of the notice of convocation of the General Meeting of Shareholders by, for example, proactively incorporating information that is considered to be beneficial to shareholders in addition to the legally required information.</p> <p>On the day of the General Meeting of Shareholders, we use video materials and narration to provide shareholders with easy-to-understand explanations, and we strive to respond to questions in an attentive manner. In addition, we provide live streaming of the General Meeting of Shareholders so that shareholders can view the meeting from their homes or other locations.</p> <p>The presentation materials used by the chairman on the day of the meeting are posted on the Company's website.</p>

2. IR Activities **UPDATED**

	Supplementary Explanations	Availability of explanation by the President and CEO
Preparation and Publication of Disclosure Policy	<p>We have formulated the J-Oil Mills Disclosure Policy, which includes the following: to comply with the Companies Act, the Financial Instruments and Exchange Act, the rules set by the Tokyo Stock Exchange, Inc., and other laws and regulations regarding the disclosure of corporate information, and to disclose information in a timely and accurate manner in accordance with these laws and regulations. The policy is available on our website.</p> <p>https://www.j-oil.com/en/ir/management/disclosure.html</p>	

<p>Regular Investor Briefings for Analysts and Institutional Investors</p>	<p>Quarterly financial results briefings are held, where the Representative Director, President and CEO explains the management overview, management policies, financial results, and ESG-related issues. The script of the presentation and the Q&A session are available on our website.</p> <p>We also hold small meetings with securities analysts and institutional investors on a regular basis and conduct IR roadshows with the aim of enhancing corporate value and gaining understanding from the capital market. In FY2020, we held 23 meetings and three small meetings for dialogue with domestic institutional investors, and 11 meetings for dialogue with overseas institutional investors. The Representative Director, President and CEO, the Executive Officer in charge of Finance, and the Executive Officer in charge of Corporate Communications handle the meetings for dialogue.</p> <p>We have been providing information disclosure in English and are strengthening dialogue with overseas institutional investors from FY2020.</p>	<p>Yes</p>
<p>Disclosure of IR Materials on Website</p>	<p>Financial results statements, securities reports, quarterly reports, notices of convocation annual General Meeting, integrated reports, shareholder newsletters, General Meetings presentation materials, financial results presentation materials, and individual investor presentation materials are disclosed on the Company's website. This IR information also includes special contents such as "To Individual Investors," which explains the Company's profile, business overview, and strategies in an easy-to-understand manner. In addition to the above, we actively issue press releases based on timely and voluntary disclosure, and post them on our website.</p>	
<p>In Charge of IR</p>	<p>We have established the Information Disclosure Committee as a body responsible for strengthening strategic information dissemination and decision-making on company-wide cross-sectional information disclosure, and it is implementing timely and voluntary disclosure. We have an IR function in the Corporate Communications as a contact point for dialogue with securities analysts, institutional and individual investors, and shareholders. Through the Corporate Communications, we disseminate information to and promote understanding of the capital market, and provide feedback to management. In addition, information is reported at the Board of Directors and the Management Meeting depending on the importance of the disclosed information.</p>	

Other	<p>[Initiatives for shareholders] We issue shareholder newsletters in May and November every year to inform our shareholders of performance trends, ESG trends, and topics. We also deliver our products and other items to our shareholders once a year. Details of the shareholder benefit program: https://www.j-oil.com/ir/stock_information/benefit.html (in Japanese)</p> <p>[Publication of the integrated report] We are strengthening our ability to disseminate ESG-related information through an integrated report based on the voices of experts. We explain our policies for serving a wide range of stakeholders, including the value structure story through our products, and the Japanese concept of “Happo Yoshi” (good for all stakeholders) in the message from the Representative Director, President and CEO.</p> <p>[General IR activities] We are continuously strengthening our IR activities through advice from Outside Directors and support from the operational organizations.</p>	
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3. Measures to Ensure Due Respect for Stakeholders **UPDATED**

Supplementary Explanations	
Stipulation of Internal Rules for Respecting the Position of Stakeholders	<p>Based on our corporate philosophy, “Joy for Life—Bringing joy to the future by food—,” which is the guiding principle of J-Oil Mills, we have formulated the J-Oil Mills Code of Conduct and the Corporate Ethics Rules which stipulates compliance with the Code, and through this code and regulations, we stipulate respect for the position of our stakeholders.</p> <p>[J-Oil Mills Code of Conduct] We will always keep our eyes on Our Vision of Joy for Life, and go back to Our Mission of taking on the challenges of eating and creating through Oishisa Design (taste design) and contributing to a better society based on Our Values of “Work together to achieve high targets and exceed expectations.” We will act based on the J-Oil Mills Action Guidelines while keeping in mind Our Values and Reason for Existence of “Based on our origin as an oil supplier, we support our diets with reliable quality by reaping nature’s potential.” This J-Oil Mills Code of Conduct is based on the above corporate philosophy, in accordance with which we aim to comply with all laws and regulations and other social norms as a corporate citizen that is part of society, and thereby be a company that is trusted by society.</p> <p>[Formulation and compliance with the Human Rights Policy] In 2020, we formulated the J-Oil Mills Human Rights Policy to establish and implement human rights due diligence, including remedies, correction, education and training. The Human Rights Policy is based on the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights, and encompasses Children’s Rights and Business Principles and the Principles on the Elimination of All Forms of Discrimination against Women.</p>

<p>Implementation of Environmental Activities, CSR Activities etc.</p>	<p>[Strengthening the sustainability system]</p> <p>J-Oil Mills considers ESG as an indicator for evaluating corporate value, and actively promotes ESG management linked to the Company’s long-term strategy and growth investment, and the provision of value to society and the environment by leveraging the strengths of its products and business.</p> <p>In July 2020, we established the Sustainability Committee as an advisory body to the Management Meeting. The Committee is chaired by the Director, Senior Managing Executive Officer in charge of Corporate Administration, vice-chaired by the Director, Senior Managing Executive Officer in charge of Oils and Fats business Unit, and has four subcommittees: the Environmental Subcommittee, Sustainable Procurement Subcommittee, Human Rights Subcommittee, and Sustainable Product Development Subcommittee, with the Corporate Communications serving as the secretariat. Each subcommittee sets long- to medium-term goals and annual goals, and in addition to regular quarterly committee meetings, subcommittees meet flexibly to consider and implement countermeasures in response to requests and issues from stakeholders. These results and issues are reported once a quarter at the Management Meeting and meetings of the Board of Directors. The Environmental Subcommittee is working on CO₂ reduction, carbon neutrality, and plastic-free initiatives. In November 2020, we endorsed TCFD and are participating in the consortium. We have also established an internal company-wide project to identify risks and opportunities associated with climate change and disclose them in our securities report. We plan to advance with scenario analysis and financial impact analysis in this project.</p> <p>The Sustainable Procurement Subcommittee conducts sustainable raw material procurement, supplier management, and ESG support for users, while the Human Rights Subcommittee conducts human rights due diligence, identifies risk areas, and formulates action plans for measures, as well as prioritizing the action plans. In addition, the Sustainable Product Development Subcommittee is developing new packaging materials and implementing initiatives for safety and security.</p> <p>[Providing value to the environment and society through our technologies]</p> <p>For raw materials and materials, we revised our CSR Procurement Guidelines in FY2018 in accordance with ISO 20400 (Sustainable procurement - Guidance). With the establishment of the new Code of Conduct in FY2020, we have updated the content and renamed it the Sustainable Procurement Policy. Based on this policy, we have formulated a Palm Oil Procurement Policy and will implement sustainable procurement of raw materials for our products from the perspective of human rights and environmental protection.</p> <p>Our mainstay product, “Cho Toku,” which uses proprietary technology to suppress the deterioration of professional-use cooking oil due to heating, has a long-lasting effect on edible oil for fried foods, and has achieved a 30% reduction in the amount of raw materials used, CO₂ emissions, and waste oil in the entire supply chain, from raw material procurement to transportation, storage, production processes, and product shipment, compared to general-purpose oil products (calculated based on the Company’s sales volume in FY2018). The product is helping to reduce oil change and waste oil collection time at the B2B customers’ kitchen, and resolve the resulting labor shortage. In May 2021, we acquired the Carbon Footprint of Products (CFP) Mark. Based on this calculation, a 20% reduction in CO₂ emissions compared to ordinary canola oil has been recognized. The CFP Mark is a third-party certification run by the Sustainable Management Promotion Organization (SuMPO), and conforms to the international standard ISO/TS 14067:2013 (CFP—Requirements and guidelines for the quantification and communication). In addition, the introduction of bag-in-box containers that</p>
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	<p>allow women and the elderly to change oil easily has contributed to the improvement of the workplace and working environment, and has been well received by customers for ready-to-eat meals and eating out.</p> <p>We adopted biodegradable plastic for the cap seals of some of the main products of household-use oils and fats. “Karaage no hi no abura” (special oil for fried chicken), launched in FY2018, has significantly reduced the amount of plastic used by using a pouch container with vapor deposition barrier technology that improves shelf life, and has also acquired an Eco Mark by using bioplastics (biomass) derived from sugar cane. The package also won the Accessible Design Packaging Award at the Japan Packaging Contest for its usability for users including the elderly and freshness-keeping package.</p> <p>In addition, we have introduced a new brand of starch for professional use called “TXdeSIGN,” which designs texture by combining plant-derived raw materials with our proprietary technologies to further resolve the issues of customers. We handle starch products made from plant-derived raw materials such as corn and tapioca, and have developed unique products such as “NEOTRUST” and “HIGHTRUST.” The “NEOTRUST” series is made from corn grown by contract farmers, and its unique physical processing technology makes it possible to retain water and oil without turning into a paste. It improves the juiciness of hamburgers, the texture of bread and frying batter, and inhibits deterioration over time, and it has been well received by customers in the processed food, convenience store, and bakery industries. In addition, sales volume growth is also being seen in the restaurant industry due to increased demand for takeout and delivery as a result of COVID-19 pandemic. There are plans to incorporate these products into the “TXdeSIGN” series in the future.</p> <p>In response to COVID-19, we are actively proposing solutions to problems through our products, based on our mission to provide a safe and stable supply of products that are indispensable for daily life. In order to enrich dining at home, for which demand has increased due to self-restraint in eating out, we are actively developing proposals for seasoning oils that make it easy to achieve professional taste at home, as well as product proposals that pursue freshly made taste for a long period of time by maintaining texture and flavor through our proprietary technology, in order to meet the increasing demand for home-meal-replacement. We are also expanding the options for consumers to purchase our products by launching an e-commerce site.</p>
<p>Development of Policies on Information Provision to Stakeholders</p>	<p>The J-Oil Mills Code of Conduct sets forth our basic stance on information disclosure, and we have formulated the J-Oil Mills Disclosure Policy, which includes the following: to comply with the Companies Act, the Financial Instruments and Exchange Act, the rules set by the Tokyo Stock Exchange, Inc., and other laws and regulations regarding the disclosure of corporate information, and to disclose information in a timely and accurate manner in accordance with these laws and regulations. The policy is available on our website.</p> <p>https://www.j-oil.com/en/ir/management/disclosure.html</p>

Other	<p>[Diversity and Inclusion]</p> <p>Along with the environmental and social axes, J-Oil Mills considers its employees to be important stakeholders and promotes diversity and health management as important material issues.</p> <p>We have introduced the career development plan (CDP) system for both staff employees and management, aiming to create an organization where human resources with diverse values and ways of thinking can maximize their abilities and create innovation. In addition, to promote the advancement of women, we launched the Cassiopeia W Project in 2018 to build an internal network for women and implement a career support system. In September 2019, we acquired an “Eruboshi” certification mark (Grade 2) for the promotion of women’s active participation by the Minister of Health, Labour and Welfare. With regard to the advancement of women, one of the themes of the Human Resources Project launched in FY2015, we launched the Cassiopeia Project to promote the active participation of women in FY2018. In conjunction with the launch of a dedicated portal site and internal social media platform, we have enhanced theme development, planning, and initiatives, and have conducted female employee workshops, female career training, and mentoring training, as well as overall training and roundtable discussions for officers and General Managers of divisions. We are working to obtain “Eruboshi” certification (Grade 3) and “Kurumin” certification. In addition, unconscious bias training for line managers, which goes into the awareness and attitude of not only female employees but also their superiors and colleagues, and workshops on male childcare support were conducted in FY2020. In FY2020, with diversity as the keyword, project members participated in a wide range of activities, expanding the theme to include the participation of people with disabilities in addition to the participation of women. We will continue to implement such activities company-wide.</p> <p>[Health management activities]</p> <p>Based on the recognition that the ability of employees to continue working in good physical and mental health is the driving force for growth, we implement activities such as stress checks, their continuous monitoring, and health campaigns in cooperation with the health insurance society. In addition, we perform employee awareness surveys, and based on the results of these surveys, we conduct executive training and promote the analysis and implementation of activities to resolve issues by sharing departmental scores through opportunities to discuss issues at the departmental level.</p> <p>For more information about sustainability and ESG management at J-Oil Mills, please refer to the following report. https://www.j-oil.com/en/ir/library/report.html</p>
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IV. Matters Related to the Internal Control System

1. Basic Views on Internal Control System and the Progress of System Development **UPDATED**

In order to enhance our corporate value and fulfill our social responsibility as a corporation by practicing our corporate philosophy, including “Joy for Life—Bringing joy to the future by food—,” the Company Group has established the following basic policies regarding the development of a system to ensure the appropriateness of the Company Group’s operations (below, the “internal control system”).

1. System to ensure that the execution of duties by Directors and employees complies with laws and regulations and the Articles of Incorporation

- (1) We have established our corporate ethics by establishing the Corporate Ethics Rules for the purpose of gaining the trust of society and the J-Oil Mills Code of Conduct which stipulates the social norms to be observed by our Directors and employees.
- (2) The Risk Management Committee, chaired by a Director appointed by the Representative Director, President and CEO and attended by the head of each department and union representatives, has been established to oversee compliance activities.
- (3) With an emphasis on ESG management, we have established a Corporate Communications to cultivate ESG awareness and provide education and enlightenment, and we regularly conduct activities to ensure legal compliance, fairness, and soundness of corporate behavior.
- (4) In order to prevent and rectify acts that violate social norms and corporate ethics, the Company has established an Internal Reporting System (helpline) as a reporting and consultation contact point, and stipulates that if any Director, employee, etc., becomes aware that an act in violation of compliance has been committed or is about to be committed, he or she must report it to the Risk Management Committee. The Company Group has established protection rules to ensure that whistleblowers do not suffer any disadvantages.
- (5) In addition, the Company Group has established guidelines for compliance with the Antimonopoly Act, and ensures that all Directors, employees, and others are familiar with the guidelines.
- (6) In order to ensure the reliability of financial reporting, the Finance and the Audit conduct an assessment of the effectiveness of company-wide internal control over financial reporting and instruct the relevant departments to take necessary corrective actions.
- (7) As part of our ongoing awareness raising and education activities, we periodically conduct the necessary training in each division of the Company Group.
- (8) The Corporate Administration and Corporate Governance Promotion has been established for the purpose of facilitating the activities of each division related to the internal control system, to ensure that activities related to internal control function effectively throughout the entire Company Group, and to improve the quality of business activities.

2. System for retention and management of information concerning the execution of duties by Directors

- (1) The content of resolutions, decisions, and reports related to the execution of duties by Directors are stored for the period and for the documents specified in the Board of Directors Regulations, Document Management Rules, and Information Handling Rules. In addition, we have established a system to manage the information so that it can be viewed by Directors, Audit & Supervisory Board Members, and the Accounting Auditor as necessary.
 - (A) Minutes of the General Meeting of Shareholders and related materials
 - (B) Minutes of meetings of the Board of Directors and related materials
 - (C) Minutes of the Management Meeting convened by the Representative Director, President and CEO and related materials
 - (D) Records of the proceedings of important meetings organized by Directors, instructions, and related materials
 - (E) Other important documents related to the execution of duties by Directors

3. Rules and other systems concerning management of risk of loss

Based on the recognition that the identification, evaluation, and management of risks that may have a significant impact on corporate management and business continuity are important issues, each division, under the direction and supervision of the Risk Management Committee chaired by the Representative Director, President and CEO, identifies priority risks, takes specific measures, takes action based on those measures, implements the PDCA cycle to reflect the evaluation in the next fiscal year, and

periodically reports on the progress of the PDCA cycle, in order to appropriately manage risks surrounding the Company.

In the event of a crisis, we will establish a task force, etc., as necessary, in accordance with the Risk Management Committee Rules, and respond to the crisis smoothly and promptly, including appropriate communication of information both internally and externally, in order to achieve an appropriate resolution.

- (2) The entire organization responds to anti-social forces in particular, with the basic policy of never responding to their demands and never engaging in transactions that encourage their activities or operations.

4. System to ensure that Directors execute their duties efficiently

- (1) The Board of Directors, in principle, meets once a month in accordance with the Board of Directors Regulations and holds extraordinary meetings as necessary. The Board of Directors decides matters stipulated in laws and regulations, the Articles of Incorporation and other important managerial matters, and supervises the execution of duties by Directors.
- (2) The Management Meeting, which is attended by all standing Directors and persons designated by the Representative Director, President and CEO, meets three times a month in principle to make decisions on basic and important matters related to business execution based on the management policy decided by the Board of Directors.
- (3) The Company has established a system of responsibility for the execution of duties based on the Business Execution Rules and the Rules for Division and Segregation of Duties, which stipulate the organization, job classification, chain of command, division of duties, etc., in order to ensure the efficient execution of duties.
- (4) The Company establishes management plans based on the management policy, clarifies the targets to be achieved by the Company, formulates annual plans for the entire Company, each division, each department, etc., based on the targets, and implements performance management.

5. Following systems and other systems to ensure the appropriateness of business operations at the J-Oil Mills Group

- (1) System for reporting to the Company on matters related to the performance of duties by Directors of subsidiaries

While respecting the independence and autonomy of the management of group companies, in addition to regular reporting of business activities and advance discussion of important matters, important matters that are judged to have a significant impact on the assets and profits of each company shall be discussed at the Company's Management Meeting.

- (2) Rules and other systems for managing the risk of loss at subsidiaries
Under the direction and supervision of the Company's Risk Management Committee, each group company strives to appropriately manage risks surrounding the group companies by identifying priority risks for each company, taking specific measures, acting on those measures, implementing the PDCA cycle to reflect the evaluation in the next fiscal year, and periodically reporting the progress to the parent company. In the event of a crisis, we will establish a task force, etc., as necessary, in accordance with the Risk Management Committee Rules, and respond to the crisis smoothly and promptly, including appropriate communication of information both internally and externally, in order to achieve an appropriate resolution.
- (3) System to ensure that Directors of subsidiaries execute their duties efficiently
 - (A) In order to ensure the appropriateness and efficiency of operations, the Company's rules and regulations specified in the Affiliate Operating Rules are applied to the group companies.
 - (B) We ensure the soundness and efficiency of the business activities of group companies by deliberating on their management plans and annual plans, and by promptly and accurately gaining an understanding of consolidated business results on a monthly basis.
- (4) System to ensure that the execution of duties by Directors and employees of subsidiaries complies with laws and regulations and the Articles of Incorporation
 - (A) In accordance with the Affiliate Operating Rules, the Company applies the J-Oil Mills Code of Conduct and the Corporate Ethics Rules which stipulates compliance with the Code, and the Risk Management Committee which monitors the compliance, to all group companies in Japan and overseas to ensure business execution in compliance with laws and regulations and the Articles of Incorporation.

- (B) The Audit & Supervisory Board Members may, as necessary, inspect or copy the approval documents and other important matters of the group companies.
- (C) The Audit conducts internal audits of group companies and audit the legality and appropriateness of business execution.

6. System to ensure the effectiveness of audits by Audit & Supervisory Board Members

- (1) Matters related to employees who assist Audit & Supervisory Board Members in their duties
 - (A) The Company has established the Audit & Supervisory Board Office and assigned two full-time employees to assist Audit & Supervisory Board Members in their duties. Employees who assist the Audit & Supervisory Board Members in their duties (below, "Audit & Supervisory Board Office staff," including those who concurrently serve as such) perform their duties under the direction and orders of Audit & Supervisory Board Members.
 - (B) The standing Audit & Supervisory Board Members evaluate the Audit & Supervisory Board Office staff and obtains the consent of the Audit & Supervisory Board for personnel transfers, awards, and punishments, thereby enhancing their independence from Directors and ensuring the effectiveness of instructions from Audit & Supervisory Board Members.
- (2) System for reporting to Audit & Supervisory Board Members
 - (A) Directors, employees, etc., immediately report to Audit & Supervisory Board Members when they discover any facts that may cause significant damage to the Company.
 - (B) The Company has established a system that allows Audit & Supervisory Board Members to attend meetings of the Board of Directors and other important meetings and to inspect related documents. In addition, Directors, employees, etc., report to Audit & Supervisory Board Members as necessary or as requested by Audit & Supervisory Board Members on important matters concerning corporate management and business operations, as well as the status and results of business execution. These important matters include compliance and risk-related matters and other matters related to internal control.
 - (C) If any Director, Audit & Supervisory Board Member, or employee of a group company, or any person receiving a report from any of them, discovers any fact that may cause significant damage to the Company, such fact is immediately reported to the Audit & Supervisory Board Members.
 - (D) The Audit & Supervisory Board Members of the Company and group companies exchange information as appropriate.
 - (E) Information on whistleblowing is reported to the Audit & Supervisory Board Members by the Corporate Administration and Corporate Governance Promotion.
 - (F) The Company has established a system to ensure that those who have made reports as described in (A), (B), and (C) are not treated disadvantageously for making such reports.
- (3) Policy regarding the handling of audit expenses

The Company bears the expenses necessary for the execution of duties by Audit & Supervisory Board Members. Such expenses include not only the costs required for on-site inspections, but also the costs of utilizing independent outside experts (legal, accounting, taxation, etc.) in order to form audit opinions. In addition, in the event that there is a request for advance payment of expenses, etc., in accordance with Article 388 of the Companies Act, the Company promptly handles such expenses or liabilities.
- (4) Other systems to ensure that audits by Audit & Supervisory Board Members are conducted effectively
 - (A) At the request of the Audit & Supervisory Board, the Audit & Supervisory Board can appoint experts on law, accounting, taxation, etc., and guarantees opportunities to receive advice on audit work.
 - (B) Audit & Supervisory Board Members may attend various meetings and discussions of the Company and its group companies as necessary. In addition, the Audit & Supervisory Board Members may hear business reports from all Directors, Executive Officers, and general managers, as well as conduct on-site inspections at each business office and affiliate.
 - (C) In accordance with the audit plan formulated by the Audit & Supervisory Board, Audit & Supervisory Board Members may interview executive Directors in charge of business execution and important employees individually about the status of execution of their duties.
 - (D) The Audit periodically reports to the Audit & Supervisory Board on the status of internal audits and exchanges opinions with it, and cooperates with the audits of Audit & Supervisory Board Members when requested by the Audit & Supervisory Board Members.
 - (E) The Audit & Supervisory Board holds regular meetings to exchange opinions with the Representative Director, President and CEO, Outside Directors, and the Accounting Auditor, respectively.

2. Basic Views on Eliminating Anti-Social Forces

The basic policy on the development of an internal control system stipulates that “The entire organization responds to anti-social forces with the basic policy of never responding to their demands and never engaging in transactions that encourage their activities or operations.”

In addition, the J-Oil Mills Code of Conduct also stipulates that “We will take a firm stance against anti-social forces and undue pressure without giving in.”

Accordingly, we have established a system to deal with any unreasonable demands, mainly by the Corporate Administration and Corporate Governance Promotion, in cooperation with the police and other relevant administrative agencies, anti-bullying organizations, and our legal counsel.

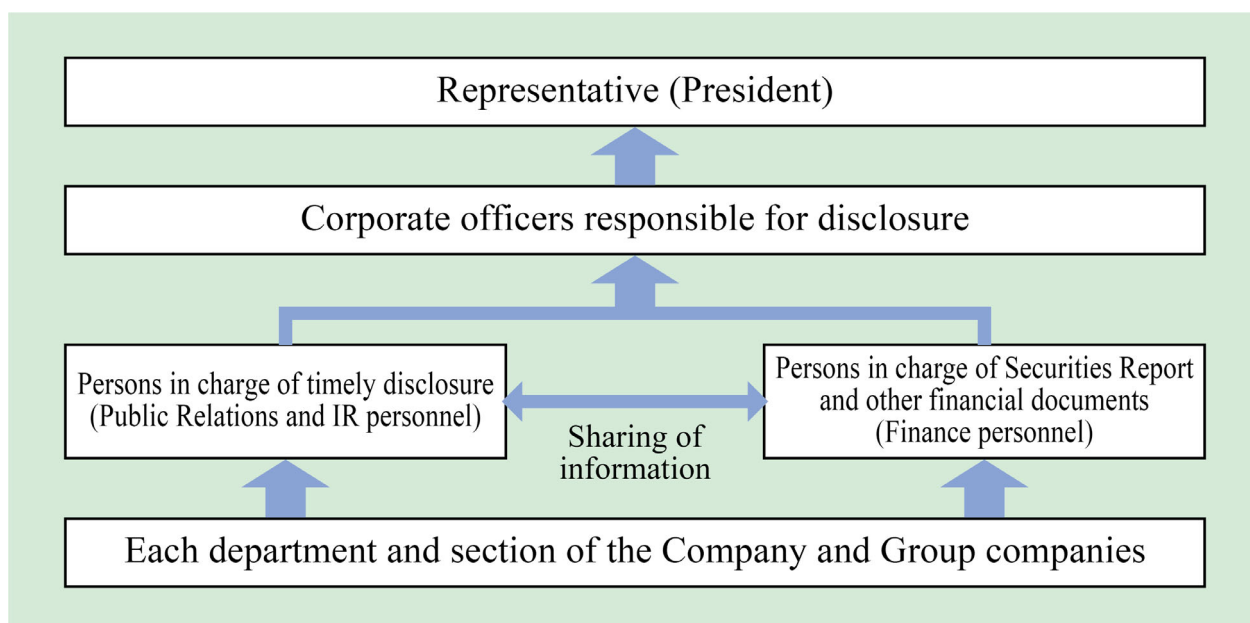
V. Other

1. Adoption of Anti-Takeover Measures

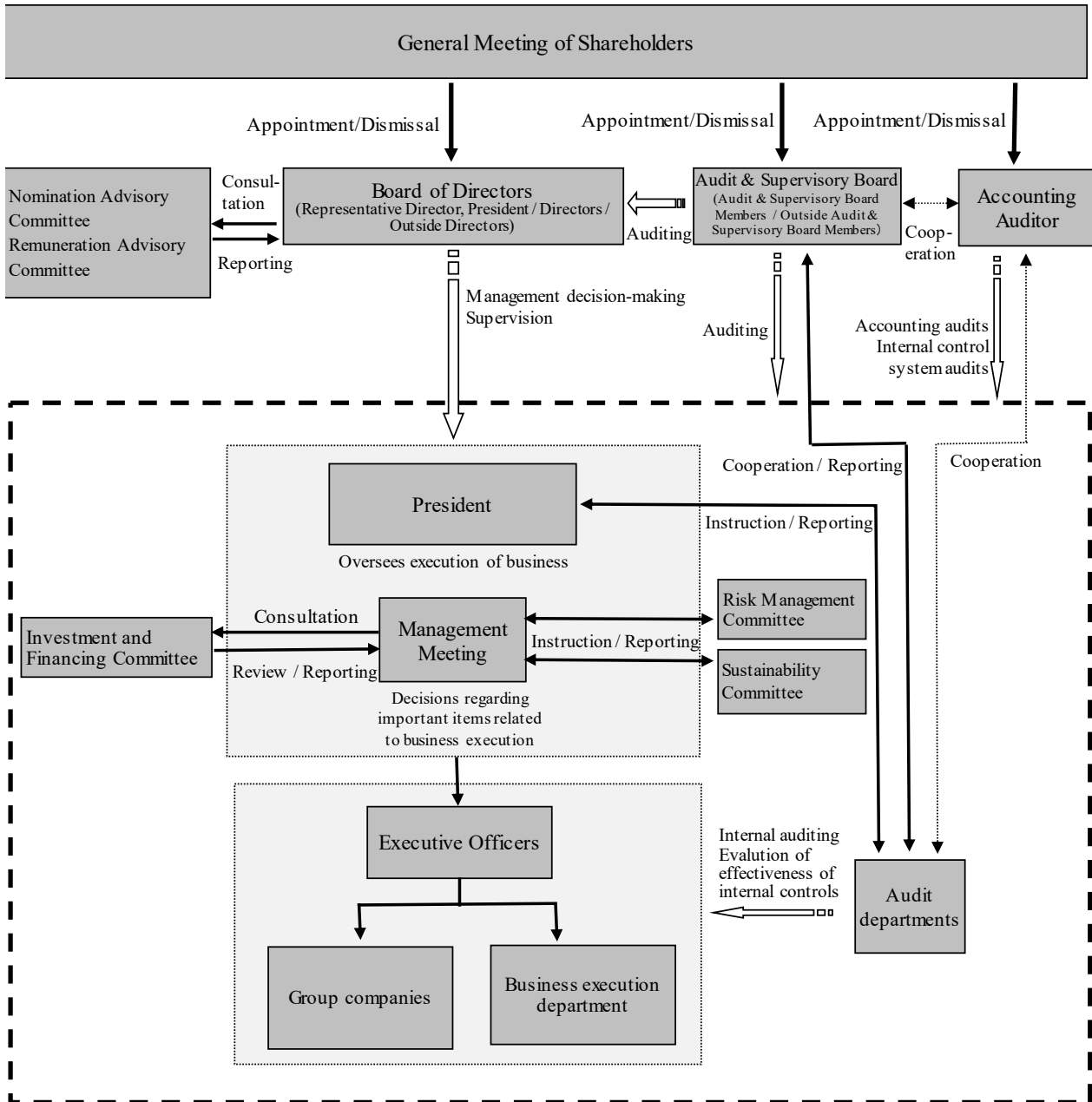
Adoption of Anti-Takeover Measures	Not Adopted
Supplementary Explanation UPDATED	
—	

2. Other Matters Concerning Corporate Governance System UPDATED

An overview of the Company’s timely disclosure system and a schematic diagram of the corporate governance system are shown in the Appendix.



【Corporate Governance System】



Corporate Governance Code Implementation Status Table

General Principles	Principles	Supplementary Principles	Status of Implementation	
			Comply	Explain
Section 1: Securing the Rights and Equal Treatment of Shareholders	1.1 Securing the Rights of Shareholders	—	●	
		1.1.1	●	
		1.1.2	●	
		1.1.3	●	
	1.2 Exercise of Shareholder Rights at General Shareholder Meetings	—	●	
		1.2.1	●	
		1.2.2	●	
		1.2.3	●	
		1.2.4	●	
	1.2.5	●		
	1.3 Basic Strategy for Capital Policy	—	●	
	1.4 Cross-Shareholdings	—	●	
		1.4.1	●	
		1.4.2	●	
	1.5 Anti-Takeover Measures	—	●	
		1.5.1	●	
	1.6 Capital Policy that May Harm Shareholder Interests	—	●	
1.7 Related Party Transactions	—	●		
Section 2: Appropriate Cooperation with Stakeholders Other Than Shareholders	2.1 Business Principles as the Foundation of Corporate Value Creation Over the Mid- to Long-Term	—	●	
	2.2 Code of Conduct	—	●	
		2.2.1	●	
	2.3 Sustainability Issues, Including Social and Environmental Matters	—	●	
		2.3.1	●	
	2.4 Ensuring Diversity, Including Active Participation of Women	—	●	
		2.4.1	●	
2.5 Whistleblowing	—	●		
	2.5.1	●		
2.6 Roles of Corporate Pension Funds as Asset Owners	—	●		
Section 3: Ensuring Appropriate Information Disclosure and Transparency	3.1 Full Disclosure	—	●	
		3.1.1	●	
		3.1.2	●	
		3.1.3	●	
	3.2 External Auditors	—	●	
		3.2.1	●	
		3.2.2	●	
		3.2.2	●	
Section 4: Responsibilities of the Board	4.1 Roles and Responsibilities of the Board (1)	—	●	
		4.1.1	●	
		4.1.2	●	
		4.1.3	●	
	4.2 Roles and Responsibilities of the Board (2)	—	●	
		4.2.1	●	
		4.2.2	●	
	4.3 Roles and Responsibilities of the Board (3)	—	●	
		4.3.1	●	
		4.3.2	●	
		4.3.3	●	
		4.3.4	●	
	4.4 Roles and Responsibilities of <i>Kansayaku</i> and the <i>Kansayaku</i> Board	—	●	
		4.4.1	●	
4.5 Fiduciary Responsibilities of Directors and <i>Kansayaku</i>	—	●		
4.6 Business Execution and Oversight of the Management	—	●		
4.7 Roles and Responsibilities of Independent Directors	—	●		

Corporate Governance Code Implementation Status Table

Section 4: Responsibilities of the Board	4.8 Effective Use of Independent Directors	—	●	
		4.8.1	●	
		4.8.2	●	
		4.8.3	●	
	4.9 Independence Standards and Qualification for Independent Directors	—	●	
	4.10 Use of Optional Approach	—	●	
		4.10.1	●	
	4.11 Preconditions for Board and <i>Kansayaku</i> Board Effectiveness	—	●	
		4.11.1	●	
		4.11.2	●	
	4.12 Active Board Deliberations	—	●	
		4.12.1	●	
	4.13 Information Gathering and Support Structure	—	●	
		4.13.1	●	
4.13.2		●		
4.14 Director and <i>Kansayaku</i> Training	—	●		
	4.14.1	●		
	4.14.2	●		
Section 5: Dialogue with Shareholders	5.1 Policy for Constructive Dialogue with Shareholders	—	●	
		5.1.1	●	
		5.1.2	●	
	5.2 Establishing and Disclosing Business Strategies and Business Plans	5.1.3	●	
		—	●	
	5.2.1	●		