

Human rights dialogues with stakeholders

Year	Participants	Dialogue details
(1) Dialogue with stakeholders that face potential impacts from our business activities *Excludes dialogue with parties subject to the above-mentioned country-specific human rights impact assessments, business partners, suppliers, foreign workers, and those involved in education and training		
2023	Ajinomoto Group Labor Union	Discussed feedback obtained through union member questionnaires and direct dialogue among union members, as well as the feedback response status, etc.
(2) Dialogue with human rights experts		
Monthly (Regular)	CRT Japan	Human rights issues in the Ajinomoto Group and the Group approach to addressing such issues☒
2022	Overseas human rights experts (organized by CRT Japan)	Discussed human rights due diligence initiatives pursued in the Ajinomoto Group
	United Nations Development Programme (UNDP)	Discussed human rights due diligence initiatives of the Ajinomoto Group at Business and Human Rights Academy individual guidance sessions
2023	Know The Chain	Discussed KTC evaluation methodologies and Ajinomoto Group initiatives
	World Benchmarking Alliance (arranged by CRT Japan)	Introduced and discussed human rights due diligence initiatives of the Ajinomoto Group during dialogue between the WBA and Japanese companies
	UN Human Rights Council	Discussed human rights due diligence progress in Japanese companies
	Overseas human rights experts (arranged by CRT Japan)	Discussed human rights due diligence initiatives pursued in the Ajinomoto Group
	World Benchmarking Alliance	Discussed the living wage approach expected of companies
2024	Overseas human rights experts (organized by CRT Japan)	Discussed human rights due diligence initiatives pursued in the Ajinomoto Group

Lectures and speeches at seminars, trainings, etc.

Year	Seminars and training	Topics
2022	Human Rights Training Video for Businesses Commissioned by the Ministry of Justice in 2022	Introducing human rights due diligence initiatives of the Ajinomoto Group
	CSR and Human Rights Seminar Commissioned by the Small and Medium Enterprise Agency, Ministry of Economy, Trade and Industry (Osaka meeting)	
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)	
	Human Rights Due Diligence in a Connected World: Approaches to shaping sustainable business practices from Japan (UNDP/MOFA sponsored event)	
	NIKKEI LIVE Real-World Solutions for Supply Chain Human Rights Compliance	
	The 12th International 2023 Business and Human Rights Conference, organized by the Caux Round Table Japan (Tokyo)	
	Human Rights Due Diligence: Advanced Examples at Japanese Corporations (Vietnam) [online seminar sponsored by the Ministry of Foreign Affairs]☒	
	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))	
2024	Seminar on Respect for Human Rights for Food Companies, sponsored by the Ministry of Agriculture, Forestry and Fisheries (Tokyo meeting)	
	ASSC & Malaysia Palm Certification Body Seminar (Lecture and Panel Discussion)	
	The 69th Comparative Law and Politics Symposium at The University of Tokyo	
	[Singapore] Online Seminar/Human Rights Due Diligence: Best Practices of Japanese Companies (Organized by Ministry of Foreign Affairs of Japan)	
	Hitotsubashi University 150th Anniversary Symposium "The Future of Business and Human Rights" (Lecture and Panel Discussion)	
	Yokkaichi Human Rights Awareness Corporate Liaison Meeting 2024 Annual General Meeting (Commemorative Lecture)	
	Hosted by the Institute of Developing Economies (IDE-JETRO) International Symposium "Sustainable Development and Value Chains: Rethinking from Human Rights and the Environment" (Panel Discussion)	