

Yakult CSR Action Plan

(Fiscal 2022 Action Targets)

■ Period covered: Japan: April 2022 - March 2023/Overseas: January 2022 - December 2022

Yakult

E (Environment)

Materiality	Issues	Fiscal 2022 Action Targets
Climate Change Plastic Containers and Packaging Water		Refer to “Environmental Actions (2021–2024)” on p. 22 of the Sustainability Report 2022.

S (Social)

Materiality	Issues	Fiscal 2022 Action Targets
<p>Innovation</p>	<ul style="list-style-type: none"> ● Resolution of social issues through products and services 	<ol style="list-style-type: none"> 1. Continue research that can contribute to resolving social issues, and continuously examine products. 2. Consider products and services that meet the needs of each country and region.
<p>Value co-creation with communities</p>	<ul style="list-style-type: none"> ● Promotion of social contribution activities ● Contribution to resolving local issues 	<ol style="list-style-type: none"> 1. Promote dispatch of guest lecturers and health-related lectures. <ul style="list-style-type: none"> (1) Promote dispatch of guest lecturers and health-related lectures, etc. *The targets for fiscal 2022 are under consideration by considering the situation of the COVID-19 pandemic. (2) Strengthen coordination with local communities and municipalities by increasing opportunities for dispatch of guest lecturers and health-related lectures. 2. Continue to promote Courtesy Visit Activities, community safety watch and crime prevention activities. 3. Promote acceptance of visitors to plants and central research institute. <ul style="list-style-type: none"> *As for dairy product plants and central research institutes, online tours shall be included. (1) Resume plant tours and collaborate with local governments and related organizations to contribute to the revitalization of the community when the COVID-19 pandemic is under control. (2) Continue and promote acceptance of visitors to plants, including online visitors. (3) Continue to make the plant visitor-friendly by promoting barrier-free access to facilities used for plant tours. (4) Actively working on the introduction of the research institute (include the introduction through online) in order to practice the “Research Institute for Showing.” (5) Strengthen coordination with local communities and municipalities by increasing opportunities for plant tours. 4. Promote activities to contribute to resolving local issues. <ul style="list-style-type: none"> (1) Continue to conduct social contribution support activities at facilities for persons with disabilities in cooperation with pachinko and pachislot cooperative associations. (2) Contribute to raising awareness towards the disease and increasing the screening uptake rate through the “Colorectal cancer Information website.” (3) Participate in community cleanup activities. (4) Continue to sponsor and cooperate with local events in the vicinity of each plant. (5) Cooperate with measures promoted by Kunitachi City. (6) In-kind sponsorship at events held by local organizations in the vicinity of the research institute with the company’s products (7) Promote clean-up campaigns around the research institute. (8) Participate in tree planting. (9) Provide rainwater tanks. (10) Promote community-based activities through the establishment of the children’s hotline. (11) Supply water to Kunitachi City in the event of a disaster. (12) Sponsor and co-sponsor various symposiums. (13) Conduct social contribution activities suited to the circumstances of each country and region.

S (Social)

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<p>Value co-creation with communities</p>	<ul style="list-style-type: none"> ● Promote social contribution activities ● Contribute to resolving local issues 	<p>5. Further sports promotion. *We are considering holding the following events, based on the status of the COVID-19 pandemic.</p> <ol style="list-style-type: none"> (1) Promote baseball clinics. <ul style="list-style-type: none"> ▪ Hold baseball clinics by current players. ▪ Hold Tsubame baseball clinics. (2) Activities by Athletics and Rugby Clubs <ul style="list-style-type: none"> ▪ Hold Yakult running clinics. ▪ Dispatch coaches and athletes at the request of local governments, schools, etc. throughout Japan. ▪ Provide cooperation for Toda Rugby Festival. ▪ Hold Tag rugby clinics. (3) Activities by the Japan Bound Tennis Association <ul style="list-style-type: none"> ▪ Hold the Japan Bound Tennis Association championship series. (Participants: 1,000) ▪ Hold the Japan Bound Tennis Association Gold Tournament. (Participants: 200) <p>6. Deepen exchanges with local communities through plant festivals.</p>
<p>Supply Chain Management</p>	<ul style="list-style-type: none"> ● Promote CSR procurement ● Provide “safe and secure” products 	<p>1. Continue to promote CSR procurement.</p> <ol style="list-style-type: none"> (1) Begin to consider switching to raw materials that have been certified by internationally trusted organizations as being environmentally and human rights friendly, with the aim of procuring sustainable raw materials. (2) Continue to carry out the CSR procurement survey. (3) Select appropriate new suppliers and promote the adoption of compatible raw materials and packaging materials (such as environmentally certified paper) (when introducing new products or renewal products), with the aim of procuring sustainable raw materials. (4) Continue to actively adopt, or consider adopting, raw materials certified based on various international standards with the aim of procuring sustainable raw materials. (5) Expand CSR procurement in accordance with the “Yakult Group Supplier CSR Guidelines” to overseas business sites. <p>2. Provide “safe and secure” products.</p> <ol style="list-style-type: none"> (1) Improve “delivery quality” by utilizing the “Kencho”, a booklet for Yakult Ladies, and conducting activities to strengthen “basic response” and “sincere response” once each. (2) Continue to utilize the “Safety and Security Clinic website,” improve the attendance rate of a “health check course for safe delivery,” and reduce the number of traffic accidents and violations of laws and regulations by enhancing training and repeating the cycle of “education, practice, confirmation, and improvement.” (3) Establish “Safety and Security Enhancement Month” in November to further strengthen product management and traffic safety initiatives. (4) Implement measures to improve customer satisfaction (recurrence prevention measures for product-related claims against plants) (5) Conduct periodic manufacturing technology audits and technical training sessions. <p>3. Promote certification of various international standards.</p>

S (Social)

Materiality	Issues	Fiscal 2022 Action Targets
	<ul style="list-style-type: none"> ● Respect for human rights ● Promote diversity ● Promote work-life balance ● Promote occupational safety and health 	<ol style="list-style-type: none"> 1. Promote Human rights due diligence. <ol style="list-style-type: none"> (1) Ensure that the “Yakult Group Human Rights Policy” is known and understood throughout the entire Group. (2) Implement the Human Rights Due Diligence Action Plan. 2. Prevent Harassment. <ol style="list-style-type: none"> (1) Provide training related to harassment at the Company’s level-specific training sessions, etc. (2) Hold compliance trainings and provide harassment awareness materials to departments and group companies upon their individual request. (3) Create a comfortable workplace by preventing harassment before it occurs. (4) Make harassment prevention thoroughly known to all employees. (5) Promote compliance and harassment training at overseas business sites. 3. Promote diversity. <ol style="list-style-type: none"> (1) Target for fiscal 2022 regarding the ratio of female managers: 8% or more; Target to be achieved by fiscal 2025: 10% or more (2) Maintain the legally mandated ratio of employees with disabilities. (3) Diversify utilization of human resources. (4) Grasp the status of employment of women outside of Japan. 4. Promote occupational safety and health. <ol style="list-style-type: none"> (1) Provide subsidies for equipment and materials that contribute to the improvement of the working environment for Yakult Ladies and promote their introduction. (2) Promote efforts for Yakult daycare centers to be certified and efforts to obtain certificates that they meet the standards for guidance and supervision of uncertified daycare facilities. (3) Achieve 100% installation rate of safety equipment (rear-view monitors, drive recorders, etc.) in newly introduced subsidized vehicles in the route delivery trucks. (4) Implement initiatives to reduce traffic accidents involving MR sales vehicles. <ul style="list-style-type: none"> • Continue to provide safe driving education for MRs and other vehicle users at each pharmaceutical branch to reduce accidents, and ensure that those who are responsible for accidents are thoroughly re-educated. (5) Grasp workplace environment problems and consider priority improvement measures. (6) Conduct safety and health inspection tours. <ul style="list-style-type: none"> • Achieve 100% improvement rate for any findings for improvement (including consideration of implementation) by health and safety inspection tours. (7) Raise awareness towards the need for Hiyari-Hatto activities (activities that collect incidents that were close but did not result in injury and take safety measures before someone is injured) and ensure occupational health and safety.

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G (Governance)

Materiality	Issues	Fiscal 2022 Action Targets
	<ul style="list-style-type: none"> ● Establish a governance structure appropriate for a global company ● Implement the Corporate Governance Code ● Promote business while ensuring compliance ● Disclose corporate information and promote communication with society 	<ol style="list-style-type: none"> 1. Strengthen compliance with the corporate governance code. <ol style="list-style-type: none"> (1) Strengthen compliance with the corporate governance code. (2) Continue to hold discussions prior to important meetings to revitalize the Board of Directors. (3) Hold the Nominating and Compensation Advisory Committee and held the Committee meetings. 2. Ensure that the Yakult Ethical Principles and Code of Conduct are thoroughly known to all employees. <ol style="list-style-type: none"> (1) Ensure that the Yakult Ethical Principles and Code of Conduct are thoroughly known to all employees. *Methods: Various meetings and trainings, Yakult Handbook, educational materials, etc. (2) Ensure that the Yakult Ethical Principles and Code of Conduct and various Yakult Group policies related to CSR are thoroughly known and disseminated to overseas business sites. 3. Ensure thorough compliance <ol style="list-style-type: none"> (1) Continuously utilize and enhance materials and tools, etc. to raise awareness towards compliance. * Enhance the contents of a database providing legal information (Legal Affairs Room for Everyone). (2) Hold Compliance Committee meetings on a periodic basis (twice a year). (3) Hold a meeting of the Corporate Ethics Committee on a periodic basis (once a year). (4) Detect and correct violations of laws and regulations at an early stage through the operation of a compliance hotline (head office and user companies). (5) Establish an operational system at the company that maintains its own internal reporting system. (6) Establish corporate ethics through the operation of a system of prior consultation for new business partners. (7) Hold meetings for personnel in charge of compliance on a periodic basis (once a year). (8) Hold Compliance Month ((for one month) once a year). (9) Develop and support compliance promotion systems at overseas business sites. (10) Promote the management and operation of “Yakult Delivery Net” in line with the revision of the Act on the Protection of Personal Information. (11) Comply with the Ministry of Health, Labour and Welfare’s guidelines on activities providing sales information. <ul style="list-style-type: none"> ▪ Further improve the appropriateness of sales activities by ensuring compliance with these guidelines through the review on promotional and other materials, monitoring of (sales) activities to provide sales information, and education and training for the sales department.

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