

Yakult Sustainability Action Plan (Fiscal 2024 Action Targets)

■ Period covered: Japan, April 2024–March 2025; Overseas, January 2024–December 2024

Yakult

E (Environment)

Materiality	Issues	Fiscal 2024 Action Targets
Climate change Plastic containers and packaging Water	<ul style="list-style-type: none">● Achieve a zero-carbon society● Convert to fully recyclable containers and packaging● Reduce water consumption● Reduce waste● Conserve and utilize biodiversity	Refer to “Environmental Actions (2021–2024)” on p. 22 of the Sustainability Report 2024.

S (Social)

Materiality	Issues	Fiscal 2024 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. Consider continuing products that can contribute to resolving social issues 2. Continue research that can contribute to resolving social issues 3. 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 <ol style="list-style-type: none"> Promote dispatch of guest lecturers and health-related lectures, etc. Strengthen coordination with local communities and municipalities by increasing opportunities for dispatch of guest lecturers and health-related lectures 2. Promote acceptance of visitors to plants and Yakult Central Institute Note: As for dairy product plants, cosmetics plant and the Yakult Central Institute, online tours shall be included. <ol style="list-style-type: none"> Continue and promote acceptance of visitors to plants, including online visitors Continue to make the plant visitor-friendly by promoting barrier-free access to facilities used for plant tours Strengthen coordination with local communities and municipalities by increasing opportunities for plant tours Actively implement plant tours and online corporate visit programs to enhance visibility of the research institute 3. Continue to promote Courtesy Visit Activities, community safety watch and crime prevention activities 4. Promote activities to contribute to resolving local issues <ol style="list-style-type: none"> Continue to conduct social contribution support activities at facilities for people with disabilities in cooperation with pachinko and pachislot cooperative associations Participate in community cleanup activities Continue to sponsor and cooperate with local events in the vicinity of each plant Cooperate with measures promoted by Kunitachi City In-kind sponsorship at events held by local organizations in the vicinity of the Yakult Central Institute with the company's products Promote clean-up campaigns around the Yakult Central Institute

S (Social)

Materiality	Issues	Fiscal 2024 Action Targets
<p>Value co-creation with communities</p>	<ul style="list-style-type: none"> ● Promotion of social contribution activities ● Contribution to resolving local issues 	<p>(7) Participate in tree planting</p> <p>(8) Promote community-based activities through the establishment of the children’s hotline</p> <p>(9) Supply water to Kunitachi City in the event of a disaster</p> <p>(10) Sponsor and co-sponsor various symposiums</p> <p>(11) Conduct social contribution activities in line with the circumstances and issues of each country and region</p> <p>5. Further sports promotion</p> <p>(1) Promote baseball clinics</p> <ul style="list-style-type: none"> • Hold baseball clinics by current players • Hold Tsubame baseball clinics <p>(2) Activities by track and field club and rugby club</p> <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 the Toda Rugby Festival • Hold rugby clinics • Hold Levins Rugby Festival • Provide cooperation for the traffic safety campaign of the Warabi City Police <p>(3) Activities by the Japan Bound Tennis Association</p> <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>

S (Social)

Materiality	Issues	Fiscal 2024 Action Targets
<p>Supply chain management</p>	<ul style="list-style-type: none"> ● Promote sustainable procurement ● Provide “safe and secure” products 	<p>1. Continue to promote sustainable procurement</p> <ul style="list-style-type: none"> (1) Continue to carry out the sustainable procurement survey (2) Aim to procure sustainable raw materials and packaging materials and select new, appropriate transaction partners, in addition to actively promoting and considering the continued and new use of raw materials that have been certified by internationally trusted organizations (such as by expanding the use of carton packaging certified by forest certification programs and introducing certified palm oil) (3) Continue to promote sustainable procurement at overseas business sites <p>2. Provide “safe and secure” products</p> <ul style="list-style-type: none"> (1) Enhance service quality by establishing campaign periods to reinforce basic manners and sincerity in customer service (2) Implement safety and security workshops for Yakult Ladies to reduce the number of traffic accidents and customer complaints (3) Implement measures to improve customer satisfaction (recurrence prevention measures for product-related claims against plants) (4) Conduct periodic manufacturing technology audits and technical training sessions <p>3. Promote certification of various international standards</p>

S (Social)

Materiality	Issues	Fiscal 2024 Action Targets
	<ul style="list-style-type: none"> ● Respect for human rights ● Promote diversity ● Promote work-life balance ● Promote occupational health and safety 	<p>1. Promote human rights due diligence</p> <ul style="list-style-type: none"> (1) Thoroughly implement policies from the perspective of human rights due diligence (2) Ensure that the Yakult Group Human Rights Policy is known and understood at overseas business sites <p>2. Prevent harassment</p> <ul style="list-style-type: none"> (1) Provide training related to harassment at the Company's job-level-specific training sessions, overseas business sites, 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 <p>3. Promote diversity</p> <ul style="list-style-type: none"> (1) Fill over 20% of management positions by females by fiscal 2030 (a new target established following achievement of "over 10% by fiscal 2025") (2) Maintain the legally mandated ratio of employees with disabilities (3) Ascertain the utilization status of women outside of Japan <p>4. Promote occupational health and safety</p> <ul style="list-style-type: none"> (1) Provide subsidies for electric vehicles and other equipment and materials that contribute to the improvement of the working environment for Yakult Ladies and promote their introduction (2) Achieve 100% certification of Yakult daycare centers as meeting 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 route delivery vehicles (4) Implement initiatives to reduce traffic accidents involving MR sales vehicle (5) Grasp workplace environment problems and consider priority improvement measures (6) Conduct health and safety inspection tours and achieve 100% response rate (including intention to respond) to any findings for improvement (7) Establish disaster response manuals, etc. (8) Survey working conditions at overseas business sites

S (Social)

Materiality	Issues	Fiscal 2024 Action Targets
	<ul style="list-style-type: none"> ● Respect for human rights ● Promote diversity ● Promote work-life balance ● Promote occupational health and safety 	<p>5. Strengthen the promotion of health-focused management</p> <ul style="list-style-type: none"> (1) Take action to acquire “White 500” certification for a corporation that proactively promotes employee health and productivity management (2) Continue to offer web-based health seminars (3) Achieve 100% regarding the ratio of employees who undertook re-examination based on the results of regular health checks (4) Achieve 70% screening rate for gynecologic cancers (moved up target year from fiscal 2025 to fiscal 2024) <p>6. Promote work-life balance</p> <ul style="list-style-type: none"> (1) Have all eligible individuals take paternity leave for an average of over 45 days (by fiscal 2030) (2) Establish a system to promote work-life balance (3) Diversify the utilization of human resources

G (Governance)

Materiality	Issues	Fiscal 2024 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. Comply with the corporate governance code and enhance disclosure <ol style="list-style-type: none"> (1) Comply with the corporate governance code and promote disclosure (measures, etc., to realize management that considers capital costs and stock prices) (2) Hold meetings as necessary to review issues to enhance the dynamism of the Board of Directors (3) Hold meetings of the Nominating and Compensation Advisory Committee (4) Establish and hold meetings of the Sustainability Advisory Committee 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 (through various meetings and training sessions, Yakult handbooks, educational materials, etc.) (2) Ensure that various Yakult Group policies related to sustainability 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 toward compliance (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 corporate ethics through the operation of a system of prior consultation for new business partners (6) Hold meetings for personnel in charge of compliance on a periodic basis (once a year) (7) Hold Compliance Month (once a year) (8) Develop and support compliance promotion systems at overseas business sites (9) Continue to implement vulnerability assessments to strengthen management and operation of Yakult Delivery Net in line with various legal amendments and security measures (10) Comply with the Ministry of Health, Labour and Welfare’s guidelines on activities providing sales information (11) Respond to transparency guidelines regarding the relationship between corporate activities and medical institutions, etc. (12) Regularly and systematically provide education and training to ensure compliance with research ethics (13) Conduct fair and equitable transactions through the web purchasing system to ensure compliance (14) Promote compliance at overseas business sites (15) Continue to conduct various on-site audits of overseas business sites