

Meiji Group Policy on Diversity, Equity & Inclusion

We, Meiji Group, owe our growth to being attentive to the feelings and daily lifestyles of all customers who experience diverse values at each stage of life, from babies to the elderly. We will continue to leverage this approach as a group strength and pursue diversity, equity and inclusion in order to ensure our ability to deliver “food and health” value that is one step ahead to our customers in Japan and around the world.

<Meiji Group Approach to Diversity>

All differences, including diverse backgrounds such as gender, sexual orientation, gender identity, gender expression, age, nationality, religion, health, physical disability or mental disorder, employment status, career, engaged in childcare or nursing care, or differences such as individual values, knowledge or capabilities.

1. Diversity

Promote the hiring, development and utilization of diverse human resources, and create environments that provide diverse human resources with opportunities for advancement in various fields.

2. Equity

Remove all barriers to enable diverse human resources the opportunity to maximize their capabilities and provide not uniform but equitable opportunities for growth and challenges based on the diverse backgrounds and orientations of each individual.

3. Inclusion

Foster an organizational culture in which diverse human resources can express their individuality, respect and acknowledge each other, and make the most of mutual diversity.

At Meiji Group, we will create environments in which diverse human resources are energized and motivated towards work, and achieve sustainable corporate growth by creating innovation and new value.

Established in December 2021

Amended in April 2024