

Education and training on human rights

(1) Conducted annually

Target	Training Details
Ajinomoto Co., Inc. New Graduate Prospective Employees and Year-round Entrants	E-learning training on human rights and harassment.
Ajinomoto Co., Inc. New Employee	Harassment training (acquiring correct knowledge, including the possibility of being not only a victim but also a perpetrator).
Domestic Group Employees	E-learning training on the "Group Shared Policy on Human Rights" as part of the initiative to disseminate the "Ajinomoto Group Policies."
Domestic Group Employees	To provide an opportunity to think about human rights, "human rights slogans" are solicited, and the award winners are announced internally to enhance awareness of human rights.

(2) Implemented as needed.

Year	Target	Training Details
2022	Group company employees in Japan	Rolled out e-learning educational videos on the Group Shared Policy on Human Rights as part of our AGP communication measures
	Major primary business partners in Japan (suppliers)	Explained the Ajinomoto Group Shared Policy on Human Rights, the Group Shared Policy for Suppliers, and the Guidelines for Group Shared Policy for Suppliers, and requested responses to compliance survey
2023	Local management and employees of subsidiaries in Indonesia	Lectured on business and human rights, explained human rights due diligence, and discussed contents
	Local management and employees of subsidiaries in Vietnam	Lectured on business and human rights, explained human rights due diligence, and discussed contents
	Group procurement staff in Japan	Explained revisions to the Group Shared Policy on Human Rights, the Group Shared Policy for Suppliers, and the Guidelines for Group Shared Policy for Suppliers, and requested responses to compliance survey
	Major primary business partners in Japan (contract manufacturers, etc.)	Explained the Group Shared Policy on Human Rights, the Group Shared Policy for Suppliers, and the Guidelines for Group Shared Policy for Suppliers through videos, and requested responses to compliance survey
	Major primary business partners in Japan (suppliers)	Requested the party in question share the results of the compliance survey on the Group Shared Policy for Suppliers and the Guidelines for Group Shared Policy for Suppliers
2024	Group company employees	"E-learning on 'Human Rights in Business' and Ajinomoto Group's Human Rights Initiatives"
	Local management and employees of subsidiaries in Malaysia	Lectured on business and human rights, explained human rights due diligence, and discussed contents
	Local management and employees of subsidiaries in Thailand	Lectured on business and human rights, explained human rights due diligence, and discussed contents
2025	Local management and employees of subsidiaries in Brazil	Lectured on business and human rights, explained human rights due diligence, and discussed contents
	Local management and employees of subsidiaries in Thailand	Lectured on business and human rights, explained human rights due diligence, and discussed contents
	Major primary business partners in Brazil (suppliers)	Explained the Ajinomoto Group Shared Policy on Human Rights, the Group Shared Policy for Suppliers, and the Guidelines for Group Shared Policy for Suppliers, and requested responses to compliance survey
	Major primary business partners in Thailand (suppliers)	Explained the Ajinomoto Group Shared Policy on Human Rights, the Group Shared Policy for Suppliers, and the Guidelines for Group Shared Policy for Suppliers, and requested responses to compliance survey
	Major primary business partners in Japan (suppliers)	Requested the party in question share the results of the compliance survey on the Group Shared Policy for Suppliers and the Guidelines for Group Shared Policy for Suppliers
2026	Major primary business partners in Japan (suppliers)	Requested the party in question share the results of the compliance survey on the Group Shared Policy for Suppliers and the Guidelines for Group Shared Policy for Suppliers
	Group company employees	E-learning on 'Responsible Procurement'