

Yakult Group's Privacy Policy

The Yakult Group observes relevant laws and regulations, guidelines and other standards and appropriately handles information of customers whereby a specific individual can be identified, such as name, date of birth, address, telephone number, email address and information like driver's license number containing an individual identification code (hereinafter referred to as "personal information").

The Yakult Group's Privacy Policy covers the following items:

1. Basic policy and definitions
2. Name, address, corporate representative name of the business operator
3. Personal information collection method
4. Purpose of use
5. Joint use
6. Outsourcing of personal information processing
7. Providing personal information to third parties
8. Pseudonymized personal information
9. Request for disclosure, correction, addition, utilization cease or deletion
10. Outline of the security control action of personal information
11. Inquiries

Revised April 2022

Please refer to the following URL for the full text the Yakult Group's Privacy Policy:

WEB <https://www.yakult.co.jp/english/privacypolicy/>

■ Training for Yakult Ladies

Yakult Ladies often have the opportunity to handle customer personal information in their line of work, and we enforce rules for the handling of this information through training and handbooks. We remind them that utmost care must be taken never to leak or lose any information received while on duty.

■ GDPR compliance

To ensure compliance with the General Data Protection Regulation (GDPR) of the European Union, Yakult Europe B.V. monitors the latest conditions and undertakes other activities. The database containing customer feedback has been redesigned to be fully GDPR-compliant. In addition, in response to the July 2020 ruling by the EU Court of Justice invalidating the Privacy Shield—a framework for the transfer of personal data between the EU and the United States—we conducted an investigation into whether personal data is stored within the United States.

* GDPR: A regulation in EU law governing the protection of personal data in the EU

Health-focused management

Statement on Health

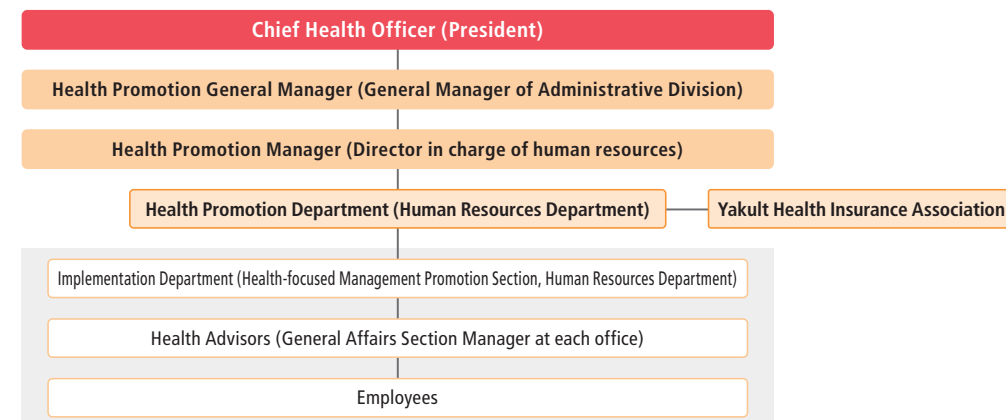
■ Initiatives based on our Statement on Health

The Yakult Group sees employee health maintenance and improvement as an investment that can enhance profitability in the long run. Viewing these concerns as a management issue, we promote strategic Health-focused Management and published in September 2017 our Statement on Health. To actively promote Health-focused Management, we established a new, dedicated Health-focused Management Promotion Section within the Human Resources Department in fiscal 2020. While encouraging employees to manage their own health, the Group is also proactively engaged in the health maintenance and improvement of its employees. By further boosting everyone's awareness and keeping them in good health, we aim for continuous and stable business development.

Statement on Health

We recognize that the health of our employees is essential to realizing the Yakult philosophy of "contributing to the health and happiness of people," and therefore strive to create safe work environments that offer peace of mind, as well as promote good physical and mental health in our employees.

Health-focused Management promotion system



White 500 certification for five consecutive years

In 2022 we received “White 500” certification for the fifth year in a row. This is awarded to companies that meet the standards set by Japan’s Ministry of Economy, Trade and Industry to proactively promote employee health and productivity management.

Yakult Health 21

Yakult Health 21 is a health-improvement activity promoted by the Yakult Health Insurance Association. Every year, we set a priority period to promote healthy meals, exercise and other lifestyle improvements.

Helping employees to quit smoking

As well as implementing a total ban on smoking during working hours, we encourage smokers to quit and support their efforts to kick the habit, such as by fully subsidizing the cost of cessation treatment.

Health management for employees posted overseas

We monitor the results of regular health checks carried out locally, assess occupational health based on the same criteria as those used in Japan, and provide online consultations by occupational health physicians as necessary.

We also encourage employees posted overseas to take part in the Yakult Health 21 program.

Initiatives in Japan

■ Cancer screenings for women

At some business sites we offer mobile cancer screenings for women during working hours, aimed at health promotion and early-stage detection of breast and uterine cancer.

In fiscal 2022, we partnered with medical facilities in the vicinity of each business site to make it even easier for women to get screenings. We are aiming for over 70% of female employees to be screened by fiscal 2025.

■ Periodic health consultations and sharing issues in the workplace

We offer periodic consultations with community health nurses, and for employees who have exceeded a specified amount of overtime, we provide consultations with occupational health physicians. Issues in the workplace are also regularly shared, and views are exchanged on ways to make improvements.

■ Yakult Stretch workplace exercise

We introduced Yakult Stretch throughout the Company in November 2020 with the aim of improving work productivity through a stretch routine. This has led to a reduction in stiff shoulders, back aches and eye strain, which were found to be the most common health issues in a survey of employees. We made the stretch routine easy to do in a confined office space or when working from home to increase the uptake rate.

Mental health measures

We keep employees motivated by reducing stress that comes from workload pressures and workplace relationships and also endeavor to create cheerful and welcoming work environments through various measures and training sessions.

■ Consultation desk

The mental health consultation desk was set up to provide health consultations and counseling through resident health nurses and designated occupational health physicians. We also established an external consultation service where not only employees but also their family members can consult with experts privately and anonymously about problems that include personal matters.

■ Health advisors

Health advisors have been assigned to 13 business sites in Japan to facilitate Health-focused Management. They are trained to recognize mental health issues early and help people deal with them.

■ Stress checks and organizational analysis

We conduct stress checks using legally prescribed methods and compile the results by workplace to provide feedback to supervisors. This has proven useful in improving workplace environments.