

Dialogues With Ajinomoto Group Stakeholders

Date	Target	Dialogue Details	Report
(1) Dialogue with stakeholders potentially affected by business activities *Excluding locations subject to country-specific human rights impact assessments			
FY2022	Primary suppliers in Japan	Presentation of revisions to the Ajinomoto Group Shared Policy on Human Rights and Guidelines for Group Shared Policy for Suppliers; opinion exchange	-
	Foreign technical intern trainees and specified skilled foreign nationals	Exchanged opinions with technical intern trainees, specified skilled foreign nationals, and on-site employees involved with said personnel regarding support systems for work and daily life. Confirmed work site conditions and housing environment. (Three companies and six plants in Ajinomoto Group)	-
	Supervisory organizations and registered support organizations	Opinion exchange with technical intern trainees and specified skilled foreigners regarding support systems for work and daily life. (Six companies in total)	-
April 2023	Technical intern trainee dispatch organizations	Pre-travel interviews and exchange opinions with trainees regarding education, support systems, costs, etc., prior to arrival in Japan. (Vietnam, two companies)	-
July 2023	Ajinomoto Group internal labor union	Opinion exchange related to feedback received through questionnaires from union members and facilitation of direct dialogue among union members; opinion exchange regarding responses to said feedback	-
December 2023	Primary suppliers in Japan	Presentation to suppliers of status regarding compliance with Ajinomoto Group Guidelines for Shared Policy for Suppliers, request for dialogue, opinion exchange	-
(2) Dialogue with human rights experts			
Monthly	Caux Round Table Japan (CRT Japan)	Human Rights Issues in the Ajinomoto Group and the Ajinomoto Group Approach to Addressing Human Rights Issues	-
FY2022	Overseas human rights experts (arranged by CRT Japan)	Opinion exchange regarding Ajinomoto Group human rights due diligence initiatives	Report
	UNDP	Opinion exchange regarding Ajinomoto Group human rights due diligence initiatives in individual guidance sessions at the Business and Human Rights Academy	-
April 2023	International Organization for Migration (IOM)	Opinion exchange regarding the current status of laws and regulations in Vietnam and immigration to Japan	-
June 2023	Know The Chain (KTC)	Opinion exchange regarding KTC evaluation methodology and Ajinomoto Group initiatives	-
August 2023	World Benchmarking Alliance (arranged by CRT Japan)	Dialogue between WBA and Japanese companies to introduce and exchange opinions on Ajinomoto Group human rights due diligence initiatives	-
August 2023	UN Human Rights Council	Opinion exchange regarding human rights due diligence among Japanese companies	-
October 2023	Overseas human rights experts (arranged by CRT Japan)	Opinion exchange regarding Ajinomoto Group human rights due diligence initiatives	Report
December 2023	World Benchmarking Alliance	Opinion exchange regarding initiatives expected of companies related to living wages	-

Speeches and Presentations at Seminars, Trainings, Etc.

Date	Seminar, Training	Theme
December 2022	Human Rights Training Video for Businesses Commissioned by the Ministry of Justice in 2022	Case studies of human rights due diligence in the Ajinomoto Group
December 2022	CSR and Human Rights Seminar Commissioned by the Small and Medium Enterprise Agency, Ministry of Economy, Trade and Industry (Osaka meeting)	
February 2023	Seminar on Guidelines for Respecting Human Rights in Responsible Supply Chains, Etc., Commissioned by the Ministry of Economy, Trade and Industry (Sapporo and Fukuoka meetings)	
June 2023	Human Rights Due Diligence in a Connected World: Approaches to shaping sustainable business practices from Japan (UNDP/MOFA sponsored event)	
July 2023	NIKKEI LIVE Real-World Solutions for Supply Chain Human Rights Compliance	
October 2023	The 12th International 2023 Business and Human Rights Conference, organized by the Caux Round Table Japan (Tokyo)	
November 2023	Human Rights Due Diligence: Advanced Examples at Japanese Corporations (Vietnam) [online seminar sponsored by the Ministry of Foreign Affairs]	
November 2023	What We Should Know About the Relationship between Products and Services and Human Rights: Corporate initiatives related to business and human rights (Nippon Association of Consumer Specialists (NACS))	
February 15, 2024	Seminar on Respect for Human Rights for Food Companies, sponsored by the Ministry of Agriculture, Forestry and Fisheries (Tokyo meeting)	