

# Ryohin Keikaku Group

## Animal Welfare Guiding Principles

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## Purpose

The purpose of this Guiding Principles document is to clarify our fundamental approach to animal welfare and to promote the appropriate treatment of animals in our business activities by supplementing the animal welfare principles set forth in the Ryohin Keikaku Group Environmental Policy.

## Scope of Application

This Guiding Principles document applies to MUJI products in the categories of apparel and household goods. The scope includes all main fabrics and fibers, hair materials, padding, trims (decorative components), chemicals, pigments, and dyestuffs.

## Basic Policy

The Ryohin Keikaku Group considers its approach to users, producers, and nature as fundamental, and recognizes the enhancement of animal welfare throughout the supply chain as an important responsibility.

Our basic principle is to source animal-derived raw materials that are produced in a humane, ethical, and responsible manner. We also prohibit the procurement of raw materials derived from endangered or protected animal species.

### 1. Respect for the Five Freedoms of Animals

The Ryohin Keikaku Group sets procurement standards based on the Five Freedoms of Animals, a framework for animal welfare defined by the Farm Animal Welfare Committee (FAWC) and the World Organisation for Animal Health (WOAH).

#### The Five Freedoms of Animals:

- **Freedom from hunger and thirst** – by ready access to fresh water and a diet to maintain full health and vigor.
- **Freedom from discomfort** – by providing an appropriate environment including shelter and a comfortable resting area.
- **Freedom from pain, injury, or disease** – by prevention or rapid diagnosis and treatment.
- **Freedom to express normal behavior** – by providing sufficient space, proper facilities, and company of the animal's own kind.
- **Freedom from fear and distress** – by ensuring conditions and treatment which avoid mental suffering.

### 2. Prohibited Animal-Derived Materials

The Ryohin Keikaku Group prohibits the use of the following animal-derived materials in its products except for materials derived from livestock that have been raised and slaughtered for the purpose of meat

production.

In cases where the material is derived from animals culled as pests that disrupt ecosystems, we will make individual decisions based on the specific circumstances.

**Prohibited materials include:**

- × Raw materials derived from animals killed for purposes other than meat
- × Raw materials derived from animals listed as Critically Endangered (CR), Endangered (EN), or Vulnerable (VU) under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) or the IUCN<sup>1</sup> Red List
- × Real fur, including but not limited to mink, fox, rabbit, sable, karakul lamb, chinchilla, and raccoon dog
- × Exotic skins and wild animal hides, including but not limited to crocodile, snake, lizard, ostrich, and emu
- × Hides obtained from fetal or newborn lambs, including but not limited to slink lamb<sup>2</sup>, astrakhan<sup>3</sup>, broad tail<sup>4</sup>, Persian lamb, and krimmer<sup>5</sup>
- × Virgin down or feathers from non-poultry birds, including but not limited to ostrich and peacock
- × Hair from animals kept in cages for the purpose of harvesting fur, including but not limited to Angora rabbits, rabbits, raccoon dogs, raccoons, martens, foxes, squirrels, sables, chinchillas, and ferrets
- × Animal horns, bones, and teeth<sup>6</sup>

**3. Prohibition of Animal Testing<sup>7</sup>**

Regarding MUJI cosmetics, our basic policy is not to conduct animal testing during product development or manufacturing, including on the raw materials used.

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<sup>1</sup> International Union for Conservation of Nature

<sup>2</sup> Hide from stillborn or very young lambs

<sup>3</sup> Fur from lambs up to two weeks old of the Karakul breed, produced in the Astrakhan region of Russia

<sup>4</sup> Fetal hides from Karakul sheep obtained through premature birth, stillbirth, or when the mother sheep dies

<sup>5</sup> Lamb hides produced in the Crimean Peninsula

<sup>6</sup> The prohibition of the use of horns, bones, and teeth in this Guiding Principle is intended to prevent poaching of wild animals and illegal trade in endangered species. Therefore, materials such as ivory and other wild animal-derived substances are strictly prohibited. However, bones and teeth obtained as by-products from livestock raised and slaughtered for meat production are permitted for use.

<sup>7</sup> This policy does not apply in cases where animal testing is required by the laws and regulations of each country.

## Definitions

### Animal

"Animal" refers to all organisms belonging to the animal kingdom, including both vertebrates (such as mammals, birds, and fish) and multicellular invertebrates (such as insects and mollusks). This definition encompasses not only large animals like cows and pigs, but also smaller creatures such as fish, birds, and insects.

### Animal-Derived Materials

Animal-derived materials refer to all substances and components originating from animals (as defined above), regardless of whether they are obtained from living animals or after death, as long as their origin is animal-based.

## Principles for Responsible Practices

### 1. Responsible Procurement of Animal-Derived Materials

The Ryohin Keikaku Group prohibits the use of animal-derived materials obtained from animals killed for purposes other than meat. We aim to procure all animal-derived materials from suppliers that consider animal welfare. We do not procure materials derived from endangered or protected animal species.

We establish procurement standards and guidelines, identify and assess risks related to animal welfare, investigate suppliers, and guide business partners through appropriate due diligence processes. In addition, we are increasing the use of recycled and regenerated materials to reduce dependence on virgin materials directly sourced from animals.

### 2. Stakeholder Engagement

The Ryohin Keikaku Group places importance on dialogue with stakeholders to deepen mutual understanding and cooperation regarding animal welfare. We also promote capacity building by providing education and training to raise awareness of animal welfare among employees and business partners.

### 3. Ensuring Appropriate Information Disclosure and Transparency

The Ryohin Keikaku Group regularly discloses its initiatives related to animal welfare in accordance with international sustainability reporting standards, and strives to ensure transparency. We also manage information related to the labeling and advertising of animal-derived materials to ensure the accuracy and credibility of such representations.

## Hotlines

If a violation of these Guiding Principles is suspected within the Ryohin Keikaku Group's supply chain, or if there are concerns to be raised, please report immediately to the Ryohin Keikaku Group Hotline, the

Supplier Hotline, or the Customer Service Center.

The Ryohin Keikaku Group will not disclose the identity of the person making the report internally or externally without prior consent. We provide the possibility for anyone to report suspected violations anonymously, and encourage all stakeholders to act in accordance with these Guiding Principles.