

Yakult Sustainability Action Plan (Fiscal 2024 Achievements)

■ Period covered	Japan: April 2024–March 2025 Overseas: January 2024–December 2024
■ Achievement level	◎: Target achieved (100 points (%) or more) ○: Target almost achieved (80 to 100 points (%)) △: Target not adequately achieved (Less than 80 points (%)) ×: No efforts were made (0 point (%))

The Yakult logo, featuring the word "Yakult" in a bold, red, sans-serif font.

E (Environment)

■ Materiality: Climate change/Plastic containers and packaging/Water

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
Realize a low-carbon society ・ Convert to resource-recyclable containers and packaging ・ Reduce water consumption ・ Reduce waste ・ Conserve and utilize biodiversity	1. By the end of fiscal 2024, reduce GHG emissions (in Japan, Scope 1 and 2) by 10% compared to fiscal 2018 levels	● CO ₂ emissions reduced by 47.1% (compared to fiscal 2018).	◎
	2. (1) By the end of fiscal 2024, reduce plastic containers and packaging (in Japan) by 5% compared to fiscal 2018 levels, or make them recyclable (2) Reduce raw material consumption for containers and packaging (3) Reduce environmental impact by changing container and packaging materials (4) Use plant-based, environmentally responsible materials for containers and packaging	● Plastic containers and packaging (non-recyclable) use increased by approximately 14.3% (compared to fiscal 2018).	×
	3. (1) By the end of fiscal 2024, reduce water consumption (at dairy product plants in Japan, per production unit) by 3% compared to fiscal 2018 levels A) Water conservation activities B) Formulate a “water management plan”	● Water consumption (per production unit) reduced by 9.4% (compared to fiscal 2018).	◎
	4. (1) By the end of fiscal 2024, reduce waste generation by 20% compared to fiscal 2010 levels (2) Maintain at least a 95% recycling rate for food loss and waste	● Waste generation reduced by 28.0% (compared to fiscal 2010). ● Food waste recycling rate: 98.9%	◎

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S (Social)

Materiality: Innovation

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
Resolve social issues through products and services	1. Continue considering products that can contribute to resolving social issues	<ul style="list-style-type: none">Released three <i>Tonyu no Chikara</i> food products, which use plant-based ingredients, representing full-scale entry into the plant-based food product market. (Received SSAP certification* for soy beans used.)* Certification program that confirms use of American soy beans produced and managed under sustainable conditions with low environmental impact.	◎
	2. Continue research that can contribute to resolving social issues	<ul style="list-style-type: none">Developed ingredients with antibacterial/antiviral effects.Confirmed intestinal health-improving effects of our dairy products for residents and staff of eldercare facilities.	○
	3. Consider products and services that meet the needs of each country and region	<ul style="list-style-type: none">Released low-sugar <i>Yakult Light</i> (Vietnam)Released <i>Yakult Light Mango Flavour</i> (India)Released <i>Yakult Peach Flavor (Iron Plus)</i> (Guangzhou, China)Developed and introduced plastic container collection app (Indonesia)Introduced showcase-style vending machines for work locations (Guangzhou, China)Grew e-commerce transactions, opened online flagship stores (overseas business sites)	○

■ Materiality: Value co-creation with communities

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
Promote social contribution activities ・ Activities for solving local issues	1. Promote dispatch of lecturers and health-related lectures	<ul style="list-style-type: none">● In Japan<ul style="list-style-type: none">• Dispatch of guest lecturers: 4,853 lectures, 280,868 participants (compared to previous year: 121.5%)• Health-related lectures: 18,991 lectures, 356,199 participants (compared to previous year: 97.1%)• Beauty workshops: 896 workshops, 10,009 participants (compared to previous year: 78.9%)● Outside Japan: Promoted web-based and face-to-face activities aimed at maintaining and strengthening communication with customers.<ul style="list-style-type: none">• Dispatch of guest lecturers: 67,830 lectures, 4,523,617 participants (compared to previous year: 135.9%)• Health-related lectures: 249,624 lectures, 13,217,655 participants (compared to previous year: 129.5%)Note: The results are for group and online activities combined.	○
	2. Accept more visitors to plants and the Yakult Central Institute (including online tours)	<ul style="list-style-type: none">● In Japan: Approximately 154,000 total participants in plant tours. Note: Results are for group and online activities combined.<ul style="list-style-type: none">• Yakult Central Institute: 162 tours (1,577 participants)• Yakult Central Institute online corporate visit program for middle and high school students: 10 schools (376 students)● Outside Japan: Approximately 1,090,000 participants in plant tours. Note: Results are for group and online activities combined.	○
	3. Promote the continuation of Courtesy Visit Activities, community safety watch and crime prevention activities	<ul style="list-style-type: none">● Courtesy Visit Activities: 26,842 older people visited by 1,945 Yakult Ladies from 45 marketing companies in response to requests from 101 local governments in Japan.● Community safety watch and crime prevention activities: Conducted by 25,223 Yakult Ladies from 1,978 centers of 96 marketing companies in cooperation with 1,092 local governments and other groups.	○

S (Social)

■ Materiality: Value co-creation with communities

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
Promotion of social contribution activities Contribution to resolving local issues	4. Promote activities for solving local issues	<ul style="list-style-type: none">● Implemented social contribution activities at support facilities for people with disabilities in cooperation with pachinko and pachislot cooperative associations: Asked 55 facilities in 25 prefectures to attach stickers that include New Year greetings to our products, totaling around 550,000 bottles.● Continued social contribution activities by supporting or donating to events near plants and the Yakult Central Institute.● Concluded an agreement with Kunitachi City to supply water in the event of a disaster, worked with a children’s emergency hotline.● Organized or co-organized various symposiums outside Japan (6 locations).● Implemented Pink Ribbon campaign activities (India).● Participated in Breast Cancer Awareness Month campaign with major online retailer (Middle East).● Provided health information to diabetes patients (Philippines).● Made courtesy visits to older residents and provided children from impoverished families breakfasts under the breakfast for kids project (China).● Supported medical care for children (Mexico).● Carried out regional health awareness program (Malaysia).● Held nutritional education seminars (Indonesia).● Supported disadvantaged people, including older people and children living in poverty (UK, Italy, Germany, Indonesia, Guangzhou) etc.	○
	5. Further sports promotion	<ul style="list-style-type: none">● Held baseball clinics: Baseball clinics (with active professional players): 9 venues, 863 participants Tsubame baseball clinics (with retired players): 7 venues, 1,365 participants● Held Yakult running clinics● Held rugby clinics● Japan Bound Tennis Association championship series: May (947 participants)● Japan Bound Tennis Association Gold Tournament: October (92 participants)	○
	6. Deepen exchanges with local communities through plant festivals	<ul style="list-style-type: none">● All plant festivals were cancelled. (Note: We expect to hold them in 2025)	—

S (Social)

■ Supply chain management

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
Promote sustainable procurement . Provide “safe and secure” products	1. Continue to promote sustainable procurement	<ul style="list-style-type: none">● Ascertained supplier risks in and outside Japan.<ul style="list-style-type: none">- Carried out sustainable procurement survey: 144 business partners- Utilized responses to Sedex’s Self-Assessment Questionnaire: 117 business partners● Held an online briefing for suppliers regarding our CSR Procurement Policy (participating suppliers: approximately 150 companies, approximately 400 people).● Reduced the volume of plastic used by switching to thinner labels for <i>Yakult 1000</i> series and <i>Yakult 400</i> series products and the shrink wrap holding multi-packs together.● Acquired ISCC PLUS certification for all Japanese plants in order to introduce biomass materials using the mass balance method. Some plants began using polystyrene and shrink labels with this certification.● Began utilizing paper with forest certification as packaging materials for some cosmetics boxes.	◎
	2. Provide “safe and secure” products	<ul style="list-style-type: none">● Published information on delivery quality and basic support/sincere support in each issue of <i>Kencho</i>, a booklet for Yakult Ladies, to raise awareness.● Carried out annual online training sessions for Yakult Ladies on safety and security to thoroughly raise awareness (as a result, the number of claims received fell by 300 since the previous year).● Conducted technical training sessions on production management and quality control for employees to be posted to overseas business sites. 30 employees who attended these sessions are scheduled for overseas assignment.	◎

S (Social)

■ Supply chain management

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
<p>Promote sustainable procurement .</p> <p>Provide “safe and secure” products</p>	<p>3. Promote certification of various international standards</p>	<ul style="list-style-type: none">● Overseas plants (no new certification acquired, but existing ones renewed)<ul style="list-style-type: none">• Number of certifications acquired: ISO 14001 (6 plants), HACCP (17), ISO 9001 (9), ISO 22000 (8), FSSC 22000 (3), GMP (8), ISO 45001 (2), SQF (2)• Halal certification (Taiwan, 2 Thailand plants, 2 Philippines plants, Singapore, 2 Indonesia plants, Malaysia)	<p>○</p>

S (Social)

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
Respect for human rights · Promote diversity · Promote work-life balance · Promote occupational health and safety	1. Promote human rights due diligence	<ul style="list-style-type: none">● Made thorough efforts to prohibit discrimination in recruitment activities (conducted training for interviewers regarding prohibited and sensitive matters, clearly posted the policy on prohibition of employment discrimination on the recruitment website).● Provided level-specific training on human rights at the Company (for new graduates and those newly promoted to levels 6 and 8).● Established “business and human rights” awareness month for all Yakult Group employees (providing e-learning opportunities through video materials).● Surveyed Yakult and supply chain workers using the Sedex questionnaire on human rights issues.	○
	2. Prevent harassment	<ul style="list-style-type: none">● Raised awareness about harassment prevention in job-level-specific training and in pre-assignment training for employees scheduled to be assigned overseas.● The Legal Department at Yakult Honsha provided compliance training for some marketing companies, affiliated companies and bottling companies.● Delivered animated training videos on harassment prevention, encouraging all Yakult Group employees in Japan to view the webcasts.● Invited external experts to compliance personnel meetings to conduct harassment training.● In light of the results of fiscal 2023 compliance survey, issued awareness-raising materials about compliance and harassment (compliance newsletter) (quarterly).	◎
	3. Promote diversity	<ul style="list-style-type: none">● Increased the ratio of women in management positions at Yakult Honsha: 13.4% as of the end of March 2025 against a fiscal 2030 target of over 20%.● Assessed employment of women outside of Japan:<ul style="list-style-type: none">- 49,947 Yakult Ladies (as of the end of December 2024)- Ratio of female board members: 15.8%- Ratio of female managers: 32.2%- Ratio of female employees: 31.6%● Ratio of employees with disabilities at Yakult Honsha: 2.61% (maintained the statutory target employment rate of 2.5%)	◎

S (Social)

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
<p>Respect for human rights</p> <p>•</p> <p>Promote diversity</p> <p>•</p> <p>Promote work-life balance</p> <p>•</p> <p>Promote occupational health and safety</p>	4. Promote occupational health and safety	<ul style="list-style-type: none">● Utilization rate of subsidies for equipment and materials to improve the working environment for Yakult Ladies: 89.2%; EV subsidy consumption rate: 68.9%.● Number of certificates obtained to certify that the guidance and supervision standards for unlicensed childcare facilities have been met: 600 out of 628 locations (95.5%)● Installed safety equipment (rear-view monitors, drive recorders, etc.) on newly introduced subsidized route delivery vehicles: 57 vehicles (100% installation rate)● At some Yakult Honsha plants, conducted hazard experience training/electric shock experience training for employees with 3 years of experience or less at the company.● Conducted regular safety and health inspection tours at each plant and made improvements based on the findings: 100%● Conducted near-miss prevention activities and first aid (AED) training at the Yakult Central Institute.● Conducted a review of the BCP and disaster prevention manuals at the Yakult Central Institute.● Conducted working environment surveys at overseas business sites.	○
	5. Promote health-focused management	<ul style="list-style-type: none">● Yakult Honsha acquired the “White 500” certification awarded to corporations that proactively promote employee health and productivity management (eighth consecutive year).● Yakult Honsha included in the KENKO Investment for Health Stock Selection for the second consecutive year.● Implemented an online health course (3 sessions on the topics of (1) men’s and women’s health, (2) sleep and (3) mental care).● Ratio of employees who undertook re-examination based on the results of regular health checks: 100%● Breast cancer screening rate: 90%, uterine cancer screening rate: 79%	◎
	6. Promote work-life balance	<ul style="list-style-type: none">● Ratio of male employees who took childcare leave at Yakult Honsha: 107%,* average number of days taken: 37 <p>*The parental leave utilization rate exceeds 100% because it includes employees whose children were born in fiscal 2023 but who did not take parental leave until fiscal 2024.</p>	◎

G (Governance)

Issues	Fiscal 2024 Action Target	Fiscal 2024 Achievements	Level
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	1. Strengthen compliance with the corporate governance code	<ul style="list-style-type: none">● Changed policy on return to shareholders, carried out acquisition of own stock.● Held various management meetings regularly (Board of Directors: 10 times, Executive Officers Committee: 27 times).● Conducted a tour for Outside Directors to a delivery center (where Yakult Ladies are based) to further promote understanding of Yakult Honsha’s delivery business.● Held meetings of the Nominating and Compensation Advisory Committee (5 times).● Established and held meetings of the Sustainability Promotion Committee (5 times).	◎
	2. Ensure that the Yakult Ethical Principles and Code of Conduct are thoroughly known to all employees	<ul style="list-style-type: none">● Explained the Yakult Ethical Principles and Code of Conduct at job-level-specific training sessions, and encouraged compliance personnel to reread and raise awareness about these documents at meetings.	◎
	3. Ensure thorough compliance	<ul style="list-style-type: none">● Distributed a compliance newsletter to help resolve Group challenges around compliance (quarterly).● Provided group work training slides to promote understanding of various compliance issues at workplaces.● Added more content to the website that is a database providing legal information for internal users, such as explanatory material about contract procedures.● Held the meetings of the Compliance Committee (September and February) and received opinions and recommendations from external expert committee members. Themes: (September) Internal audit situation, accounting/finance situation; (February) Initiatives addressing sustainability issues, compliance promotion situation.● Held a meeting of the Corporate Ethics Committee (November) and received confirmation and opinions/recommendations from the committee members, including external experts, regarding its transaction monitoring activities.● Established and operated a Group-wide Compliance Hotline for the purpose of detecting and correcting any violations of laws and regulations at an early stage. Starting in April 2025, began preparations to enrich the report hotline and encourage more reports.● Operated a pre-consultation system for new business partners to ensure corporate ethics within the Group.● Held Compliance Month (theme: Unconscious Bias) in February targeting all Group workers.	◎

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