

Sustainability Report

2021

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Sustainability

Wellness Stories



COVID-19: Hope for an Inactivated Vaccine



Sustainable Cocoa Means Knowing Your Growers



The Hidden Health Crisis of AMR



Nutritional Advice for Growing Economies



The Right Formula for Effective Care

Sustainability Vision



Our Commitment

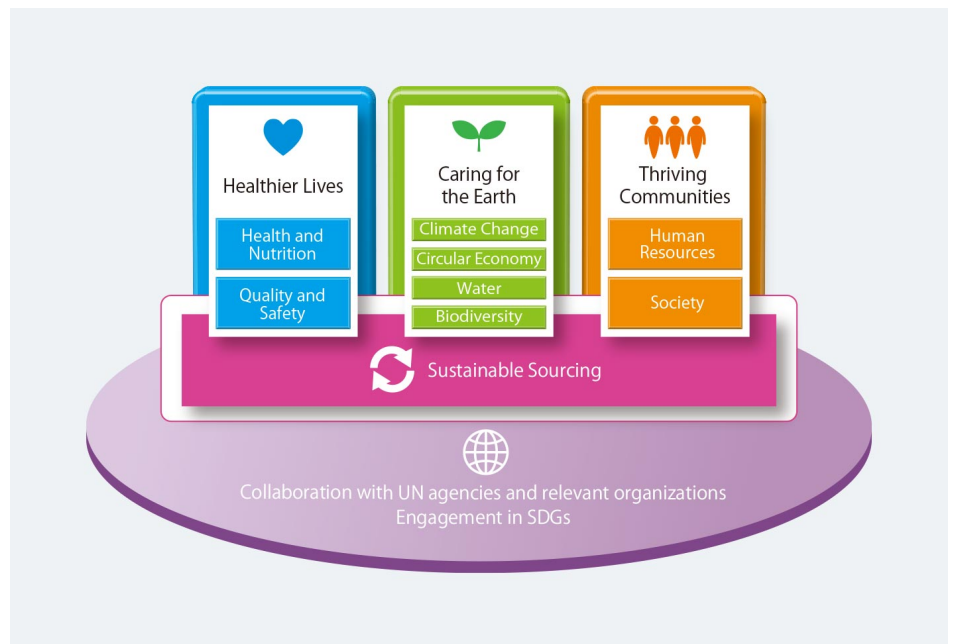
With a vision for the next 100 years of the Meiji Group's history, we are aiming to contribute to the health and happiness of people around the world.

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Sustainability Management

A vision is nothing without action. Our management structure puts our sustainability vision into practice on a day-to-day basis.

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Actions for Sustainability

Healthier Lives

A healthy society starts with healthy minds and bodies.

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Caring for the Earth

In everything we do, we aim for harmony with the environment.

[LEARN MORE](#)

Thriving Communities

Looking after everyone, from employees to society's most vulnerable.

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Sustainable Sourcing

Considering human rights and the environment throughout our supply chain.

[LEARN MORE](#)

Collaboration

Our active support for international organizations and frameworks.

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Governance

Sustainability is central to our corporate system and policies.

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Sustainable Finance

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ESG Index

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Sustainability Video

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Download the Meiji Group's sustainability reports and ESG data

SEARCH DOCUMENTS



News & Topics



The Meiji Group Achieved Place on 'A List' Company, the Highest Evaluation in CDP Water Security

SUSTAINABILITY
Dec 8, 2021



Meiji Group's Greenhouse Gas Reduction Targets Approved by SBT Initiative

SUSTAINABILITY
Oct 21, 2021



Notice that the Meiji Group has Adopted Internal Carbon Pricing

SUSTAINABILITY
Oct 1, 2021

RE100

Meiji Group Joins a Global Initiative RE100

SUSTAINABILITY
Sep 16, 2021



Notice concerning Decision of Issuance Conditions for Sustainability Bonds

SUSTAINABILITY
Mar 17, 2021



【Presentation】 ~ Long-term Environmental Vision, Meiji Green Engagement For 2050~

SUSTAINABILITY
Mar 17, 2021



Notice concerning Issuance of Sustainability Bonds

SUSTAINABILITY
Mar 15, 2021



Meiji Group Outlines Long-term Environmental Vision, the Meiji Green Engagement For 2050

SUSTAINABILITY
Mar 1, 2021



Meiji Group Social Contribution Activities Policy has been published.

SUSTAINABILITY
Feb 19, 2021



Notice Concerning the Creation of Sustainability Finance Framework

SUSTAINABILITY
Jan 15, 2021

You may also be interested in



Year in Review

Meiji Holdings is a TSE-listed company that delivers long-term growth and stakeholder returns. View business results and investor performance from our most recent financial year.

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2023 Medium-term Business Plan

Meiji Holdings' 2023 Medium-term Business Plan aims for the right balance of profit and sustainability. Read more about the Medium-term Business Plan here.

[LEARN MORE](#)



History

For more than a century, Meiji products have enriched people's daily lives while benefiting their health. Learn more about the Meiji Group's history on this page.

[LEARN MORE](#)

Our Commitment

With a vision for the next 100 years of the Meiji Group's history, we are aiming to contribute to the health and happiness of people around the world.

Kazuo Kawamura
CEO
President and Representative Director
Meiji Holdings Co., Ltd.



Today, the world is still grappling with the COVID-19. I sincerely hope that people will be able to return to their normal lives as soon as possible. I would also like to express, on behalf of the Meiji Group, my deep appreciation to the medical professionals and healthcare officials working on the front lines of the crisis, and to everyone involved in producing and supplying the goods and services needed by people affected by the COVID-19.

COVID-19 has brought economic hardships around the world as countries were forced to implement lockdowns, which led to business closures and sharp rises in unemployment. In response, many people have reevaluated what is important in life and have become increasingly interested in how to make the world more sustainable.

We, too, as members of the Meiji Group, hope to contribute to sustainability through our food and pharmaceuticals businesses. Ever since its founding more than a century ago, the Group has always made

the most of its resources and capabilities to help communities overcome the challenges they faced. We intend to continue this tradition into the next 100 years.

With this in mind, we have positioned sustainability at the heart of our 2023 Medium-Term Business Plan. Effective from fiscal 2021, the first year of plan, we will be using a unique composite indicator named Meiji ROESG¹ to evaluate the Group's performance based on return on equity (ROE), environmental, social, and governance (ESG) criteria, and the Group's own performance indicators. Furthermore, under our long-term environmental vision, we are stepping up efforts to reduce CO₂ emissions with the goal of becoming carbon neutral by 2050. We have also broadened the scope of the Group's ESG initiatives, including measures for building a responsible supply chain by integrating human rights and environmental considerations into procurement activities.

Our ability to accelerate these sustainability initiatives will depend on all of the Group's employees. Therefore, we are bolstering related training and educational programs while creating opportunities for employees to take part in related activities in their workplaces.

In addition, we are carrying out initiatives in line with the 10 principles of the UN Global Compact, which Meiji Holdings signed in 2019.² The Meiji Group is collaborating with various organizations to uphold these principles, which are organized under the categories of human rights, labor, environment, and anticorruption.

Through all of these activities and initiatives, we look forward to contributing to the health and happiness of people around the world in the years ahead.

July 2021

1. The ROESG performance indicator was created and registered as a trademark by Professor Kunio Ito of Hitotsubashi University.

2. For more information, please refer to this webpage:
<https://www.meiji.com/global/sustainability/collaboration.html>

Sustainability Management

The basis of "the Meiji Group's Approach to sustainability" is to fulfill sustainability by putting the Group Philosophy into practice on a day-to-day basis in mainstay businesses and by remaining a corporate group society needs. Each Meiji Group employee will advance activities based on the Corporate Behavior Charter to meet stakeholders' expectations and continue fulfilling social responsibilities.

Meiji Group Sustainability 2026 Vision

The Meiji Group, as a team of food and healthcare professionals, will help solve societal problems through its business projects. We also aim to help build a sustainable society that will allow people to live their lives healthily, and with peace of mind.

The Meiji Group Sustainability 2026 Vision upholds three main themes: 'Healthier Lives', 'Caring for the Earth', and 'Thriving Communities', as well as the shared theme of 'Sustainable Sourcing'.

We are continuing our work identifying Materiality and setting out KPIs (Key Performance Indicators) for each theme.

Taking these themes, as well as several tangible areas within each (see the image below for more detail) as a framework, we are driving sustainability forward, and helping to solve societal problems.



Group Sustainability System

Group Sustainability System

We have established the Group Sustainability Committee with the CEO, President and Representative Director of Meiji Holdings at its helm.

Accordingly, we are promoting sustainability activities following the directions of this Committee. The Committee meets twice annually. It monitors the progress of activities to achieve KPIs in the Meiji Group Sustainability 2026 Vision and establishes sustainability policies. The Committee shares outcomes of

activities conducted by each operating company and reports twice annually to the Board of Directors. We have established a Sustainability Secretariat that meets monthly and its members are sustainability staff from Meiji Holdings and the operating companies. In FY2019, we established the Group Human Rights Meeting and the Group TCFD Committee alongside the Group Environmental Meeting, which is linked to the Sustainability Secretariat. We strengthened our systems for considering concrete measures and launched a number of initiatives including scenario analysis based on TCFD recommendations and conducting human rights due diligence.

Additionally, in October 2019 we established the Sustainability Management Department at Meiji Holdings in order to further accelerate our sustainability activities across the Group. As well as this, in June 2020 we appointed a Chief Sustainability Officer (CSO) as the top person responsible for sustainability in Meiji Group. Under the leadership and supervision of the CSO, we will promote integration of our business and sustainability activities.

Establishment of the ESG Advisory Board

In fiscal 2021, we evolved the dialogue with outside experts, which had been held once a year, and established the ESG Advisory Board, which meets twice a year.

Recognizing the ever-accelerating pace of corporate sustainability activities, the Meiji Group has set a new target of Meiji ROESG®* and is working to further strengthen its activities. At the same time, in the final year of the 2023 Medium-term Business Plan, we aim to be recognized as one of Japan's leading sustainability companies.

The main purpose of establishing the ESG Advisory Board is to grasp the demands and expectations of diverse stakeholders and appropriately respond to them as we strive to contribute to the sustainable development of society and become a trusted corporate group through our business activities.

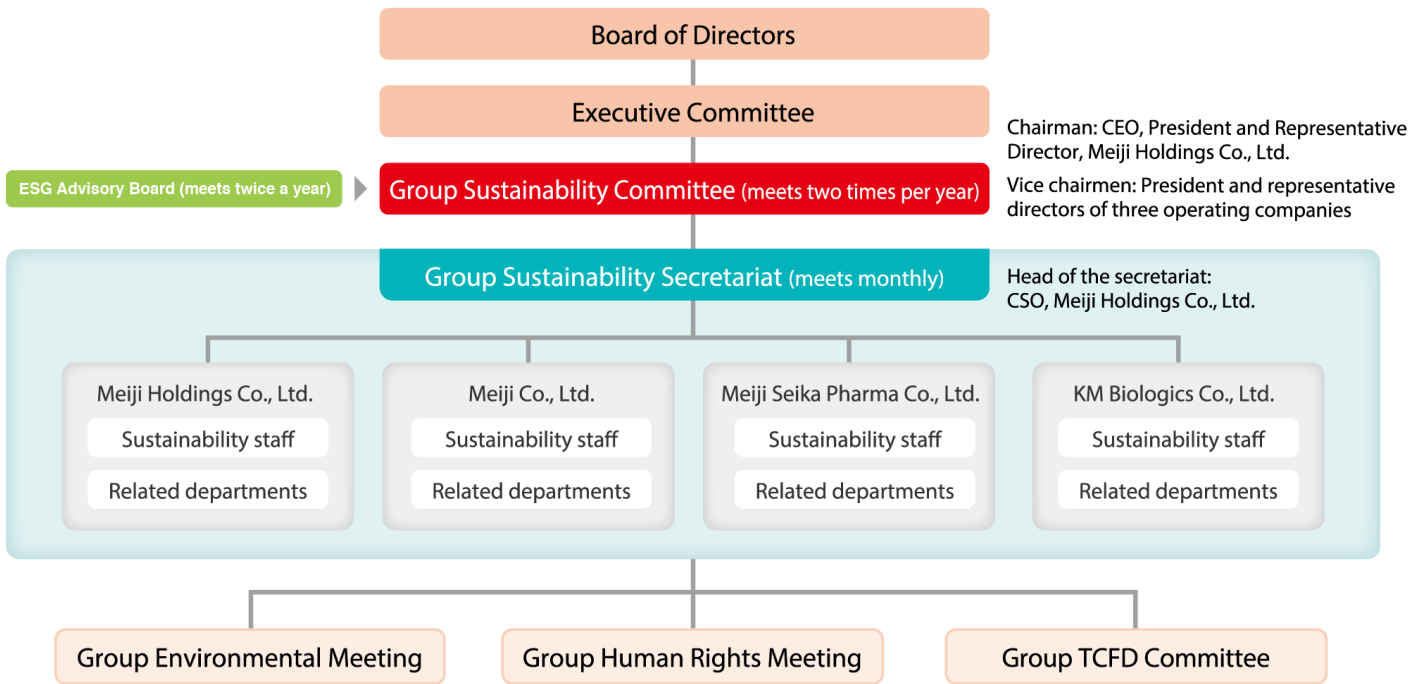
We aim to further invigorate the sustainability activities and improve performance of the Meiji Group as a whole while exchanging opinions with outside experts.

Advisory Board Member

- Mr. Takeshi Kamigouchi
- Ms. Mari Kogiso
- Mr. Peter David Pedersen

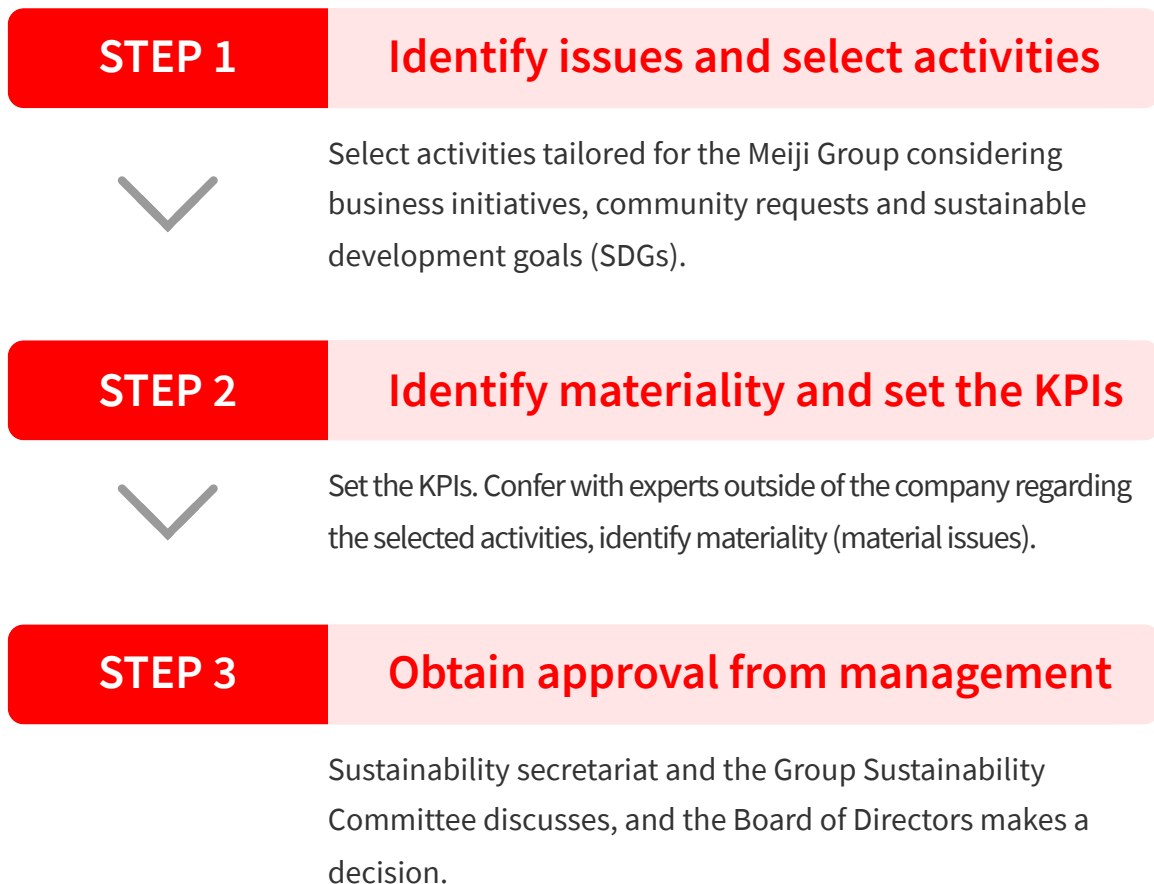
* The ROESG performance indicator was created and registered as a trademark by Professor Kunio Ito of Hitotsubashi University.

Group Sustainability System



Creating our Vision

When laying out our sustainability vision, we took a long-term view and set out the activities we believed that Meiji Group should engage in. Our Group Sustainability Committee will evaluate our progress with the KPIs we have established, and publicly disclose this information.





Approach to Sustainability Activities under the 2023 Medium-term Business Plan

The 2023 Medium-term Business Plan sets out the concept of realizing both profit growth and sustainability activities. The significance of sustainability has thus increased in business management. We will strengthen our activities so that by FY2023, the Meiji Group will become a company that is highly evaluated internally and externally as an advanced sustainability company in Japan.

Outline of Activity Plan

Promote the Meiji Group Sustainability 2026 Vision

1 Provide products and services unique to Meiji that address social issues

2 Strengthen initiatives to realize a decarbonized society

- Obtain Science Based Targets (SBT) certification, promote the use of renewable energy, eliminate the use of specified fluorocarbons

3 Promote sustainable sourcing activities

- Achieve 100% sourcing of environmentally friendly paper, certified palm oil, and sustainable cocoa beans
- Develop a responsible supply chain

Integrate sustainability and business management

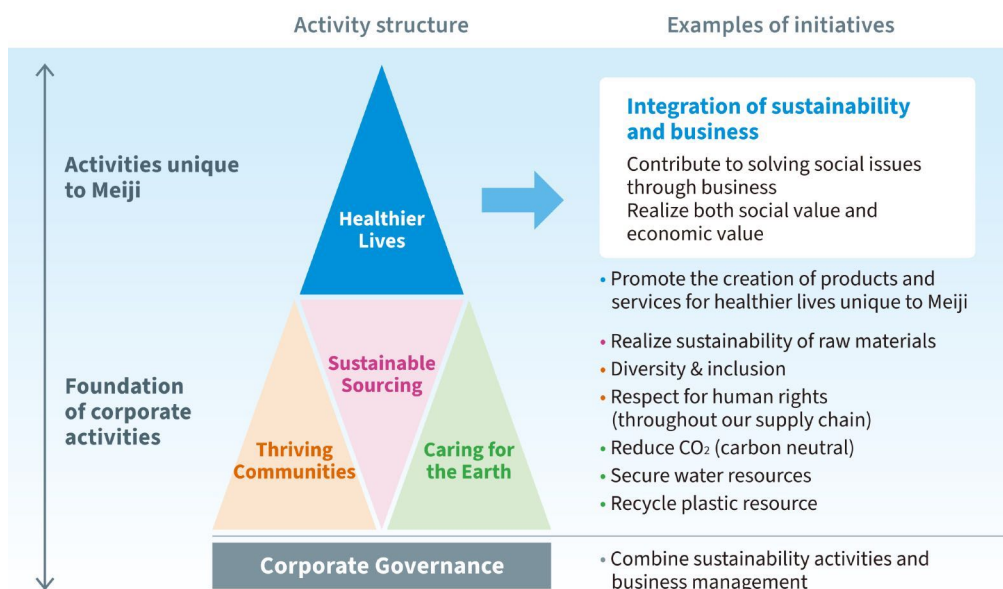
1 Improve ESG evaluations in line with the Meiji ROESG Management

2 Encourage employees to have a sense of ownership over sustainability through the establishment of a Meiji Brand Promotion Leader system

3 Operate a framework for ESG investing (30 billion yen/3 years)

Structure of the Meiji Group's Sustainability Activities

There is a wide range of sustainability activities. We have organized them into initiatives that exhibit the Meiji Group's uniqueness and initiatives that form the foundation of corporate activities. In particular, we consider that the domain unique to the Meiji Group is centered on "Healthier Lives." Japan faces the issues of a declining population and aging society with a decreasing birthrate, and extending healthy life expectancy is a critical social issue. The Meiji Group aims to contribute to solving these social issues with our Food and Pharmaceutical businesses and to realize both economic value and social value.

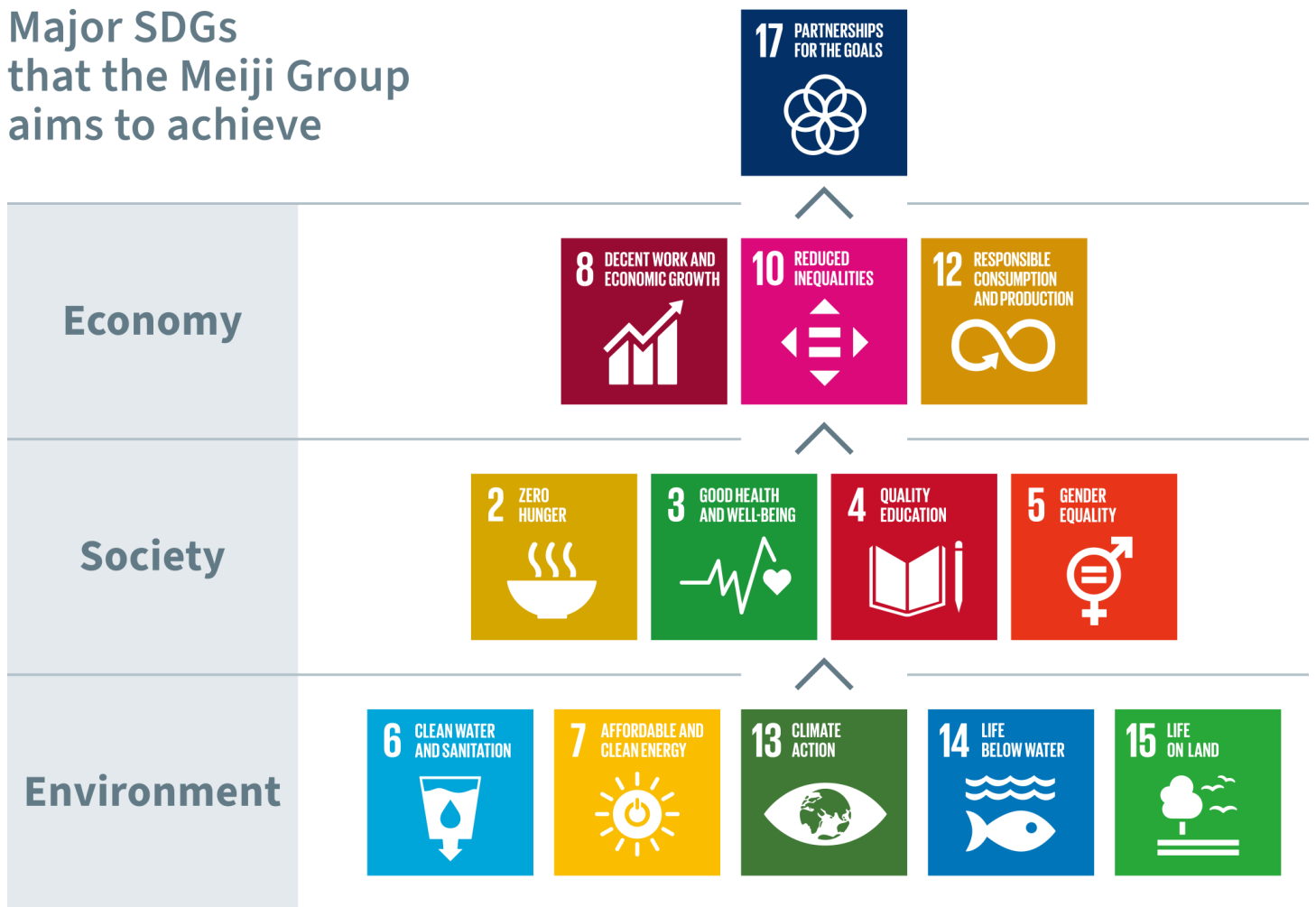


Approach toward SDGs

The Sustainable Development Goals (SDGs) are a collection of the 17 goals adopted by the United Nations in 2015 for the year 2030. In our endeavors, we have identified 13 primary goals that will contribute to society in the Meiji Group's business activities. Recognizing that FY2021 marks the beginning of "the Decade of Action"* to address the SDGs, we are working to achieve the SDGs through the Meiji Group Sustainability 2026 Vision.

* In January 2020, the United Nations defined the decade up to 2030—the deadline for the achievement of the SDGs—as "the Decade of Action" and called for countries around the world to accelerate and expand their initiatives.

Major SDGs that the Meiji Group aims to achieve



[See how our sustainability themes link to the SDGs \(PDF 169KB\)](#)

Materiality and KPIs

We have identified specific materiality and set KPIs as part of Meiji Group's Sustainability 2026 Vision. With a view to meeting our KPI targets, we are promoting sustainability activities and reporting on our progress on a yearly basis.

- ★ Materiality related to social issues
- New KPIs
- [] Scope of KPI
- Meiji G : the Meiji Group (consolidated)
- Meiji HD : Meiji Holdings Co., Ltd.
- Meiji : Meiji Co., Ltd.
- MSP : Meiji Seika Pharma Co., Ltd.
- KMB : KM Biologics Co., Ltd.

The 13 Main SDGs the Meiji Group Can Address



Health and Nutrition **SDGs: 2, 3, 4**

Social Issues	KPI	Performance			
		FY2018	FY2019	FY2020	
<ul style="list-style-type: none"> ★ Contribute to healthy diets ★ Respond to a super-aged society 	Develop products that contribute to healthy diets (until FY2020) [Meiji, unconsolidated]	Health-conscious products	47	20	28
		Nutritional products with added value	32	45	46
	Develop products that contribute to a super-aged society (until FY2020) [Meiji, unconsolidated]	6	2	2	
	Enroll a total of 500,000 participants into nutrition and healthy diet education within three years from FY2018 to FY2020 (until FY2020) [Meiji, unconsolidated]	196,000 people	407,000 people	504,000 people	
	Increase sales of health-conscious products, nutritional products with added value, and products for a super-aged society by at least 10% in FY2023, compared with FY2020 baseline [Meiji, consolidated (domestic)]				
Enroll a total of 700,000 participants into nutrition and healthy diet education within three years from FY2021 to FY2023 [Meiji, unconsolidated]					
● Stable supply of pharmaceuticals	Achieve a volume share of at least 50% in five Key Drugs by FY2023 [MSP, consolidated (domestic)]				
★ Countermeasures against emerging and re-emerging infectious diseases*	Aim for launch of COVID-19 vaccines by FY2023 [MSP, KMB, unconsolidated]				

* Set as materiality for the 2023 Medium-Term Business Plan





Quality and Safety **SDGs: 3, 12**

Social Issues	KPI	Performance		
		FY2018	FY2019	FY2020
★ Ensuring product quality and safety ¹	Obtain third party GFSI certification, which includes Hazard Analysis and Critical Control Point (HACCP), at all domestic food plants by FY2020 and all global food plants by FY2021 ² [Meiji, consolidated]	50% ^{*3}	87% ^{*3}	Japan: 100% Overseas: 100%

^{*1} Materiality until FY2020 ^{*2} Expanded globally in FY2020 ^{*3} In Japan GFSI: Global Food Safety Initiative


Climate Change **SDGs: 7, 13**


Social Issues	KPI	Performance		
		FY2018	FY2019	FY2020
 Reduce CO ₂ emissions	Reduce company-wide CO ₂ emissions (Scope 1, 2) by at least 40% by FY2030 (compared to FY2015) [Meiji G, consolidated]	-11.9% *1	-18.5% *2	-24.1% *2
	Expand renewable energy usage to make up at least 50% of total company-wide usage by FY2030 [Meiji G, consolidated]	0.2% *3	2.1%	2.5%
	Reduce CO ₂ emissions (Scope 3 from purchased goods and services, upstream and downstream transportation and distribution, and end of life treatment of sold products) by at least 14% by FY2030 (compared to FY2019) [Meiji G, consolidated]			
 Eliminate the use of specified fluorocarbons	Total abolition of CFC-using refrigeration, freezer, and other equipment at all domestic production sites by FY2030 [Meiji G, consolidated (domestic)]	*4	*4	Base year *4

*1 The Meiji Group excluding KM Biologics Co., Ltd.

*2 The emission volume for the base year was 742,000 t-CO₂, which includes CO₂ emissions from KM Biologics Co., Ltd.

*3 The domestic Meiji Group, excluding KM Biologics Co., Ltd. *4 Planned replacement with CFC substitutes and natural coolants


Circular Economy **SDGs: 12**


Social Issues	KPI	Performance		
		FY2018	FY2019	FY2020
 Reduce environmental impact ¹	Consolidated domestic recycle rate 97% or above [Meiji G, consolidated (domestic)]	95.6%	94.6%	77.7% *2
	Consolidated domestic recycle rate 85% or above by FY2023 [Meiji G, consolidated (domestic)]			
	Reduce product waste in our domestic food business by 50% by FY2025 (compared to FY2016) [Meiji, consolidated (domestic)]	-21.9%	-25.1%	-29.3%
	Reduce domestic plastic usage (packaging, etc.) by at least 25% by FY2030 (compared to FY2017), and expand usage of bioplastics and recycled plastics ³ (until FY2020) [Meiji G, consolidated (domestic)]	-8.2%	-9.8%	*3
	Reduce domestic plastic usage (packaging, etc.) by at least 25% by FY2030 (compared to FY2017) [Meiji G, consolidated (domestic)]			
	Ensure 100% effective use of materials used by our logistics division (pallets, crates, and stretch film, etc.) by FY2030, through reuse and recycling. [Meiji G, consolidated (domestic)]			
	Expand usage of bioplastics and recycled plastics [Meiji G, consolidated (domestic)]			

*1 Set as materiality for the 2023 Medium-Term Business Plan

*2 In FY2020, the calculation method for the recycling rate has been changed: thermal recovery is not included in the amount of recycling

*3 To be calculated in FY2021


Water **SDGs: 6, 14**

Social Issues	KPI	Performance		
		FY2018	FY2019	FY2020
 Secure water resources	Reduce company-wide water consumption volume per unit of sales by at least 20% by FY2030, compared with FY2017 [Meiji G, consolidated]	-1.5% *	-3.8%	-5.3%
	Replenish an amount of water to nature equivalent to 45% the amount used in our products by FY2030 [Meiji G, consolidated]			

* The Meiji Group excluding KM Biologics Co., Ltd.



Biodiversity SDGs: 6, 15

Social Issues	KPI	Performance		
		FY2018	FY2019	FY2020
● Protection of local biodiversity	Conduct biodiversity activities at all production sites in Japan by FY2020, and all production sites worldwide by FY2023 [Meiji G, consolidated]	62.0% *	80.8% *	Japan: 36.2% Overseas: 45.0%
	Conduct biodiversity activities at all production sites worldwide by FY2023 [Meiji G, consolidated]			

* Japan

Enhancement of Environmental Management

Social Issues	KPI
—	Obtain ISO 14001 Multisite Certification at all domestic production locations by FY2021 [Meiji G, consolidated (domestic)]



Thriving Communities



Human Resources SDGs: 5, 8, 10

Social Issues	KPI	Performance		
		FY2018	FY2019	FY2020
★ Promote diversity and inclusion, and provide training to employees	Increase the ratio of female managers to over 10% by FY2026, compared with the FY2017 result of 2.6% [Meiji HD, Meiji, MSP, KMB, unconsolidated]	3.1%	3.4%	3.7%
	Increase the number of female managers (including assistant managers) to at least 420 by FY2026 (approximately triple the number as in FY2017) [Meiji HD, Meiji, MSP, KMB, unconsolidated]	171 people	189 people	208 people
	Raise the ratio of employees with disabilities above the statutory employment quota [Meiji HD, Meiji, MSP, KMB, unconsolidated]	2.29%	2.28%	2.42%
● Employee-friendly workplaces	Continue to be recognized by the Nippon Kenko Kaigi as White 500 organizations [Meiji HD, Meiji, MSP, KMB, unconsolidated]			



Society SDGs: 8, 10, 17

Social Issues	KPI	Performance		
		FY2018	FY2019	FY2020
★ Respect and promote human rights	100% attendance rate at human rights training among new employees and those promoted to managing positions (until FY2020) [Meiji HD, Meiji, MSP, KMB, unconsolidated]	100%	100%	100%
	All domestic Meiji Group employees to attend a human rights training (including e-learning) at least once annually [Meiji G, consolidated (domestic)]			
	All overseas Meiji Group employees to attend a human rights training (including e-learning) at least once by FY2023 [Meiji G, consolidated (global)]			
● Engagement with stakeholders	Hold an ESG session for investors, and advisory board meetings at least three times annually [Meiji HD]			
● Promote social contribution activities	All domestic Meiji Group employees to participate in social contribution activities at least twice annually (at least once each 6-month period) [Meiji G, consolidated (domestic)]			

Shared Themes



Sustainable Sourcing SDGs: 8, 12, 15, 17

Social Issues	KPI	Performance		
		FY2018	FY2019	FY2020
*1 Procure raw materials with consideration toward human rights and the environment	Start conducting a sustainable sourcing survey of suppliers for domestic Group companies by FY2021 Start conducting a sustainable sourcing survey of suppliers for major overseas Group companies by FY2022 [Meiji G, consolidated]			
	Sourcing 100% Sustainable Cocoa by FY2026 ^{*1} [Meiji, consolidated]	–	–	Approx. 40%
	Use 100% certified palm oil globally by FY2023 ^{*1} (until FY2020) [Meiji, consolidated]	7%	21%	68%
	Use 100% RSPO-certified palm oil by FY2023 [Meiji, consolidated]			
	Use paper raw materials with 100% forest certified (FSC®, PEFC) and/or recycled paper by FY2020 (until FY2020) [Meiji G, consolidated (domestic)]	55% ^{*2}	60%	77%
	Use 100% environmentally-friendly paper by FY2023 [Meiji G, consolidated]			
	Conduct MDA, an activity to provide management support to dairy farmers, at least 400 times per year, and also at least 2,150 times on a cumulative basis by FY2023 [Meiji, consolidated (domestic)]			

*1 Newly set in FY2020 *2 The domestic Meiji Group, excluding KM Biologics Co., Ltd.

RSPO: Roundtable on Sustainable Palm Oil

FSC®: Forest Stewardship Council®

PEFC: Programme for the Endorsement of Forest Certification Schemes

MDA: Meiji Dairy Advisory

Informing Employees

We believe it is extremely important for our employees to understand our sustainability policies and activities. Sustainability is one of the regular topics in domestic and overseas group newsletters, including introductions of key terminology and examples of timely, relevant sustainability activities are.

Additionally, in April 2020 we began a sustainability-focused E-learning program for employees in Japan, at a pace of one session every two months.

Also in April 2021, we installed the Meiji Brand Promotion Leaders system, selecting leaders from each workplace to embody our new group slogan "Now ideas for wellness" and spread further understanding of our sustainability activities.

Through these projects, we are aiming to make sustainability an important, natural part of the working experience for each and every employee.

MEIJI GROUP SUSTAINABILITY Information

Working to realize a sustainable society

KPIs for Meiji's global group-wide sustainability activities

Various KPIs are set in Meiji Group Sustainability 2026 Vision. Among those, here's our global group-wide KPIs.

Climate Change

Caring for the Earth

Reduce group-wide CO₂ emission volume (Scope 1 and 2*) by at least 40% compared with FY2015 baseline by FY2030

Increase the share of renewable energy to at least 50% of group-wide power usage by FY2030

Case 1 Chief executive, Executive Vice President or Executive Director (including Executive Director for Corporate Finance & Corporate Security, etc.) initiated from standard production used or omitted (omitted case).

Case 2 Inland regions. Green to: the generation of purchase or accurate electricity, clean heating, or energy conversion by the nearby transfer use of renewable electricity, clean heating or cooling.

Case 3 **Reducing CO₂ emissions by installing solar panels**

A large number of solar panels are installed in the Meiji Aomori Bk. Saito Area Plant in the U.S. and which have been producing the plant with renewable energy.

Biodiversity

Caring for the Earth

Engage in biodiversity conservation activities at all domestic plants by FY2020 and all global plants by FY2023

Case 1 Tree planting activities

PT. Meiji Indonesia plants produce trees in reforestation areas on the mountain slopes around the Pasuruan regency.

Water

Caring for the Earth

Reduce group-wide water consumption volume (per unit of sales) by at least 20% compared with FY2017 baseline by FY2030

Case 1 **Using Reclaimed Water**

Reclaimed water recycling systems are installed in some plants of Meiji Holdings Co., Ltd. As the primary use, reusable water is collected and used as cooling tower feed water. As the secondary use, water discharged from the cooling towers is filtered and sterilized, and then used as flushing water for toilets. Overall, approximately 30,000 m³ of water is reused in the plants annually.

Case 2 **Reclaimed water** that includes water that can be recycled in other processes.

Case 3 **Reclaimed water** recycling systems are installed in some plants of Meiji Holdings Co., Ltd. As the primary use, reusable water is collected and used as cooling tower feed water. As the secondary use, water discharged from the cooling towers is filtered and sterilized, and then used as flushing water for toilets. Overall, approximately 30,000 m³ of water is reused in the plants annually.

Case 4 **Reclaimed water** that includes water that can be recycled in other processes.

Healthier Lives

Quality and Safety

Obtain third party Global Food Safety Initiative (GFSI) certification, which includes HACCP, at all domestic food plants by FY2020 and all global food plants by FY2021

Sustainable Procurement

Case 1 **Increase procurement ratio of sustainable cocoa beans* to 100% by FY2026**

Case 2 **Use 100% RSPO-certified palm oil globally by FY2023**

Case 3 **Expanding the Meiji Cocoa Support Program**

We are expanding the activities of Meiji Cocoa Support, a program that supports cocoa farmers to produce high-quality and sustainable cocoa beans, and deepening partnerships with them.

Case 4 **Reclaimed water** that includes water that can be recycled in other processes.

Case 5 **Reclaimed water** that includes water that can be recycled in other processes.

Case 6 **Reclaimed water** that includes water that can be recycled in other processes.

Case 7 **Reclaimed water** that includes water that can be recycled in other processes.

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Work constantly thinking of achieving KPIs

Contributing to solving social issues is an important theme in the Meiji Group 2026 Vision (the Vision). The Meiji Group Sustainability 2026 Vision was formulated as a concrete measure to realize the Vision. Hence we specified materiality and KPIs in the Sustainability 2026 Vision. They are important activities and targets for us to accomplish.

In October 2019, the Sustainable Management Department was created in Meiji Holdings Co., Ltd., and a Chief Sustainability Officer (CSO) was appointed in June 2020. Accordingly, we are accelerating and promoting our sustainability program. Because one of the key strategies is to build a foundation for growth in overseas markets we have set our global KPIs. We should strive to create a sustainable society through our business activities. Thus it is important for each and every one of us to work constantly thinking of achieving these KPIs.

Our internal company magazine "Meiji Journal" for overseas employees

Environmental Management

Meiji Group Long-Term Environmental Vision



The Meiji Group relies on the bounty of nature, including raw milk, cocoa, lactobacillus and microorganisms. We believe it is our duty to live in harmony with the environment and coexist with nature. However, issues such as climate change threaten the sustainability of global environment. The biodiversity provides us the bounty of nature we enjoy, now it is in a crisis. To respond to such crisis we formulated a long-term environmental vision. We are committed to achieving coexistence with nature by engaging in global environmental issues.

The Meiji Group places the importance on delivering health through food and pharmaceutical, creating even more smiles for all. We continue creating value that goes one step further to realize a healthy future for people and the Earth.



Climate Change



Water



Circular Economy



Pollution Prevention

Climate Change

Society has become more concerned about the impact of global warming on the intensity of natural disasters and damage to biodiversity. Businesses are being asked to reduce greenhouse gas emissions to help build a decarbonized society. The Paris Agreement, an international framework for addressing climate change, requires efforts to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial revolution levels.

The Meiji Group aims to further mitigate its impact on the global environment, considering the aspirational target of the Paris Agreement to keep the temperature increase below 1.5 degrees Celsius. Accordingly, we have set a goal to become carbon neutral by 2050, eliminating all greenhouse gas emissions throughout our entire supply chain.

Our goals



Eliminate all CO₂ and other greenhouse gas emissions throughout our entire supply chain by 2050 (carbon neutral)



Use 100% renewable energy in facilities by 2050

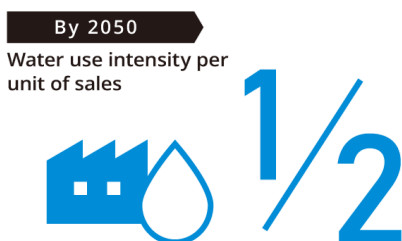
Water

The world's population is estimated to reach 9.7 billion by 2050.¹ Consequently, the demand for water is likely to increase by some 55%² to keep up with the demand due to increase in food production and economic activities as a result of population growth. A total of more than 40%² of the global population may lose adequate access to enough water due to climate change and the resulting chronic water shortages.

Water is a finite resource. To ensure the sustainability of this limited resource, the Meiji Group aims to become water-neutral. To accomplish this goal, we will engage in initiatives that include reducing water use intensity per sales unit by half and cultivating water resources.

1. United Nations, Department of Economic and Social Affairs, Population Division. World Population Prospects 2019 (Medium Variant)
2. Organization for Economic Co-operation and Development (OECD). OECD Environmental Outlook to 2050

Our goals



Reduce water use intensity per unit of sales by 50% by 2050 compared with FYE March 2018



Restore 100% of the water used as raw material for products by 2050 (water-neutral)

Initiatives to Resolve Water Risk



Address to reduce water risks in and around facilities and where we procure raw materials

Circular Economy

Although the natural capital of the earth is finite, we have wasted and discarded them for a long period. These negative activities have led to climate change, deforestation, marine plastic pollution, and numerous other environmental issues. The world must improve the sustainability of natural capital. Because the Meiji Group enjoys the bounty of nature and uses natural capital in products and packaging, we must transition to a circular economy.

To achieve this goal, we should minimize the usage of natural capital by recycling and reusing resources, not to mention achieving zero waste. We will take on the challenge of reducing our environmental impact as close to zero as possible all the way through product design to disposal.

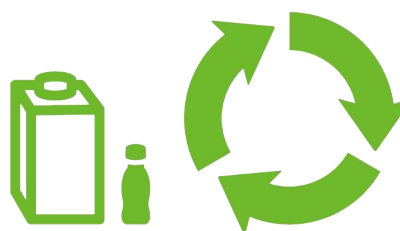
Our goals

Waste in the manufacturing process



Achieve zero waste in the manufacturing process

Minimize the use of natural capital



Use recycled materials in containers and packaging to minimize the use of natural capital

Pollution Prevention

As a result of prioritizing economic growth over the global environment, modern society suffers from air, water, and chemical pollution. As we are breathing polluted air and consuming contaminated food in our daily lives, the health risks are increasing.

The Meiji Group delivers health to the people in the world, and we believe we can build a world that doesn't suffer from pollution. Thus, we are committed to achieve zero pollution throughout the Meiji Group supply chain.

Our goals

Pollution caused by chemical substances



Strive to achieve zero pollution due to chemical substances originating from our business activities

Initiatives to resolve environmental pollution-related issues



Strive to resolve environmental pollution-related issues throughout our supply chain

Environmental Management

Environmental Management System

There is The Group Environmental Meeting, which is made up of representatives from our Food segment and Pharmaceutical segment as well as the sustainability representatives from Meiji Holdings. Under this system, the Meeting sets a long-term vision, plans specific measures as well as carries out risk management, and essentially oversees the environmental management for the whole Group.



Environmental Data Management System

In October 2019, Meiji Group introduced a cloud-based environmental data management system to identify the integrated environmental impact in overall operating sites of the domestic Meiji Group and accurately and quickly track our performance against targets. Using this system we can reduce input errors and thus collect and calculate data efficiently. Accordingly, we have introduced the system in our overseas operating bases from October 2020.

Certification Status of ISO14001

Meiji Group is promoting attainment of the ISO14001 environmental management certificate for its production sites. We are aiming for multi-site certification across all production sites in Japan by the end of FYE 2021.

Food Segment

Japan: 25 Plants and 12 Group Companies

Overseas: 2 Group Companies

Pharmaceuticals Segment

Japan: 2 Plants, 1 Research Laboratory and 1 Group Company

Overseas: 1 Group Company

Response to environmental laws and accidents

At the Meiji Group, there were no violations, fines related to environmental laws and regulations during FY2020. In addition, there were no lawsuits related to the environment. There were two major accidents involving fluorocarbon leaks, having an impact on the environment. We reported these immediately to authorities and took measures after identifying the causes.

Number of environmental accidents and regulation violations

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Number of environmental regulation violations	-	-	0	0	0
Number of major environmental accidents	3	4	4	2	2

Approach to climate change and TCFD initiatives

The business of Meiji Group is based on the abundant gifts of nature, so natural capital is an important management resource for us. We also recognize that climate change has a significant long-term impact (risks and opportunities) on our business activities and that it is an important management issue for the Group. At the same time, international frameworks such as the Paris Agreement and the Sustainable Development Goals (SDGs) are calling for increased efforts to address climate change. We are therefore implementing climate change initiatives to contribute to these international efforts by helping to realize a decarbonized society in line with our Meiji Group Sustainability 2026 Vision.



Meiji Group agreed to join the Task Force on Climate-Related Financial Disclosures (TCFD), which was established by the Financial Stability Board* in 2019. We also joined the TCFD Consortium, which was established by the Ministry of Economy, Trade and Industry, the Ministry of the Environment, and the Financial Services Agency as a place for collaboration among supporting companies, financial institutions and others. We also established the Group TCFD Committee, which comprises relevant divisions from Meiji Holdings and its Group companies Meiji, Meiji Seika Pharma and KM Biologics, and started implementing TCFD initiatives from 2019. The purpose of this committee is to reflect climate change-related long-term risks and opportunities in our business activities, as a member of the TCFD scenario analysis project organized by the Ministry of the Environment.

The Group TCFD Committee analyzes climate change related risks and opportunities, develop countermeasures, and manage progress of each initiative

The Board of Directors, the Executive Committee, and the Group Sustainability Committee discuss the results of these analyses and we strengthened our systems for reflecting the results in our business activities.

In FY2021 the newly established Risk Management Department took part in the Group TCFD Committee. Their efforts strengthened Meiji Group's governance, as well as our institutional ability to respond to important climate change related risks and opportunities.

With regard to scenario analysis, in FY 2020 they performed analysis of the following key areas: dairy ingredients, cacao, antibiotic drugs (5 Domestic Key Drugs), and vaccines. At the same time, they expanded the scope of analysis to include the entire Meiji Group, further improving our resilience to climate change. TCFD related initiatives at Meiji Group in FYE 3/2021

Climate Change-related Group Sustainability Promotion System

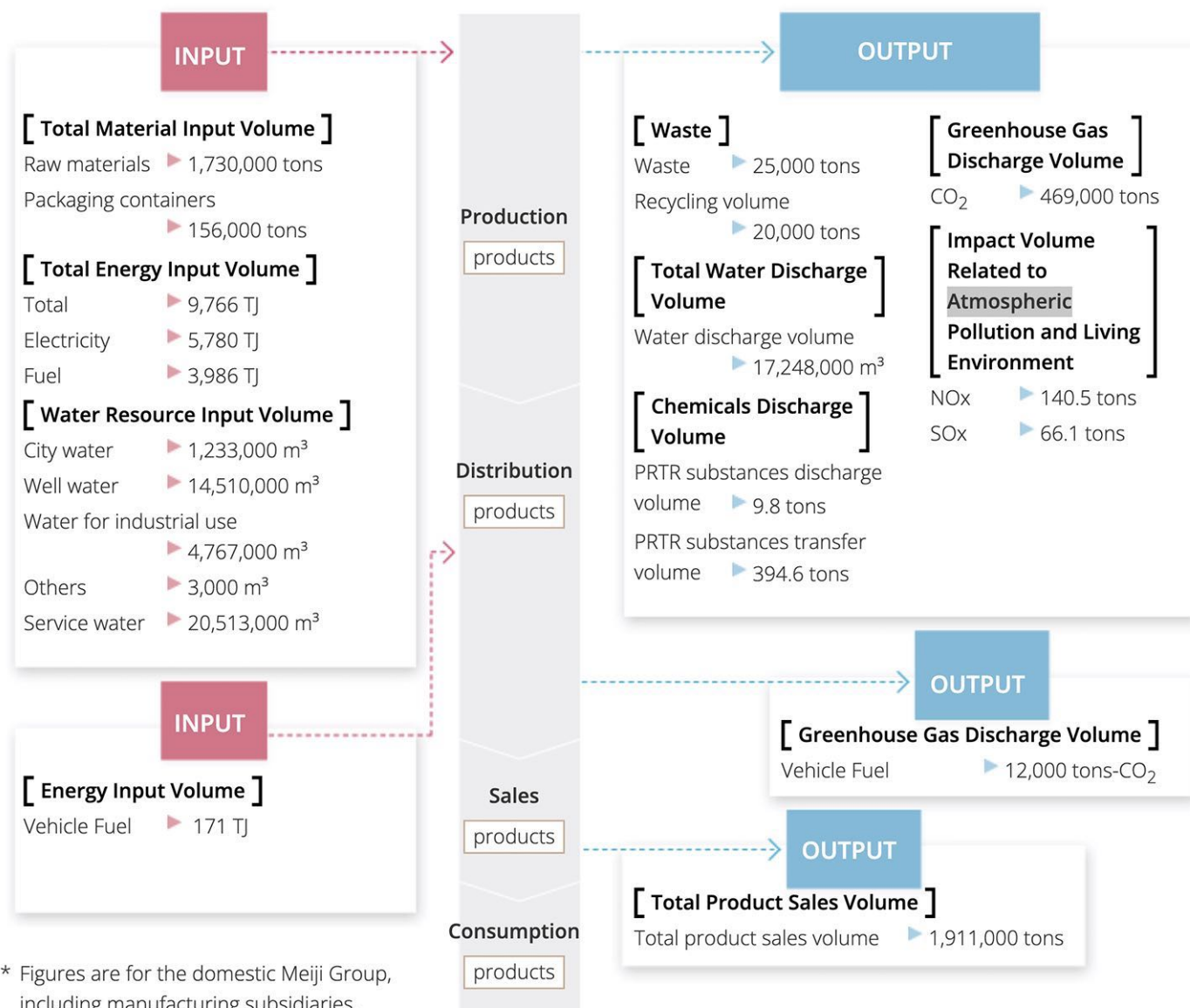


* An international organization of representatives of central banks, financial supervisory agencies, and finance ministries.

[FY2020 The Meiji Group TCFD Initiative \(PDF 1.9MB\)](#)

[Aug–Oct 2019: Practical guide for Scenario Analysis in line with the TCFD recommendations, a Ministry of the Environment support program for companies to analyze their own climate risks and opportunities in line with the TCFD recommendations \(PDF 27MB\)](#)

Material Balance (FYE 3/2021)



Quantity of raw material used

	Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Quantity of raw materials used	10,000 tons	224	221	203	172	

* The value for FYE 3/2016 is the combined total of Meiji Co., Ltd, and Meiji Seika Pharma. The values from FYE 3/2019 onwards also include KM Biologics.

Establishment of the framework for ESG investment of 30.0 billion yen (plans for FYE 3/2022 ~ FYE 3/2024)

Priorities	Details of Investment
Reduction of CO ₂ emissions	<ol style="list-style-type: none"> 1. Installation of or updating to highly-efficient energy-saving equipment 2. Installation of solar panels, etc.
CFC Reduction Measures	<ol style="list-style-type: none"> 1. Installation of or updating to CFC-free refrigerators and freezers, etc.
Reduction of Plastic Usage	<ol style="list-style-type: none"> 1. Reduction in weight of packaging, introduction of equipment enabling reuse 2. Introduction of environmentally conscious packaging equipment
Securing Water Resources	<ol style="list-style-type: none"> 1. Introduction of equipment to reuse the water used for washing in production process 2. Improvement of water quality, introduction of equipment for making use of rain water, etc.

Editorial Policy

Regarding our sustainability activities, we will regularly update and improve our specific initiatives in order to stay true to Meiji Group's Sustainability 2026 Vision and ensure its success.

Scope and Boundary of Reporting

Organizational Scope

This report covers the activities of the Meiji Group, comprising, unless otherwise noted, Meiji Holdings, Meiji, Meiji Seika Pharma, and KM Biologics, and these Group companies.

Period Covered

Fiscal Year End March 2021 (April 1, 2020-March 31, 2021)

Some qualitative information includes performance of FYE March 2022.

Guidelines Referenced

- GRI Sustainability Reporting Standards in 2016
- SASB
- Environment Reporting Guidelines (2018) by the Ministry of the Environment of Japan

Issuance Period

Issued on: November 2021

Next issue schedule: October 2022

Contact Information

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Sustainability Management Department

2-4-16, Kyobashi, Chuo-ku, Tokyo 104-0031, Japan

ISO Certification

List of Certification Status of ISO14001 and ISO45001

As of October 1, 2021

	Site	ISO14001	ISO45001
Food Segment			
Japan	Meiji Co., Ltd. and Group Company	★	
	Meiji Co., Ltd. Wakkanai Plant	★	✓
	Meiji Co., Ltd. Asahikawa Plant	★	
	Meiji Co., Ltd. Nishi Shunbetsu Plant	★	✓
	Meiji Co., Ltd. Honbetsu Plant	★	✓
	Meiji Co., Ltd. Tokachi Plant	★	
	Meiji Co., Ltd. Tohoku Plant	★	✓
	Meiji Co., Ltd. Ibaraki Plant	★	
	Meiji Co., Ltd. Moriya Plant	★	✓
	Meiji Co., Ltd. Gunma Plant	★ ¹	✓
	Meiji Co., Ltd. Gunma Nutritionals Plant		✓
	Meiji Co., Ltd. Gunma Pharmaceuticals Plant		✓
	Meiji Co., Ltd. Sakado Plant	★	✓
	Meiji Co., Ltd. Saitama Plant	★	
	Meiji Co., Ltd. Toda Plant	★	✓
	Meiji Co., Ltd. Kanagawa Plant	★	✓
	Meiji Co., Ltd. Karuizawa Plant	★	✓
	Meiji Co., Ltd. Tokai Plant	★	✓
	Meiji Co., Ltd. Aichi Plant	★	
	Meiji Co., Ltd. Kyoto Plant	★	
Meiji Co., Ltd. Osaka Plant	★	✓	

	Site	ISO14001	ISO45001
Japan	Meiji Co., Ltd. Kansai Plant	★ ²	✓
	Meiji Co., Ltd. Kansai Ice Cream Plant		✓
	Meiji Co., Ltd. Kansai Nutritionals Plant		✓
	Meiji Co., Ltd. Kurashiki Plant	★	
	Meiji Co., Ltd. Kyushu Plant	★	✓
	Nihon Kanzume, Co., Ltd.	★	
	Donan Shokuhin Co., Ltd.	★	
	Tochigi Meiji Milk Products Co., Ltd.	★	
	Gunma Meiji Co., Ltd.	★	✓
	Chiba Meiji Milk Products Co., Ltd.	★	✓
	Meiji Sangyo Co., Ltd.	★	
	Tokai Nuts Co., Ltd.	★	
	Tokai Meiji Co., Ltd.	★	✓
	Meiji Chewing Gum Co., Ltd.	★	
	Meiji Oils and Fats Co., Ltd.	★	
	Shikoku Meiji Co., Ltd. ³	★	
Okinawa Meiji Milk Products Co., Ltd.	★		
Overseas	Meiji Ice Cream (Guang Zhou) Co., Ltd.	✓	✓
	Meiji Dairies (Suzhou) Co., Ltd.	✓	
Pharmaceuticals Segment			
Japan	Meiji Seika Pharma Co., Ltd. Odawara Plant	✓	
	Meiji Seika Pharma Co., Ltd. Gifu Plant	✓	✓
	Meiji Seika Pharma Co., Ltd. Pharmaceutical Research Center	✓ ⁴	
	OHKURA Pharmaceutical Co., Ltd. ⁵	✓	
Overseas	Medreich Limited ⁶	✓	✓

★ Multi-site Certification as Meiji Co., Ltd. Group

1. Certified as Gunma Plant
2. Certified as Kansai Plant
3. Kagawa and Matsuyama Plants
4. Certified as Ashigara Research Center
5. Uji Business Facilities
6. Unit 7

Healthier Lives

The Meiji Group's business activities contribute to healthier minds and bodies.



Health and Nutrition

LEARN MORE

Click on a topic area to learn more.

- [Health- and Nutrition-Related Targets](#)
- [Contribute to Healthy Diets](#)
- [Respond to a Super-Aged Society](#)
- [Improve Nutrition in Emerging Countries](#)
- [Ensure the Sustainable Supply of Pharmaceuticals](#)
- [Measures Against Infectious Diseases](#)

Quality and Safety

LEARN MORE

Click on a topic area to learn more.

- [Quality and Safety Target](#)
- [Ensure Product Quality and Safety](#)

Health and Nutrition



Health- and Nutrition-Related Targets

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)*

KPI		Results		
		FYE 3/2019	FYE 3/2020	FYE 3/2021
Release health-conscious and nutrition-enriched products	Health-conscious products	47	20	28
	Nutrition-enriched products	32	45	46
Release products that benefit the health of elderly consumers		6	2	2
Attract 500,000 participants in nutrition education from FYE 3/2019 to FYE 3/2021		196,000 participants	407,000 participants	504,000 participants

* Scope of aggregation: Meiji Co., Ltd.

Targets of the 2023 Medium-Term Business Plan (effective until March 31, 2024)

KPI	Base Year	Targets
		FYE 3/2024
Increase sales of health-conscious products, nutrition-enriched products, and products that benefit the health of elderly consumers by 10% by FYE 3/2024 compared with sales in FYE 3/2021	FYE 3/2021	Increase sales by 10% or more
Attract 700,000 participants in nutrition education from FYE 3/2022 to FYE 3/2024 (Scope of aggregation: Meiji Co., Ltd.)	-	700,000 participants
Increase market share of five key drugs by 50% on a sales volume basis by FYE 3/2024 (Scope of aggregation: Meiji Sika Pharma and its domestic subsidiaries)	-	50% or more
Release a new coronavirus vaccine to the market by FYE 3/2024 (Scope of aggregation: Meiji Seika Pharma and KM Biologics)	-	release a vaccine

Contribute to Healthy Diets

Develop Health Conscious Products

In response to the health needs of today's diverse consumers, the Meiji Group released 28 health-conscious products in FY2020. It developed these products by leveraging the strengths of its Food and Pharmaceuticals businesses while making the most of its advanced expertise in nutrition and pharmaceuticals.

About health-conscious products

The Meiji Group defines health-conscious products as those that contribute to bodily health. They include products that utilize healthy ingredients, such as lactobacillus and cocoa, contain added amounts of healthy ingredients designed to enhance health, or meet current consumer needs for reduced sugar, fat, or calories.

Main Products Released in FYE 3/2021



Meiji Skincare Yogurt Suhada no mikata drink

A yogurt drink with ingredients that help protect one's skin



Meiji Probio Yogurt R-1 Plain



Oligosmart Milk Chocolate SUPER

Chocolate sweetened with fructooligosaccharide instead of sugar

Product Development by Utilizing Healthy Lactobacillus and Cocoa Ingredients

The Meiji Group is developing new products made with probiotics, particularly lactobacillus, and plans to expand its lineup of high cocoa-content chocolate products that offer healthy cocoa polyphenols.



Meiji Bulgaria
Yogurt



Meiji Probio Yogurt
LG21



Meiji Probio Yogurt
R-1



Meiji Probio Yogurt
PA-3



Chocolate Kouka
Cocoa 72%

Promoting Healthy Yogurt Drinks Made with Lactobacillus in China

The Meiji Group began selling Meiji Probio Yogurt R-1 and Meiji Probio Yogurt LG21 in China in April 2021. This was the first time for these yogurt drinks to be sold outside Japan.

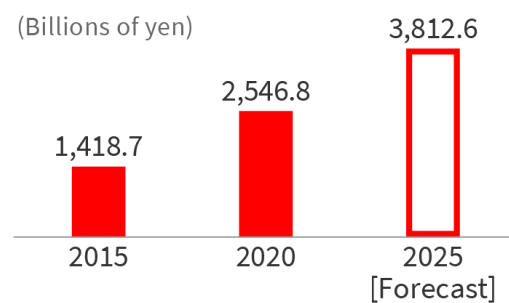
In China, nationwide efforts to improve the health of citizens have been underway since the government launched its Healthy China 2030 healthcare vision in 2016.

As consumers became increasingly health conscious, the country's yogurt market has expanded, and is projected to grow to 225.6 billion yuan by 2025, about 1.5 times the level in 2020.* Furthermore, lactobacillus has been recognized by consumers for its health benefits.

In that context, the Meiji Group is now working to create a market for probiotic yogurt products in China through science-based marketing campaigns for the two products, which are made with lactobacillus and backed by extensive research results. By promoting yogurt made with lactobacillus as a healthy new alternative, the company hopes to contribute to good eating habits in China.

* According to data published by Euromonitor International Ltd.

Expanding Yogurt Market in China
(Source: Euromonitor International's Passport)



* Calculated at a rate of 16.9 yen to the yuan (as of June 30, 2021)

Product Development by Utilizing New Healthy Ingredients

We will discover original ingredients and develop new products that support healthy lifestyles through exercise and physical activity.

Products with Reduced Sugar, Fat, and Calories



Meiji Bulgaria
Yogurt
Zero fat



Meiji Probio Yogurt
LG21
Reduced fat



Meiji Probio Yogurt
R-1
Reduced sugar and
calories



Meiji Oishii Gyunyu
low fat



Meiji Offstyle
Low-fat margarine

Develop Nutrition-enriched Products

Amid growing consumer awareness of the importance of getting essential nutrients and improving nutritional balance, the Meiji Group released 46 nutrition-enriched products in FY2020. The Group applied its proprietary research on nutrition and related technologies to ensure that these products provide a good balance of nutrients that people need. Besides the product contents, all other aspects of the products were considered at the development stage, including volume, shapes, and packaging.

About nutrition-enriched products

The Meiji Group defines nutrition-enriched products as those that provide nutritional support to infants, athletes, sports enthusiasts, and the elderly, or as high-added-value products that provide a good balance of essential nutrients based on the Group's proprietary research on nutrition and its nutrient design technologies.



Balanced nutrition food
TANPACT yogurt taste jelly, plain



Sports nutrition
SAVAS for woman Milk Protein Fat
0 + Soy, milk tea flavor



Sports nutrition
VAAM smart fit powder

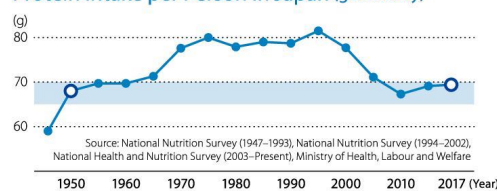
Launched Meiji TANPACT to Overcome Reduced Protein Intake

Poor nutrition is an issue not only in emerging countries but also in developed countries. Currently, reduced protein intake is a problem in Japan. All generations are experiencing insufficient nutrition, for example, women who are dieting excessively and the elderly who are eating and exercising less. In fact, the average daily protein intake per person in Japan has fallen to that of the 1950s. For more than 65 years, we have been developing protein products and successfully expanding the value of protein through products such as infant formula, yogurt and sports supplements. Using that knowledge, we developed Meiji TANPACT, new products containing a good balance of essential amino acids that people consume in milk protein in their daily lives. We will continue to address poor nutrition by promoting the enjoyment of food and offering many Meiji TANPACT products. Consumers enjoy milk protein anytime and anywhere throughout the day.



Launched in March 2020, there are 17 Meiji TANPACT available, such as yogurt, jelly beverages, cheese, chocolate, chilled soup and frozen foods (as of July 2020).

Protein Intake per Person in Japan (grams/day)



Source: National Nutrition Survey [1947–1993], National Nutrition Survey [1994–2002], National Health and Nutrition Survey [2003–Present], Ministry of Health, Labour and Welfare

Nutritional and Medical Products for Infants, Seniors, and Sports Enthusiasts

The Meiji Group draws from its research on nutrition and related technologies to develop high-value-added products that provide a good balance of essential nutrients. These products offer nutritional benefits to people of all ages, from infants to the elderly, as well as to athletes and sports enthusiasts.



Infant formula

Meiji Hohoemi Raku Raku Cube



Liquid infant formula

Meiji Hohoemi Rakuraku Milk



Sports nutrition

SAVAS Milk Protein



Sports nutrition

VAAM Athlete



Nutritional products

Meiji Mei Balance

Contributing to Healthy Growth with Our Infant Formula Featuring More Added Value

Since first launching in Japan a vitamin B1 fortified infant formula in 1923, the Meiji Group has been committed to the infant and toddler nutrition business to promote their healthy growth. We are currently supporting health in babies and toddlers by focusing on Meiji Hohoemi, which can be used as a breast milk replacement for infants, and on Meiji Step, which helps provide suitable nutrition for toddlers up to age 3. In addition, we developed the world's first infant formula in cube form to help in the child rearing process. It is designed for anyone to prepare the baby formula easily even for late night feedings, so that everyone in the family can participate in child rearing. In March 2019, we also launched a formula in liquid form that can be stored and fed at room temperature and offers a long shelf life. This is not only convenient when feeding outside of the home but gives mothers peace of mind as an emergency supply in the event of a disaster or emergency situation.

Promote Healthy Diets and a Healthy Food Culture

The Meiji Group implements educational programs and information campaigns about its products, good eating habits, and food culture to encourage consumers to lead healthy lifestyles.

Expanding Nutrition and Healthy Diet Education Activities

Results of nutrition education initiatives

(Unit: 10,000 participants)

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Japan	13.8	17.3	19.6	21.2	9.7
Overseas	-	0.18	0.38	0.07	0.02

Nutrition Education Initiatives in Japan

The Meiji Group began offering nutrition education in 2006, one year after Japan enacted a law concerning food and nutrition education. By explaining the value of nutrients, how food is produced, and the challenges faced by producers of milk, chocolate, and other products, the programs aim to encourage people to develop healthy eating habits and foster an appreciation and understanding of food.

In recent years, the Group has been targeting a broad range of age groups through its numerous education programs held at events it sponsors and at high schools, universities, workplaces, and public facilities for senior citizens. The programs focusing on health management, which has been attracting attention recently, have been especially popular among participants.

In FY2020, food and nutrition seminars were held online due to the global COVID-19 pandemic, and attracted large numbers of participants. The online format also enabled greater coverage across Japan, including its

island communities. Having received very positive feedback from participants of all age groups, the Group plans to offer even more seminars about food and nutrition as way to promote good health and well-being.

- Overview of Activities

- Head office and seven workplaces around the country (in the cities of Sapporo, Sendai, Tokyo, Nagoya, Osaka, Hiroshima, and Fukuoka)
- Nationwide organization with a staff of about 60 in charge of its nutrition education activities
- About 3,500 classes and at around 1,300 elementary and junior high schools (FY2019 result)



- Cumulative Results

- By the end of FY2020, lessons were held at over 10,000 elementary and junior high schools with more than one million students participating.

- Supervisors for our programs

1. For cooking recipes: Eiko Egami, President, Egami cooking school
2. For dairy nutrition: Tadao Saito, Professor Emeritus, Graduate School of Agricultural Science, Tohoku University
3. For physiology: Hiroshi Nose, Professor, Department of e-Health Science, Shinshu University Graduate School of Medicine

Nutrition Education Initiatives in Overseas

In China, Meiji Dairies (Suzhou) implements an nutrition education for children focusing on yogurt. Through fun hands-on activities, the program teaches kids about dairy cows, milk, yogurt, and nutrition.

Providing Factory Tours for Stakeholders

Participants in Factory Tours

(Unit: 10,000 participants)

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Japan	17.0	20.5	21.2	21.3	3.8
Overseas	0.8	0.9	1.1	1.4	0.04

Factory Tours in Japan

Meiji provides tours of seven of its production plants in Japan, allowing visitors to see up close how the company produces delicious and healthy food products based on strict quality control standards.



Factory Tours in China

In China, Meiji Ice Cream (Guangzhou), Meiji Dairies (Suzhou), and Meiji Seika Food Industry (Shanghai) offer tours of their respective production plants to about 10,000 visitors annually. Each of the companies are recognized by authorities as being exemplary destinations for educational field trips.



Supporting Nutrition through Sports

The Meiji Group organizes sports nutrition seminars across Japan to help young people improve their physical fitness and enhance their individual performance. The seminars teach aspiring athletes about which foods are preferable and how to effectively use supplements so that they can develop healthily from a young age.

By providing these seminars nationwide, the Group hopes to help young athletes realize their abilities and potential while also supporting coaches at the forefront of sports nutrition.



Participants in Sports Nutrition Seminars

(Unit: 10,000 participants)

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Number of participants in sports nutrition seminars	9.7	9.9	7.2	6.4	2.6

Communicating Information About Milk, Lactobacillus, and Cocoa

We publish and present the results of research on milk, Lactobacillus, and cocoa (raw ingredients in our products) in white papers and at conferences. We explain healthy effects of milk, Lactobacillus, and cocoa to our customers through nutrition and healthy diet education and plant tours. We will continue to pursue our mission of educating the world about health and nutrition.

Respond to a Super-Aged Society

Develop Products That Contribute to a Super-Aged Society

Through original research and nutritional design, we offer products for consumers to take in the nutrient content and energy they require.

Developing Delicious, Easy-to-Use Nutrition and Liquid Foods for the Elderly

As people grow older, they may have trouble eating and digesting solid foods, which could result in insufficient intake of nutrients and water. In such cases, they must make sure to get enough nutrition. To meet their needs, the Meiji Group develops good-tasting and easy-to-use nutritional food products, liquid food, and nursing care food. All aspects of these products are developed, including volume, shapes, and packaging, with consideration given to the increasingly diverse lifestyles of senior citizens. The Group released two products that benefit the health of elderly consumers in FY2020.



Nutritional products

Meiji Mei Balance Mini-cup



Nutritional products

Meiji Nutrition up paste



Enteral formula

Meiji Mei Balance R



Enteral formula

Meiji Inslow



Slurry Preparation Food

Meiji Easy Toromake

Conduct Educational Activities Aimed at Preventing Malnutrition

Malnutrition among the elderly has emerged as a health problem in Japan. In response, the Meiji Group is carrying out educational initiatives to help senior citizens acquire enough nutrition and lead more active lives.

Seminars about Malnutrition for Healthcare Professionals and the Elderly

We conduct educational activities focused on malnutrition and malnutrition prevention. Our goal is for the elderly to avoid malnutrition and lead active daily lives. We hold seminars about malnutrition and malnutrition prevention, targeting healthcare professionals at in-home-care support centers, drug store employees, and the elderly. Specifically, we provide information about nutrition and meals recommended for the elderly. We also discuss the preparation of meals that are easier to eat for elderly people who have difficulty swallowing.

Improve Nutrition in Emerging Countries

Communicate Information on Nutrition Improvement in Emerging Countries

Many people in developing countries and emerging economies suffer from nutritional deficiencies and malnutrition.

As a company in the food business, we want to help solve these issues, working with groups that encourage nutrition improvement to raise awareness about diet and nutrition through educational activities.

Participation in the Nutrition Japan Public Private Platform

Meiji is a member of the Nutrition Japan Public Private Platform, an organization that facilitates joint initiatives in the private and public sectors to improve nutritional intake in developing countries. The platform was established following the Japanese government's declaration to step up efforts to improve nutrition worldwide in the lead up to the 2020 Tokyo Olympic and Paralympic Games. As a member, Meiji has been participating in initiatives for improving people's health and livelihoods and for ending hunger, a goal of the Sustainable Development Goals adopted by the United Nations in 2015.

[Nutrition Japan Public Private Platform \(NJPPP\)](#) 

Nutrition Improvement Program for Female Factory Workers in Vietnam

Providing 650,000 female factory workers with nutrition education by 2030

In recent years, malnutrition among women has become a social issue in Vietnam.

Pregnant women, nursing mothers, and female workers in particular face the issue of their nutrition improvement. To contribute to solving this issue, we are working on a program to improve nutrition among female factory workers. The program is aimed at improving the nutritional conditions of women working at factories by nutritionists from MEIJI FOOD VIETNAM CO., LTD. providing them with nutrition education and nutritionally-fortified milk. Up to this point, we have conducted several nutrition improvement seminars at factories of two major Japanese manufacturers, attracting the participation of a total of 370 female workers.

The nutrition research that we conducted in collaboration with Hanoi Medical University has proved that nutrition education and dietary guidance help improve health conditions, including increasing levels of iron, zinc, and calcium in the blood.

The research results were presented by Nguyen Thuy Linh, a Doctor of Nutrition at Hanoi Medical University, at an international symposium marking the university's 60th anniversary. In the future, we will expand our nutrition improvement initiative based on this evidence. Our aim is to provide nutrition education to 650,000 female factory workers by 2030.



Nutrition improvement seminar conducted by a MEIJI FOOD VIETNAM CO., LTD. nutritionist



The nutritionally-fortified milk MEILIFE provided along with a nutrition improvement seminar

Ensure the Sustainable Supply of Pharmaceuticals

Ensure the Sustainable Supply of Drugs for Infectious Diseases, Drugs for Central Nervous System Disorders, Generic Drugs, and Vaccines

Our Pharmaceuticals business has developed an infrastructure to ensure a reliable, stable supply of drugs in Japan and throughout the world. The business has conducted a risk assessment, preparing a supply network capable of responding flexibly to any unforeseen circumstances.

Optimization of Production Site Allocations in Japan and Overseas to Ensure Stable, and Low-Cost Supply

We have optimized our production site allocations in Japan and overseas (Thailand, Indonesia, India, and China) to form a network ensuring the stable, and low-cost supply of drugs.

Stable Supply of Antibiotics (Strengthening Stable Supply System for Five Key Drugs)

The supply of cefazolin was reduced in Japan due to problems in producing active pharmaceutical ingredients by an overseas manufacturer. Alternative drugs were also in short supply. These product shortages made it difficult to provide medical treatment.

Medical institutions need a stable supply of essential antibiotics to properly treat infectious diseases. Thus, four academic societies* designated 10 antibiotics (injectable) as "Key Drugs" that are clinically essential and for which stable supplies are needed.

Among those 10 antibiotics, Meiji Seika Pharma supplies five products: Penicillin G, Sulbacilline/ampicillin, Tazopipe/piperacillin, Meropenem, and Vancomycin. The company has set a target of increasing its market shares of these five drugs in Japan to over 50% on a sales volume basis by FY2023, with a combined market share of 31.5% as of March 31, 2020. The company is working hard to make improvements in its supply network, including logistics and supply chain management.



* The Japanese Society of Chemotherapy, the Japanese Association for Infectious Diseases, the Japanese Society for Clinical Microbiology, and the Japanese Society for Infection Prevention and Control

Vaccine Production System Established in Preparation for an Influenza Pandemic

KM Biologics has received funding through a project launched by Japan's Ministry of Health, Labour, and Welfare to ensure the development and production of vaccines for new strains of influenza. In the event of an influenza pandemic, the company is responsible for manufacturing and supplying influenza vaccine to 57 million people (almost half the population of Japan).

Sole Supplier of Drugs

KM Biologics is the sole manufacturer and supplier of various products in Japan, including antivenoms for poisonous snakes (Mamushi and Habu), a vaccine for hepatitis A, an anthrax vaccine for livestock, and various diagnostic agents.

Manufacturer and Supplier of Orphan Drugs

Seven products manufactured by KM Biologics have been designated and approved as orphan drugs in Japan* as of July 1, 2021.

* Japan's Ministry of Health, Labour and Welfare designates orphan drugs as treatment of a rare disease that affects less than 50,000 patients, and which requires relatively high levels of medical care.

Access to Medicine

We collaborate with certain organizations to improve access to medicine in developing and emerging countries.

Medreich Contributes to Medicine Access through UNICEF

Medreich Limited conducts pharmaceutical-manufacturing business, including CMO (contract manufacturing organization) and CDMO (contract development and manufacturing organization), in India. The company manufactures generic drugs and sells them to markets worldwide, including Europe, Asia, Africa and Oceania. Its U.K.-based subsidiary, Medreich plc, sells pharmaceutical products manufactured by Medreich Limited to the EU and other markets. Medreich plc supplies the antibiotic Amoxicillin to UNICEF. Medreich will continue improving children's access to medicine through UNICEF.

[Medreich Limited](#) 

[UNICEF](#) 

KM Biologics is Developing a Novel Vaccine for Dengue

KM Biologics is developing a novel vaccine (KD-382) for dengue which is wider spread in tropical and sub-tropical climates worldwide, including the developing nations. KD-382 is a live attenuated tetravalent dengue vaccine containing each live attenuated dengue virus for four dengue serotypes 1 to 4 (DENV1-4) as the active ingredient and is expected to provide preventive effect against dengue. KD-382 has shown good immunogenicity and protective efficacy for all four serotypes with a single dose administration in the non-clinical studies.

The Phase I clinical study was conducted to evaluate the safety and immunogenicity of the KD-382 vaccine in 60 healthy adults in Australia, which is a non-dengue endemic country, by administering the KD-382 vaccine subcutaneously once or twice with a 4-week interval. The results show that the KD-382 vaccine is safe and well-tolerated by healthy adults. Moreover, KD-382 showed 100% seroconversion at an early stage and elicited long-lasting and neutralizing antibody response for all 4 serotypes in most subjects over a 1-year follow-up, despite the single-dose administration.

Measures Against Infectious Diseases

Providing Information on the Proper Use of Antibiotics

The Meiji Group's pharmaceutical business has been developing, manufacturing, and selling therapeutics for infectious diseases, particularly ethical pharmaceuticals, since it began producing penicillin in 1946. Besides supplying antibiotics for various infectious diseases, the business provides information for dealing with peaks of epidemics, and informs medical institutions about the proper use of antibiotics.

Public Awareness Activities Concerning Antimicrobial Resistance (AMR)

The Meiji Group actively carries out public awareness campaigns about medical and health issues in partnership with related organizations. For example, the Group is a member of the Japan Pharmaceutical Manufacturers Association's stewardship project that aims to help stop antimicrobial resistance (AMR). The Group requests medical organizations to display posters and show educational videos produced through the project, provides information on drug tolerance, and promotes initiatives taken by the association's members. The Group also raises awareness of One Health, an approach through which organizations work together to address issues related to the intersection of human, animal, and environmental health, which is essential for combatting AMR.



Appropriate Use of Antibiotics Efforts to Control Infectious Diseases Caused by Vancomycin-resistant Bacteria

The risk of infectious diseases caused by drug-resistant bacteria* is increasing globally partly due to inappropriate use of antibiotics. One such example is the infectious diseases caused by vancomycin-resistant bacteria. With the use of vancomycin for MRSA infections, vancomycin resistance increases.

To prevent the spreading of these drug-resistant bacteria, the Ministry of Health, Labour and Welfare (MHLW), the Japan Antibiotics Research Association and pharmaceutical companies established the Vancomycin Study Group. Meiji Seika Pharma has worked as the organizer of the Association since it was established in 2002, leading many efforts to achieve appropriate use of vancomycin. Collaborating with relevant organizations, the Study Group continues to monitor drug quantities used in order to check and understand changes or any signs of increase in drug resistance. The Study Group reports survey results to the MHLW and provides that information to medical institutions.

* Bacteria that have become difficult to control or kill with antibiotics

Plant Tours and Infection Prevention Education

Plant tours

KM Biologics provides tours of its production plants to students to show them how influenza vaccines are made. In FY2020, the tours were reduced in number and then suspended due to the COVID-19 pandemic. Since the tours were not possible, the company started a new initiative to have KM Biologics employees provide lessons on preventing infections at elementary and junior high schools.



School lessons

People have become more aware of public health due to the spread of COVID-19. Against that backdrop, KM Biologics has been sending its employees to schools to teach children about the importance of health and hygiene. The employees use simple methods for teaching the students about the basics of immunity and how to prevent infections, thereby increasing their knowledge and awareness of infectious diseases while helping prevent infections. In FY2020, a total of 2,232 students attended lessons at five elementary schools and one junior high school in Kumamoto Prefecture. The children expressed their determination to always wash their hands and fight the vaccine,

while the school teachers conveyed their gratitude for providing such substantive lessons, which would have been difficult to teach themselves.

Pandemics could occur any time in the future, not only from variants of the coronavirus but also from new infectious diseases. Therefore, to provide information to people about infectious diseases and promote effective preventative measures, KM Biologics intends to expand the scope of these activities and help realize a healthy and prosperous future for everyone.

Research and Development

In the pharmaceutical business, we are proceeding with research and development so that products can be delivered to patients as soon as possible. In addition, as a company involved in the field of infectious diseases, we will implement infectious-disease countermeasures including prevention and drug resistance.

Preventing the Spread of COVID-19

Developing an Inactivated Vaccine in Japan

Drawing from its many years of vaccine development expertise, KM Biologics has been developing an inactivated vaccine¹ for COVID-19 in collaboration with Japan's National Institute of Infectious Diseases, Tokyo University's Institute of Medical Science, and the National Institute of Biomedical Innovation, Health and Nutrition. They began a clinical trial of healthy and elderly subjects in March 2021, and have been studying the vaccine's safety and immunogenicity. This was the first clinical trial of an inactivated vaccine for COVID-19 conducted in Japan.

KM Biologics has acquired approval to manufacture and sell prototype vaccines² for potential new strains of influenza that could cause a pandemic like that of COVID-19. It has also put a system in place to quickly manufacture and supply such a vaccine in the event of such a pandemic in the future. KM Biologics is now examining whether it is possible to apply to have the inactivated vaccine it is currently developing approved as a prototype vaccine based on the scientific findings.

While COVID-19 vaccines are already being supplied by pharmaceutical companies from other countries, the quick development of a vaccine in Japan is regarded as important for ending the pandemic within the country as soon as possible. Therefore, KM Biologics is focusing its efforts on developing a domestically produced vaccine to ensure a stable and continuous supply.

1. A vaccine made from viral pathogens or their components and treated with chemicals to destroy their infectivity and toxicity following the collection and purification of bacterial cells and viral particles from bacteria and viruses cultivated in large quantities
2. A vaccine developed and produced in advance of a pandemic using a virus that functions as a model for vaccine production, based on the premise that the produced strain could be modified as necessary during a pandemic

Supplying the AstraZeneca Vaccine in Japan

Meiji Seika Pharma and KM Biologics have concluded an agreement to supply the COVID-19 vaccine manufactured and sold by AstraZeneca plc (which it jointly developed with Oxford University) in Japan following its special approval in May 2021. Based on the agreement, KM Biologics was in charge of formulating the vaccine after receiving a bulk supply of it from AstraZeneca in March 2021. Meiji Seika Pharma is responsible for storing and distributing the vaccine to wholesalers in Japan, making use of its existing vaccine distribution and supply network.

Aiming to Discover Antiviral drugs for COVID-19

In May 2021, Meiji Seika Pharma and the Kitasato Institute began a joint-R&D project to discover ground-breaking COVID-19 therapeutics using next-generation derivatives of ivermectin, and to establish a platform for antiviral agents. The project was selected by the Japan AMED (Agency for Medical Research and Development) as an R&D project in its CiCLE (Cyclic Innovation for Clinical Empowerment) program in 2020. Having designated infectious diseases as a priority domain, Meiji Seika Pharma is aiming to provide innovative treatments for various viral infections, particularly new coronaviruses.

R&D on Antibodies for Treating COVID-19

Meiji Seika Pharma's research and development of antibodies for treating COVID-19 was selected by the Japan Agency for Medical Research and Development for its Research Program on Emerging and Re-emerging Infectious Diseases in 2020.

Through the research, the company will analyze human monoclonal antibodies that provide an active defense against new coronaviruses, determine antibodies to develop as treatments, and study production methods for investigational drugs to be used in preclinical and clinical trials.

R&D of β -lactamase Inhibitor

Tackling antimicrobial resistance (AMR) is a serious challenge for the world today, and this issue was discussed at the G20 Summit held in Osaka in June 2019. Japan has established an action plan to combat antimicrobial resistance, and is calling for research and development of new methods for preventing, diagnosing, and treating infectious diseases that result from drug-resistant bacteria.

Against that backdrop, the beta-lactamase inhibitor nacubactam (development code OP0595) discovered by Meiji Seika Pharma was selected for a national project (CiCLE: the Cyclic Innovation for Clinical Empowerment program) that aims to spark innovation in Japan's drug discovery process and promote R&D collaboration between the academic, public and private sectors. Nacubactam has the potential to be developed as an effective treatment against multidrug-resistant bacteria, as it possesses a mechanism of action not found in other beta-lactamase inhibitors up to now. Clinical development has begun in Japan and R&D is moving ahead in other parts of the world. Several first-stage clinical trials have already been completed, and plans are underway for an international third-stage clinical trial.

Quality and Safety



Quality and Safety Target

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)*

KPI	Result		
	FYE 3/2019	FYE 3/2020	FYE 3/2021
Obtain third party Global Food Safety Initiative (GFSI) certification, which includes HACCP, at all domestic food plants by FYE 3/2021 and all global food plants by FYE 3/2022	Japan: 50%	Japan: 87%	Japan: 100% Overseas: 100%

* Scope of aggregation: Consolidated subsidiaries of Meiji and its group companies

Ensure Product Quality and Safety

Safety System Initiatives for Trusted Quality, Brand Recognition (Food Segment)

Quality Control

The Meiji Group provides high-quality, safe products and services to meet customer expectations for related health and reliability. Through these efforts, we will improve the lifestyles of our customers. Based on our Corporate Behavior Charter, the Meiji Group strives to improve the quality of our products through quality assurance systems developed in house, tailored to the specific characteristics of each business operation. Meiji has established an original quality management system, which includes Quality Policy, Quality Assurance Regulations, and Quality Assurance Standards. Each functional division (development and design, procurement, manufacturing, logistics, and sales and communications) conducts operations based on the Quality Policy. Quality Assurance Regulations stipulate important items for maintaining quality, and Quality Assurance Standards detail specific duties and assessment criteria.

As part of our food safety efforts, we have already introduced HACCP-based techniques at all our plants. Additionally, we obtained certification from the global third-party food safety management system Global Food Safety Initiative (GFSI) for all food plants in Japan by FY2020. We are aiming to obtain GFSI certification for all international food plants by FY2021.

We test products through various means, including physical and chemical tests, before shipment. Through a range of tests, we check whether products have been manufactured in accordance with established procedures.

We intend to widen the world of Tastiness and Enjoyment to meet all expectations of Health and Reassurance, providing our customers with Promised Quality and offering shared value.

As Food and Health professionals dedicated to food quality and safety, our responsibility is to meet customer expectations according to three central principles:

1. We promise to enforce strict quality assurance at every step in our food chain, implementing the best system possible in each division and product to ensure Promised Quality.
2. We promise to maintain a close relationship with our customers and respond immediately to customer inquiries, questions, and concerns. We will maintain the trust of our customers by striving to understand and satisfy their expectations.
3. We promise to comply with all applicable laws and regulations, providing safe, high-quality products and services.



Quality Assurance Advancement System

In the Food segment, the Meiji Quality Comm Review Meeting leads quality assurance advancement activities. Held biannually and chaired by the president and representative director of Meiji, the meeting checks the progress of quality related initiatives and discusses measures to address issues. Further, the Food segment's Meiji Food Safety Committee is chaired by the Director of the R&D Division and discusses a wide range of topics approximately twice a year. The committee invites experts in such fields as food chemicals and microorganisms to identify and reduce food risks.

Also, in the Food segment, members of one of the specialized teams from our Quality Division audits compliance with Quality Assurance Regulations according to a prepared checklist. These audits identify issues and improve our quality assurance capabilities.



Working With Suppliers for Consistent Quality Management

We work with suppliers to prevent quality defects and risks arising from raw ingredients or equipment. In the event of an issue, we perform a detailed investigation and share information, striving to prevent the recurrence of any similar problems.

Quality Audits by Internal Expert Teams

Teams of experts from our Quality Management Division perform quality audits based on detailed checklists. These audits ensure strict compliance with quality assurance regulations and other rules. The goal of these audits is to identify issues and improve our ability to assure quality. We performed audits within Meiji and group companies inside and outside Japan. Auditors shared quality assurance information from Japan at overseas plants, being considerate of local customs and culture.

Incorporating Customer Feedback into Quality Assurance Activities

We have established special divisions to analyze customer feedback. We have a monitoring system in place to capture customer feedback, particularly comments that could indicate health hazards. These divisions respond rapidly to feedback requiring an urgent response, performing cross-division confirmation and analysis of information.

Quality Improvement Activities for Improved Production Floor Competence

Each production plant engages in quality improvement activities to reduce mistakes, process errors, and other issues, as well as to improve competence on the production floor. During FYE 3/2020, a total of 209 teams from throughout our group companies conducted quality improvement activities.

Obtaining Anti-doping Certification for Sports Nutrition Products

The Meiji Group has obtained Informed Choice certification, a global anti-doping certification program, for the majority of our sports nutrition products. Based on the program, through analysis using advanced technologies and manufacturing process audits, products are checked to ensure they are not contaminated with any banned substances. We will continue providing certified products for athletes so that they can consume without concern as they strive to achieve their goals, and also for sports lovers.



SAVAS Whey Protein 100 (cocoa flavor), with Informed Choice certification

Quality Training for Employees

In order to further improve quality, we hold quality training for both sales representatives and employees involved in production.

In the future, we will continue holding such seminars, and will ensure that we always share information regarding product quality and safety with our customers.

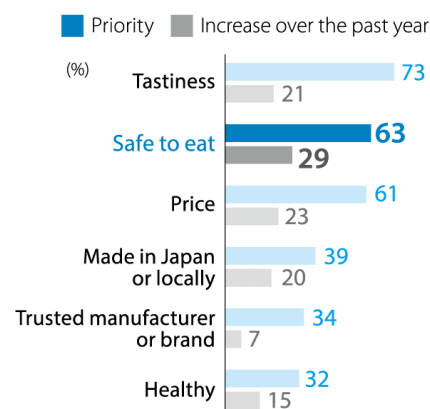
<FYE 3/2021 Educational Activities>

- Quality training for sales representatives: held biannually (number of attendees per session: approximately 1,500)
- Basic lecture series on quality control for plant employees: 12 sessions per year (number of attendees per session: approximately 6,000)
- Quality assurance meetings for section managers at plants: held annually (number of attendees: 68)

Expiration Date Labelling on Ice Cream for the Consumer Market

Meiji has recently been receiving an increasing number of customer inquiries about the best-before date labelling of ice cream. In a consumer survey that we conducted in November 2019, respondents chose "Safe to eat" as being second only to "Tastiness" as priorities when choosing food products. "Safe to eat" was also the priority that increased the most for consumers over the previous year (see chart). In the survey, 75% of respondents answered that ice cream with expiration labels "Provides confidence" and 67% answered that they "Want expiration date labeling." Although the regulations allow best-before date labelling to be omitted from ice cream, in order to meet our customers' high expectations for food safety, we have maintained such information for all Meiji ice cream, including Meiji Essel Super Cup.

Priorities When Choosing Food Products



Source: Meiji survey (15–17 November 2019)
2,400 people across Japan aged 20 to 69

Quality Management Based on Reliability Assurance Systems (Pharmaceutical Segment)

Reliability Assurance for Pharmaceuticals and Medical Devices

The Pharmaceutical segment's Reliability Assurance Policy assures the reliability of pharmaceuticals and medical devices. This policy states, "We will contribute to society by earning the trust of patients and healthcare professionals."

Accurate information is essential for the appropriate use of pharmaceuticals. We make available to users all information relevant to our products, which we obtain during product development, clinical studies, and post-marketing surveillance.

Based on the Reliability Assurance Policy, we have established the Reliability Assurance Guidelines. Based on these guidelines, we do our best to enhance the reliability of our products and activities.

Reliability Assurance Guidelines and Reliability Assurance System

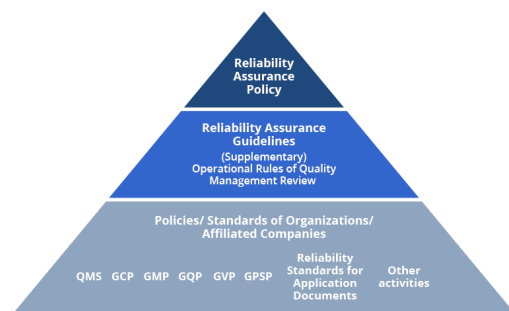
The Ministry of Health, Labour and Welfare in Japan enforces stringent standards for all aspects of pharmaceuticals, from R&D, manufacturing, and shipment to the gathering of information on adverse reactions and the provision of information on proper use.

At each operational stage, we have established original standards and manuals with adherence to laws and regulations. We ensure the reliability of data and information through rigorous efforts to conduct appropriate tests and gather accurate data. The Reliability Assurance Policy also applies to group companies.

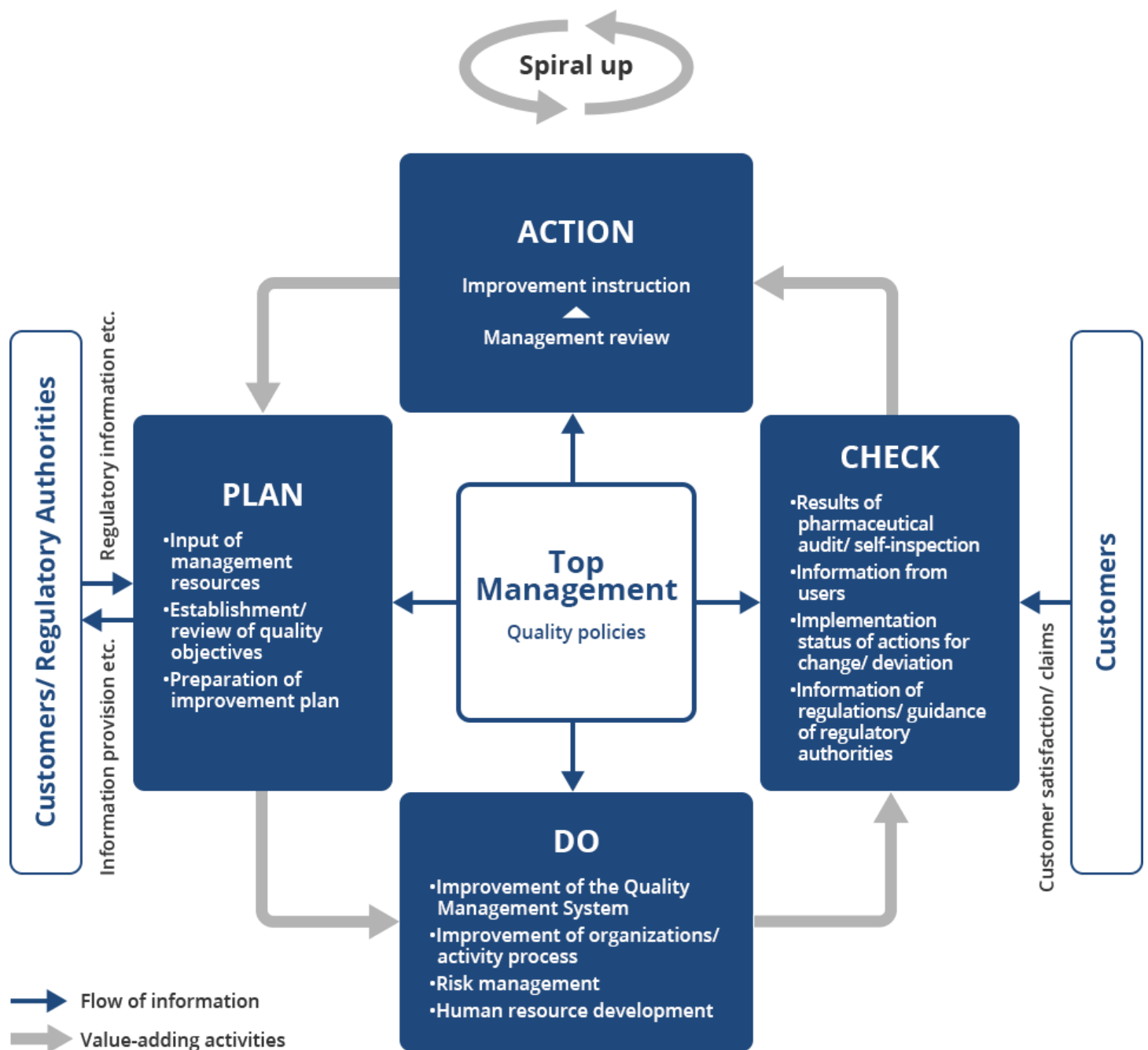
The Reliable & Quality Assurance Division ensures reliability by conducting internal audits, as required, in compliance with standards and policies based on the Reliability Assurance Policy. The Reliable & Quality Assurance Division is independent from R&D, production, and sales divisions. In this way, we have established a system that ensures reliability through objective assessment.

We have established Operational Rules of Quality Management Review. This is a system that achieves continuous improvement through plan-do-check-act cycles aimed at ensuring, and enhancing, product reliability.

Based on the Quality Assurance Policy, the Pharmaceutical segment ensures quality globally. In these activities, we assure quality across the entire supply chain, from raw material procurement and manufacturing to distribution and the post-marketing gathering of information on side effects. For example, we visit our own plants, and those of manufacturing subcontractors and raw material suppliers in Japan and overseas to ensure the quality of our pharmaceuticals. Pursuant to relevant laws, an authorized person approves shipment to market after checking all manufacturing-related records. In this way, we provide pharmaceuticals that healthcare professionals and patients can use with complete confidence.



QMS: Quality Management System
GQP: Good Quality Practice
GCP: Good Clinical Practice
GVP: Good Vigilance Practice
GMP: Good Manufacturing Practice
GPSP: Good Post-marketing Study Practice



Quality Improvement and Personnel Development

We foster the ability of our employees to improve operations proactively. We hold meetings to share and discuss the achievements of quality improvement activities and engage in other activities to develop our personnel.

Response to Quality-Related Incidents

If a quality-related incident occurs, our head office collects quality information from plants, affiliated companies, and the respective divisions involved. This information is summarized and shared with senior management. We take any necessary measures and implement preventive measures as promptly as possible.

Quality Assurance Training for Employees

Meiji Seika Pharma provides GVP compliance education for all employees and continuous education and training for GVP and GQP personnel.

<FYE 3/2021 Educational Activities>

- GVP compliance education (e-learning) for all employees (number of attendees: 2,200)
- GVP training for GVP personnel (attendance rate: 100%)
- GQP training for GQP related person (attendance rate: 100%)

KM Biologics holds lectures on GMP compliance annually for all employees, and holds training regarding our pharmaceutical quality management system. Our aim is to help each and every employee realize that paying close attention to how to best manage quality at each worksite leads to quality improvements overall.

<FYE 3/2021 Educational Activities>

- GMP compliance training for all employees: held annually (number of attendees: approximately 2,000)
- Quality and safety training (e-learning) for all employees: held annually (number of attendees: approximately 2,000)

Supplier Audits

Our goal is to deliver safe and secure products. To this end, we follow the Meiji Group Procurement Policy to ensure the quality and safety of raw materials and packaging. We use a fair and transparent supplier selection process, and practice socially responsible procurement mindful of human rights, the environment, and other considerations. When beginning trade with a new partner, we confirm the raw material and packaging data provided by the supplier and perform quality analysis. We survey and audit the supplier manufacturing plant's production and quality assurance system, production control system, and the supplier's fulfillment of social obligations, including human rights and the environment. Suppliers must meet rigorous planning standards set by each Meiji Group company. In addition, we work with suppliers to improve any problems.

Number of Supplier Audits

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Meiji	105	98	98	80	41
Meiji Seika Pharma	438	386	314	372	368
KM Biologics	26	25	45	41	25
Total	569	509	457	493	434

Caring for the Earth

We are fully aware that our business operations depend upon the bounty of nature. The Meiji Group strives to preserve and maintain harmony with nature around the globe. We work towards this goal through our climate change mitigation and adaptation initiatives, and in our constant efforts to make more effective use of the resources we have—that is, by focusing on reducing, reusing, and recycling.



Climate Change

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- [Targets for Biodiversity Conservation Activities](#)
- [Approach to Biodiversity](#)
- [Biodiversity Conservation Activities Policy](#)
- [Relationship between Our Business Activities and Biodiversity](#)
- [Major Activities for Biodiversity Conservation](#)

Climate Change



Position on Climate Change

The impact of global warming from climate change has resulted in a number of abnormal weather phenomena, including heat waves, dry spells, and concentrated heavy rains. These have caused great damage to the natural environment, including droughts and flooding. The Meiji Group recognizes climate change as a crucial social issue that must be resolved. This is because the Group's business operations originate from the bounty of nature.

In light of the IPCC-issued Special Report on Global Warming of 1.5°C, the Meiji Group has realigned its reduction targets for CO₂ emissions by 2030 in accordance with the Science Based Targets initiative (SBTi), and is acquired its certification in October 2021.

The Meiji Group complies with all climate change related laws, and publishes yearly data concerning our progress towards our medium-term goals. This includes energy usage, and the quantity of greenhouse gases emitted.

We are also working to introduce a system of internal carbon pricing, with the aim of incentivizing reduction of CO₂ emissions. We are aiming to begin operation of this system during FY2021.

Looking to the future, our efforts to mitigate climate change will continue, and we will focus on introducing energy-saving measures, making use of solar power technology, and purchasing electricity from renewable sources. Meiji Group's target is to attain carbon neutrality by 2050, and we will continue to work towards further reducing greenhouse gas emissions.

Our Climate Change Targets

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)

KPI	Results		
	FYE 3/2019	FYE 3/2020	FYE 3/2021
Reduce company-wide CO ₂ emissions (Scope 1, 2) by at least 40% by FYE 3/2031 (compared to FYE 3/2016) (Scope of aggregation: Consolidated subsidiaries of Meiji Group. From FYE 3/2020, KM Biologics is also included.)	11.9%	18.5%*	24.1%*
Expand renewable energy usage to make up at least 50% of total company-wide usage by FYE 3/2031 (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group. From FYE 3/2020, KM Biologics and overseas subsidiaries are also included.)	0.2%	2.1%	2.5%
Total abolition of CFC-using refrigeration, freezer, and other equipment at all domestic production sites by FYE 3/2031 (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	Planned switching to CFC substitutes and natural refrigerants	Planned switch to CFC substitutes and natural refrigerants	Base Year Planned switch to CFC substitutes and natural refrigerants

* Total emissions in the base year are 742,000 t -CO₂ including the emissions from KM Biologics.

Targets of the 2023 Medium-Term Business Plan (effective until March 31, 2024)

KPI	Base Year	Target		
		FYE 3/2024	FYE 3/2031	FYE 3/2051
Reduce company-wide CO ₂ emissions (Scope 1, 2) by at least 40% by FYE 3/2031 (Scope of aggregation: Consolidated subsidiaries of Meiji Group)	FYE 3/2016	23%	40%	Achieve Carbon Neutral
Reduce CO ₂ emissions (Scope 3 from purchased goods and services, upstream and downstream transportation and distribution, and end of life treatment of sold products) by at least 14% by FYE 3/2031 (Scope of aggregation: Consolidated subsidiaries of Meiji Group)	FYE 3/2020	5%	14%	-

KPI	Base Year	Target		
		FYE 3/2024	FYE 3/2031	FYE 3/2051
Expand renewable energy usage to make up at least 50% of total company-wide usage by FYE 3/2031 (Scope of aggregation: Consolidated subsidiaries of Meiji Group)	-	15%	50%	100%
Total abolition of CFC-using refrigeration, freezer, and other equipment at all domestic production sites by FYE 3/2031 (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	FYE 3/2021	Reduce equipment over 35%	Achieve total abolition	-

Reduce CO₂ Emissions

Energy Usage

	Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Energy consumption volume	oil:10,000 <i>kl</i>	24.5	24.0	24.6	26.0	24.8
	TJ	9,462	9,281	9,845	10,714	9,766
Per unit of sales	<i>kl</i> /hundred million of yen	21.0	20.7	21.1	22.4	22.5

CO₂ Emissions (Scope 1, 2)¹

	Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Japan	10,000 tons-CO ₂	52.3	50.5	51.0	50.2	46.9
Overseas	10,000 tons-CO ₂	12.7	12.4	11.3	10.2	9.4
Total ¹	10,000 tons-CO ₂	65.0	62.9	62.3	60.4	56.3
Per Unit of Sales ¹	t-CO ₂ / 100 million yen	52.4	50.6	49.7	48.2	47.2

Scope 1¹

(Unit: 10,000 tons-CO₂)

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Japan	23.6	23.0	22.8	22.2	21.5
China	0.5	0.3	0.5	0.5	0.3
Asia (Excluding Japan and China)	1.5	1.3	1.1	1.0	1.0
North America and Europe	1.1	1.3	1.1	1.1	1.1
Total	26.7	26.0	25.5	24.8	23.9

Scope 2¹

(Unit: 10,000 tons-CO₂)

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Japan	28.7	27.4	28.2	27.9	25.4
China	3.5	3.0	2.5	2.2	2.6
Asia (Excluding Japan and China)	5.3	5.5	5.2	4.7	3.6
North America and Europe	0.9	0.9	0.9	0.7	0.8
Total	38.4	36.9	36.8	35.6	32.4

Scope 3²

(Unit: 10,000 tons-CO₂)

Category	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
1. Purchased goods and services	176.3	243.7	234.3	226.1
2. Capital goods	22.5	22.4	22.3	21.3
3. Fuel- and energy-related activities not included in Scope 1 or Scope 2	1.9	2.0	2.2	2.1
4. Upstream transport and delivery	-	25.2	24.4	24.3
5. Waste generated in operations	1.6	1.2	1.7	1.1
6. Business travel	0.2	0.2	0.2	0.2
7. Employee commuting	0.4	0.4	0.4	0.4
8. Leased assets (upstream)	Not Calculated	Not Calculated	Not Calculated	Not Calculated

Category	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
9. Downstream transportation and delivery	-	17.7	13.5	15.6
10. Processing of sold products	N/A	N/A	N/A	N/A
11. Use of sold products	Not Calculated	Not Calculated	Not Calculated	Not Calculated
12. End-of-life treatment of sold products	0.6	6.1	4.4	3.9
13. Downstream Leased Assets	Not Calculated	Not Calculated	Not Calculated	Not Calculated
14. Franchises	Not Calculated	Not Calculated	Not Calculated	Not Calculated
15. Investments	Not Calculated	Not Calculated	Not Calculated	Not Calculated
Scope 3 Total (Domestic)	203.5	318.9	303.5	294.9
Scope 3 Total (Global)	-	-	325.3	313.7

1. Applies to the Meiji Group (the domestic Meiji Group and 12 overseas production plants). The Kumamoto Plant of KM Biologics Co., Ltd. was included in the calculation from FYE 3/2019, and all of the company's sites were included from FYE 3/2020. The per sales unit is calculated from consolidated sales.

The scope of data collection has been altered, and past data has been revised.

2. Values for categories 1 to 15 include data from the domestic Meiji Group. The Kumamoto Plant of KM Biologics was included in the calculation from FYE 3/2019, and all of the company's sites were included from FYE 3/2020.

Energy-Saving Measures

In order to help fight climate change, we are employing energy-saving measures throughout our entire business operation. Our production sites are continuing efforts to make use of and introduce new low-CO₂ emission fuels and high-efficiency equipment.

Introduction of Highly Efficient Energy-Saving Equipment

In order to mitigate the impact on the global environment, we are working on energy saving. As part of the initiatives, we are installing highly efficient energy-saving equipment at some of our production plants. Additionally, along with the modification in how we use our equipment, we are aiming for improvements to our operational efficiency, as well as even greater future energy savings.



Energy-efficient transformer at Meiji Seika Pharma's Gifu Plant

Eco-Friendly Logistics Initiatives Such as the Introduction of Modal Shift

Meiji Group is aiming to reduce energy consumption and carbon emissions by increasing the efficiency of its delivery vehicles.

For urban areas, this involves working to increase the carrying capacity of our trucks. For rural areas, we are working to increase delivery efficiency by sharing deliveries with other manufacturers.

In addition to this, we are focusing on carrying out a transportation modal shift. By moving away from truck-based transportation and towards railway and maritime transportation for our deliveries from Hokkaido to the Tokyo, Nagoya, Osaka areas, we achieved a modal shift rate of 16% in FY2020. Thanks to these initiatives, in FY2020 the CO₂ emissions of our transportation is down to 98% of the previous year.

We are working to reduce electricity consumption at Meiji Group transportation centers and distribution warehouses by switching from mercury lighting and fluorescent lighting to LED technology.

Additionally, we are aiming at a reduction in energy usage through switching from CFC refrigerants in our refrigerated warehouses, in favor of highly efficient natural refrigerants, as well HFCs.

Changeover to Low-Emission Vehicles; Fleet Reductions

We began changing our delivery trucks and sales vehicle fleets to eco cars in FY2012. We have also cut down the size of our sales vehicle fleet.

Number of Eco Cars*

	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Number of Eco car	549	629	508	558	574	660

* Scope of aggregation: Meiji and Meiji Seika Pharma units. From March 2019 KM Biologics also included.

Reduction of Scope 3 Emissions

We at Meiji Group are not just working to reduce our own emissions, but also the emissions throughout our supply chain (Scope 3)

Of our Scope 3 emissions, 76% are of category 1 (raw materials, packaging production), category 4 (upstream supply chain), category 9 (downstream supply chain), and category 12 (disposal by customers). To address these categories, we are taking the following steps:

1. We are working to reduce loss of raw materials and packaging materials during the production process.
2. We have set a target of switching completely to certified sustainable palm oil by FY2023, in order to help stop further deforestation.

3. We are carrying out initiatives to reduce plastic usage by 25% by FY2030 (compared to FY2017), for example by producing lighter and/or thinner plastic packaging.
4. We are working to reduce CO₂ emissions by carrying out a modal shift for both transportation between Meiji sites, and transportation between Meiji and our customers.

Examples of Scope 3, Category 1 Reduction

We at Meiji Group are continuing to reduce our Scope 3, category 1 emissions.

We are working with our suppliers to reduce our reliance on petroleum-based plastics, aiming for a domestic reduction in plastics (including plastic packaging) by at least 15% by FY2023, and by at least 25% by FY2030 (compared to FY2017).

We are continuing development on reducing the weight of our Meiji Probio Yogurt drink plastic bottles by 33%, compared to its original weight.

Compared to FY2017, our use of plastics dropped by 3,030 tons¹ by FY2019 - a reduction equivalent to 1,550 tons of CO₂.²

Additionally, we are examining the possibility of switching from plastic to paper packaging for our yogurt and confectionery products.

We make use of around 650 million straws per year, and will move towards making them from a combination of bioplastics.

We are also examining the possibility of switching other plastic parts to a combination of bioplastics or recycled plastics, such as Meiji SAVAS protein drink plastic caps, and plastic packaging for fruit gummy and other Meiji confectionery.

Looking to the future, we will further expand our use of paper, bioplastics, and recycled plastics, aiming to reduce our use of fossil fuel-based plastics to zero.

1 Plastic used in the Meiji Probio Yogurt R-1/LG21/PA-3 Drinks

2 Calculated based on coefficient data provided in the Database of Emissions Unit Values for Calculation of Greenhouse Gas etc., by Organizations Throughout the Supply Chain (Ver. 2.5).

Promotion of Renewable Energy

Renewable power sources like solar, wind, and biomass power not only help reduce consumption of non-renewable resources like petroleum, they also help us curtail emissions of greenhouse gases like CO₂. Meiji Group is helping to fight climate change through various energy-related initiatives.

Introduction of renewable energy generation facilities, including solar generators

We are working to reduce our CO₂ emissions by installing renewable energy generation facilities, such as solar panels. Numerous Meiji Group sites have installed large-scale solar panels, and are making use of renewable energy as a result. This is true both domestically, such as our plants in Osaka, Aichi, Kyushu, as well as internationally, such as the Meiji America Santa Ana Plant in the U.S. We are planning further installation of renewable energy generation facilities in the future, both in Japan and abroad.

Sites Fitted with Solar Power Generating Equipment in FY2020



Kyushu Plant (April 2020 operation)



Meiji Oils and Fats (April 2020 Operation)



Tochigi Meiji (September 2020 Operation)



Tokai Meiji (March 2021 Operation)

Solar Power Results (FYE 3/2021)

	Power Generation Volume (MWh)	Power Generation Capacity (kW)	CO ₂ Reduction Volume (tons)
Osaka Plant, Meiji	216	200	102
Aichi Plant, Meiji	923	750	434
Kyushu Plant, Meiji ¹	1091	672	513
Meiji Oils and Fats ¹	240	202	113
Tochigi Meiji Milk Products ²	135	290	64
Tokai Meiji Group ³	28	262	13
Mito Research Center, Meiji Feed	30	50	14
Kikuchi Research Lab. KM Biologics	151	137	71
KM Biologics Delivery Center	123	107	58
Santa Ana Plant, Meiji America	207	270	87

1 April 2020 operation

2 September 2020 operation

3 March 2021 operation

CO₂ Emission Reductions Due to Solar Power Generation

(Unit: 10,000 tons-CO₂)

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
CO ₂ Emission Reductions Due to Solar Power Generation	590	595	570	670	1,467

Purchase of electricity from renewable sources

We are also systematically purchasing electricity from renewable sources.

From 2018, Medreich Limited (India) has been purchasing electricity generated by solar technology.

From 2019, Medreich PLC (United Kingdom) has been purchasing 100% of its electricity from wind-power generated sources.

From April 2021, Aichi Plant of Meiji began purchasing 100% renewable electricity.

Use of bioenergy

Sakado Plant of Meiji and Meiji Chewing Gum make use of methane biogas as fuel, for example in its boilers.

Improved Environmental Data Management

We continue to improve our environmental data management system, which provides evidence of our initiatives dealing with climate change and global warming. In addition to consolidated group data collection and disclosure, we have an independent entity draft group management standards and perform audits to verify our environmental management system operations, as well as improve our data transparency and reliability.

CO₂ emission levels third party verification

Meiji Group's Integrated Report 2021 contains a report of our FYE 3/2021 domestic CO₂ emissions. In order to improve the reliability of the data obtained, we have obtained the independent practitioner's assurance for domestic CO₂ emission volume (Scope 1, Scope 2, Scope 3 category 1) from Deloitte Tohmatsu Sustainability.

We have newly received independent practitioner's assurance for FYE 3/2021 energy consumption data.

[FY2020 Independent Practitioner's Assurance Report \(PDF 960KB\)](#)

[FYE 3/2021 domestic CO₂ emission results \(Scope 1, Scope 2, Scope 3 category 1\) \(PDF 309KB\)](#)

Eliminate Specific CFCs

Promotion of Converting from CFCs to Natural Refrigerants, As Well As HFCs

The use of CFCs has become an important issue, due to their ability to trigger ozone depletion, thus greatly speeding up climate change.

Following the guidelines of the Montreal Protocol, we perform periodic inspection of facilities that make use of CFCs, in order to reduce the risk of CFC leakage. At the same time, as part of our climate change initiatives, we are continuing to switch over from CFCs to natural refrigerants.

In terms of our domestic production sites, FY2020 saw an 8% decrease in CFC retention (compared to FY2019), thanks in part to updating to non-CFC refrigerants. We are working to completely eliminate CFC-using equipment by FY2030.

Cases of Switching to Natural Refrigerants

Meiji Group is aiming to further reduce CO₂ emissions by introducing new energy-saving machines that use natural refrigerants. We are actively making use of subsidies from the Ministry of the Environment for this purpose.

Meiji

- FYE 3/2016: Kyoto plant, Gunma plant
 - FYE 3/2018: Kyushu plant
 - FYE 3/2019: Kyoto plant, Moriya plant, Tokai Meiji
 - FYE 3/2020: Kanagawa plant, Moriya plant, Nagano depot, Tokai Meiji
 - FYE 3/2021: Toda Plant, Tokai Plant, Shikoku Meiji(Kagawa Plant)
- * Several location names appear repeatedly due to sequential conversion from CFC refrigerants to natural refrigerant-using machines

Meiji Seika Pharma

- No cases after FY2015

KM Biologics

- FYE 3/2016: Kumamoto plant
- No cases after FY2016

Circular Economy



Circular Society Targets

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)

KPI	Results		
	FYE 3/2019	FYE 3/2020	FYE 3/2021
Consolidated domestic recycle rate 97% or above (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	95.6%	94.6%	77.7%*
Reduce product waste in our domestic food business by 50% by FYE 3/2026 (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	21.9%	25.1%	29.3%
Reduce domestic plastic usage (packaging, etc.) by at least 25% by FYE 3/2031 (compared to FYE 3/2018), and expand usage of bioplastics and recycled plastics (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	8.2%	9.8%	Pending Data

* In FYE 3/2021, the calculation method for the recycling rate has been changed: thermal recovery is not included in the amount of recycling.

Targets of the 2023 Medium-Term Business Plan (effective until March 31, 2024)

KPI	Base Year	Target		
		FYE 3/2024	FYE 3/2031	FYE 3/2051
Consolidated domestic recycle rate 97% or above (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	-	85%	-	97% or above (zero emission)
Reduce product waste in our domestic food business by 50% by FYE 3/2026 (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	FYE 3/2017	42%	50% (by FYE 3/2026)	-

KPI	Base Year	Target		
		FYE 3/2024	FYE 3/2031	FYE 3/2051
Reduce domestic plastic usage (packaging, etc.) by at least 25% by FYE 3/2031 (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	FYE 3/2018	15%	25%	Minimize the use of new natural capital
Ensure 100% effective use of materials used by our logistics division (pallets, crates, and stretch film, etc.) by FYE 3/2031, through reuse and recycling. (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	-	-	100%	-
Expand usage of bioplastics and recycled plastics (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	-	-	-	-

Reduce Environmental Impact

Waste Amount¹

		Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Total Waste ²	Japan	10,000 tons	5.4	6.3	2.8	2.8	2.5
	Japan (Per unit of sales)	Ton/100 million yen	4.6	5.4	2.4	2.4	2.3
	Global	10,000 tons	-	-	-	3.1	3.0
	Global (Per unit of sales)	Ton/100 million yen	-	-	-	2.5	2.5
Food product waste reduction rate		%	Base Year	15.3	21.9	25.1	29.3
Recycled material ³		10,000 tons	5.1	5.9	2.4 ²	2.3 ²	2.0 ²
Plastic usage reduction rate		%	-	Base Year	8.2	9.8	Pending Data

1. Environmental data includes data from consolidated domestic subsidiaries of Meiji Group.

2. Covers only industrial waste in production plants from FYE 3/2019

3. includes KM Biologics from FYE 3/2019

Reduce Final Disposal Volume

We aim to protect the environment, and help realize a sustainable, circular society. In order to do this we are working to make effective use of limited natural resources, and further reduce final disposal volume. For example, by controlling production of waste materials, collecting and separating materials for recycling, and reducing the volume and thickness of containers and packaging.

Reduction of Waste Generated at Factories

The entirety of Meiji Group is focused on taking action to reduce the amount of waste generated. Meiji has reduced production waste by 24 tons annually by modifying the pan release oil-spraying nozzle* used in Galbo chocolate production to change continuous operation to intermittent operation.

* pan release oil: an (edible) oil used to prevent dough from sticking to molds during production

Volume Reduction of Containers and Packaging

We are continuing to reduce the size and thickness of our packaging (while always ensuring quality is maintained), in order to avoid waste of precious resources. Focusing on tackling the problem of marine plastic pollution, we are also taking measures to reuse resources.

In July 2020 we established the Meiji Group Plastic Policy with the goal of reducing use of plastic by at least 25% by FY2030 (compared to FY2017). Here is one example of this initiative in action: we are reducing the weight of our products' plastic bottles, as well as reusing and recycling plastic appliances used in storage and transportation. We are also increasing the use of organic bioplastics and recycled plastics for straws and product packaging.

[Meiji Group Plastic Policy \(PDF 13KB\)](#)

In January 2021 production of our protein brand Savas' plastic cap began progressively switching to a more environmentally-friendly mix of 10% bioplastics. The packaging now carries Japan Organics Recycling Association's "Biomass Mark."



Switching to a bioplastic mix for plastic straws attached to our products

Every year make use of around 650 million plastic straws for attachment to drink products. From February 2021 we began progressively switching to a mix of 5% bioplastics.



Examples of products with attached straws

Reduction of Food Loss

"Food Loss" refers to food that is still edible, but that is thrown away by manufacturers, retail, the food service industry, or by households. According to estimates in FY2018 by the Ministry of Agriculture, Forestry and Fisheries and the Ministry of the Environment, 6 million tons of food is wasted domestically each year. Meiji Group is aware that food loss is part of a serious societal problem and is taking the following steps, in line with government guidelines and industry association policies.

Reducing Dead Stock via Improved Demand Planning

Our manufacturing and sales divisions are cooperating to put together demand plans, taking into account various data, such as past sales and upcoming sales promotions. We are into account various data, such as past sales and upcoming sales promotions.



Changes to Best Before Date Labelling

We are progressively changing our food labelling from "Year/Month/Day" to "Year/Month". We expect this switch to "Year/Month" labelling to enable greater coordination between production, delivery, and sales divisions. Thus, we are anticipating an improvement in logistical efficiency throughout our entire supply chain, leading to a reduction in food loss.


From February 2020, we have changed the best before date of around 120 shelf-stable products, including frozen products, with long-term (at least 1 year) expiration dates over to "Year/Month" labelling.

Extending Best Before Dates Without Sacrificing Quality

We are extending the best before dates of certain confectionaries, drinks, nutritional products, and prepared foods where scientific and sensory analysis has shown it will not affect quality. This will help us reduce waste from expired, but otherwise safe and edible products.

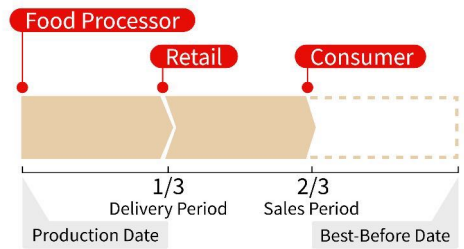
Products	Food Labelling (Best Before Dates)
Yogurette and Hi Lemon 	9 months → 12 months
Meiji Hohoemi Rakuraku Milk Liquid infant formula 	14 months → 18 months

Thanks to impeccable hygiene on the production line, and our new freshness-ensuring cartons (made from light-blocking materials, and filled to the brim), Meiji Oishii Gyunyu's best before date has changed as follows:

Products	Food Labelling (Best Before Dates)
Meiji Oishii Gyunyu 	15 days from date of production → 19 days from date of production

Working with the Distribution Industry to Review the "One-Third Rule"

Progressively changing our food labelling from "Year/Month/Day" to "Year/Month". We expect this switch to "Year/Month" labelling to enable greater coordination between production, delivery, and sales divisions. Thus, we are anticipating an improvement in logistical efficiency throughout our entire supply chain, leading to a reduction in food loss.



The "one-third rule" is a commercial practice that splits the time before a product's expiration date into three periods of equal length, split between manufacturer, retail, and finally consumer. This rule can lead to otherwise perfectly edible food being thrown away.

Meiji Group is working within industry associations to review time frames for product delivery. At this time we are working

with retailers to relax the "one-third rule" to a "one-half rule".

In the future, we will continue with this three-pronged approach: working to relax the "one-third rule", extending best before dates, and moving to "Year/Month" labelling.

Cooperation with Related Organizations

Cooperation with the All-Japan Food Bank Promotion Council

Working together with related organizations, we are continuing our efforts to reduce food waste. Specifically, in collaboration with food bank organizations through the All-Japan Food Bank Promotion Council, we have begun donating products such as confectionery, pouch curry, and jelly drinks to food banks from January 2019. From June 2019 we also began donating our emergency food supplies that are approaching their best before dates, for regular use at food banks.

Cooperation with the WFP

We have been a supporter of the United Nations World Food Programme's "Zero Hunger Challenge" campaign since October 2020. This initiative connects efforts to reduce food loss within Japan with food aid for developing nations.

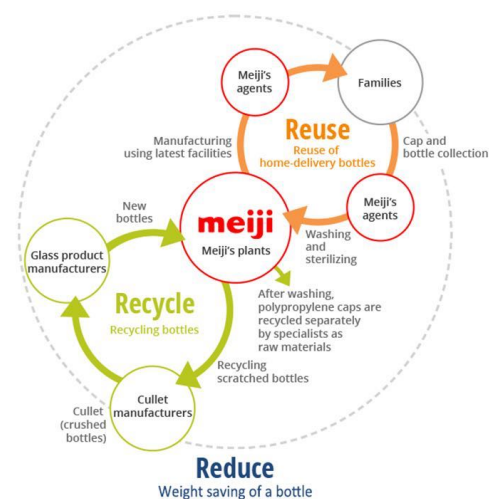
Putting the Three Rs into Practice

We are pushing forward with recycling initiatives, as well as other environmentally friendly activities, throughout the entire lifecycle of our products. Through this we aim to reduce the burden placed on the earth's environment.

Packaging and the 3Rs—from Paper Packaging, to Home Delivery of Bottles

Meiji Group employees in Japan take part in our "Paper Packaging Recycling Campaign" twice per year. Through this we are aiming to increase our employees' awareness of environmental issues.

In addition to this, our approach to the Three Rs is perfectly illustrated by Meiji's delivery service: not only have we reduced the weight of our bottles, we also reuse intact bottles, and recycle damaged bottles—ensuring full and responsible use of limited resources.



Appropriate Chemical Substance Management

We strive to reduce chemical emissions. Measures include equipment to absorb vaporized chemicals, switching to safer substances, and improved manufacturing methods that reduce or eliminate chemical substances.

PRTR Substances

We report chemical emissions and transfers in accordance with Japan's Pollutant Release and Transfer Register (PRTR) Act.

PRTR Substances*

(Unit: tons)

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
PRTR Substance Emission Quantities	15.1	16.1	1.2	9.4	9.8
(13) acetonitrile	0.4	0.1	0.0	0.1	0.2
(127) chloroform	4.5	4.2	0.0	1.3	1.6
(150) 1,4-dioxane	0.1	1.9	-	-	-
(186) methylene chloride	9.2	8.5	-	7.3	7.2
(232) N,N-dimethylformamide	0.2	0.1	0.0	0.0	0.0
(342) pyridine	0.0	-	0.0	-	-
(411) formaldehyde	-	-	0.5	-	-
(438) methylnaphthalene	0.7	0.6	0.7	0.8	0.8
PRTR Transfer Quantities	625.8	386.0	291.8	56.4	394.6
(13) acetonitrile	25.5	32.8	7.4	2.5	3.6
(127) chloroform	1.5	2.8	53.0	0.0	29.8
(150) 1,4-dioxane	1.9	2.7	-	-	-
(186) methylene chloride	110.0	107.9	-	32.9	25.0
(232) N,N-dimethylformamide	478.0	239.4	231.3	20.9	336.2
(342) pyridine	8.9	-	-	-	-
(411) formaldehyde	-	-	0.1	-	-
(438) methylnaphthalene	0.0	0.0	0.0	-	0.0

* Scope of aggregation: environmental data includes data from consolidated domestic subsidiaries of Meiji Group. Includes KM Biologics from FYE 3/2019

PCB Management

Each of our operating bases engages in the appropriate management of transformers and capacitors that contain polychlorinated biphenyls (PCBs).

Water



Water Resources-Related Targets

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)*

KPI	Results		
	FYE 3/2019	FYE 3/2020	FYE 3/2021
Reduce company-wide water consumption volume per unit of sales by at least 20% by FYE 3/2031, compared with FYE 3/2018	1.5%	3.8%	5.3%

* Scope of aggregation: Consolidated Meiji Group

Targets of the 2023 Medium-Term Business Plan (effective up to March 31, 2024)*

KPI	Base Year	Target		
		FYE 3/2024	FYE 3/2031	FYE 3/2051
Reduce company-wide water consumption volume per unit of sales by 50% by 2050, compared with FYE 3/2018	FYE 3/2018	10%	20%	50%
Replenish an amount of water to nature equivalent to 100% the amount used in our products by 2050 (Water Neutrality)	-	27%	45%	100% (Water Neutral)
Address water risks in regions where our business sites are located, and regions where we procure raw materials	-	-	-	-

* Scope of aggregation: Consolidated Meiji Group

Position on Water Resources

Global demand for water is expected to increase further due to improved living standards associated with population and economic growth. Predictions indicate that more and more areas will face water scarcity. Water is an essential resource for the Meiji Group's business activities.

For this reason, the Meiji Group recognizes securing water resources as one of its most key social issues. We have therefore established water resources targets, and making efforts to reduce environmental impact, such as through efficient use of water, and proper drainage management across the entire Meiji Group. We also conduct water risk evaluations at each of our business site both in Japan and overseas.

Further, the Meiji Group also works with its employees and stakeholders to cultivate water resources through forest and watershed conservation activities.

Secure Water Resources

Water Risk Survey Results

To understand the impact of water risk on our business continuity, we use Aqueduct and other tools to survey water risk at both Japan and overseas production sites and research facilities. We also conduct interviews at these sites. Aqueduct is a tool published by the World Resources Institute to evaluate global water risk by latitude and longitude.

Using Aqueduct survey results, alongside analysis of our own domestic and overseas production sites (quantity and quality of water used, and the products manufactured), we identified sites which face a high water risk.

From our FY2020 results, we can see that water consumption in areas with relatively high risks to water resources* has dropped to 3% or below of total water consumption.

Looking towards the future, we will identify an order of priority, and a schedule for carrying out necessary water risk countermeasures, then implement them systematically.

* Using Aqueduct, we analyzed severity of stress on water resources (including Baseline Water Stress and Baseline Water Depletion), as well as Seasonal Variability. The term "areas with relatively high risks to water resources" above refers to areas where Aqueduct's risk analysis pointed to a high current or future risk.

Survey Results Based on Aqueduct*

	Drought Risk	Flood Risk	Water Quality Risk
Total (73 Business locations)	15% (11/73)	55% (40/73)	16% (12/73)
Japan (52 Business Locations)	0% (0/52)	58% (30/52)	0% (0/52)
China (5 Business Locations)	20% (1/5)	80% (4/5)	60% (3/5)
Asia (Excluding Japan and China) (13 Business Locations)	62% (8/13)	31% (4/13)	69% (9/13)
The U.S. and Europe (3 Business Locations)	67% (2/3)	67% (2/3)	0% (0/3)

* The locally provided water hazard map information is incorporated in the flood risk results for Japan and the United States.

Water Usage Volume Results

Water Extraction Volume*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Extraction total (thousand m ³)	-	24,082	23,483	23,397	21,895
per unit of sales (m ³ per hundred thousand yen)	-	1.94	1.87	1.87	1.84
Japan (thousand m ³)	24,104	22,305	22,056	21,979	20,513
Japan (m ³ per hundred thousand yen)	2.07	1.92	1.89	1.89	1.86
China (thousand m ³)	-	1,192	878	903	845
Asia (Excluding Japan and China) (thousand m ³)	-	511	487	459	479
North America and Europe (thousand m ³)	-	74	62	56	58

* Domestic data is from domestic Meiji Group. Water consumption volume per unit of sales is calculated from domestic sales. Global data includes Meiji Group as a whole, including the domestic Meiji Group, overseas production plants, and (from FYE 3/2019 data onwards) KM Biologics.

Water Extraction Volume by Water Source*

	Unit	FYE 3/2020	FYE 3/2021
Fresh water total	thousand m ³	23,397	21,895
	%	100	100
Tap water	thousand m ³	2,619	2,391
	%	11	11
Water for industrial use	thousand m ³	5,329	4,888
	%	23	22
Rivers, lakes and marshes	thousand m ³	0	0
	%	0	0
Ground water	thousand m ³	15,446	14,613
	%	66	67
Rainwater	thousand m ³	3	3
	%	0	0

* Including overseas Meiji Group

Water Drainage Volume*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Drainage total	-	-	20,586	19,437	18,225
Japan	20,255	17,914	19,702	18,415	17,248
China	-	-	696	790	761
Asia (Excluding Japan and China)	-	-	141	180	162
North America and Europe	-	-	47	53	54

* Domestic data is from domestic Meiji Group. Global data includes Meiji Group as a whole, including the domestic Meiji Group, overseas production plants, and (from FYE 3/2019 data onwards) KM Biologics.

Water Drainage Volume by Destination*

	Unit	FYE 3/2020	FYE 3/2021
Drainage total	thousand m ³	19,445	18,226
	%	100	100
Sewerage	thousand m ³	8,737	8,156
	%	45	45
Discharge into rivers	thousand m ³	10,614	9,991
	%	55	55
Discharge into ocean	thousand m ³	0	0
	%	0	0
Discharge into groundwater	thousand m ³	94	78
	%	0.5	0

* Including overseas Meiji Group

Responsible Extraction and Discharge of Water

Water resources are indispensable for the business operations of Meiji Group, and management of water resources is an extremely important theme for the realization of a sustainable society. We will endeavor to secure important water resources by properly managing water intake and drainage, such as efficient use of water, introduction of facilities that consider water saving, and water quality management of wastewater. In addition to acquiring and disclosing group-wide water intake and drainage data, we will establish group-wide management standards, introduce an environmental data management system, and conduct audits by a third-party organization for the purpose of improving data transparency and reliability.

Reduce Water Consumption by Introducing Water Saving Equipment

Meiji Group is working to increase the efficiency of its water use in all areas, including in locations that face high water risk. For example, by stopping water flow outside of operation hours, coordinating dilution of discharged water, and by investigating and repairing sites of water leakage.

As a result, we are continuing to improve the efficiency of water consumption (per unit of sales) on an annual basis.

In the future, we will consider expanding the number of plants that make use of rainwater and other non-drinking water in bathrooms and similar facilities, as well as taking measures to reuse discharged water.

The Meiji Group is working to use water efficiently by installing water-saving nozzles at faucets at multiple factories. In addition, at the cheese production line at the Karuizawa Plant of Meiji, well water used for heat exchangers for cooling cheese raw materials was drained to sewage with a single water flow. Therefore, by installing a refrigerator to circulate well water and reuse it for cooling, we reduced the annual water consumption by about 16,000m³.



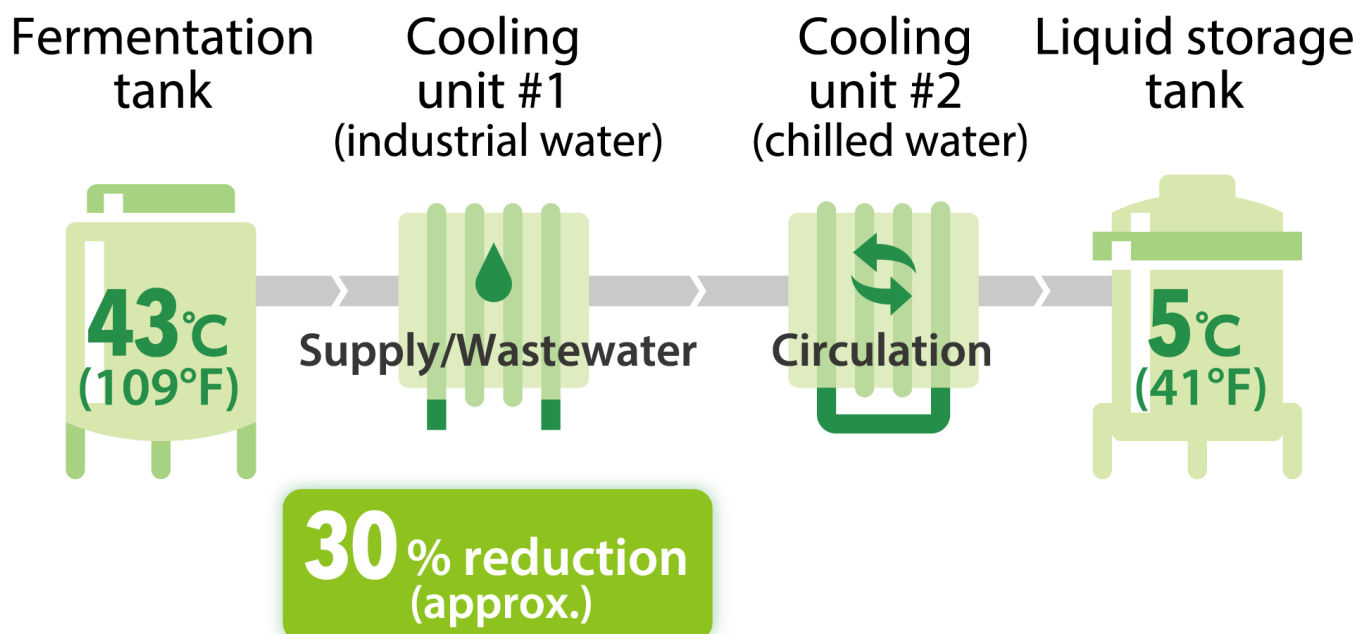
Hose with water-saving nozzle in Asahikawa plant, Meiji



Chillers in Karuizawa plant

At Meiji's Toda Plant, we examined various flow rates of industrial water used for cooling when transferring raw materials from fermentation tanks to liquid storage tanks and found an optimized flow rate, which reduced water usage by approximately 2,900 m³/month.

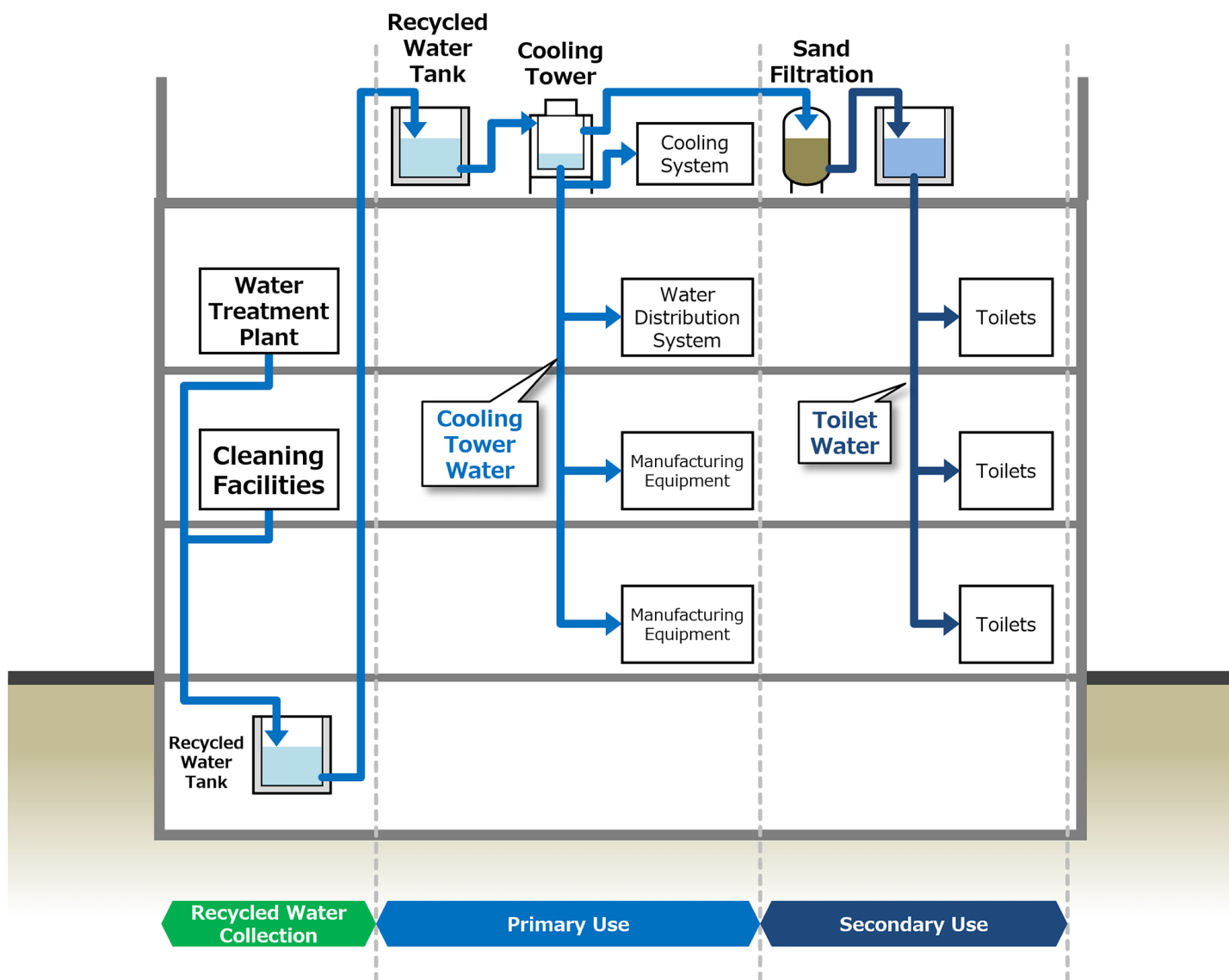
Water Saving at Meiji's Toda Plant by Optimizing the Flow Rate for Cooling Water



KM Biologics has installed greywater* recycling systems in four of its manufacturing buildings at its Kumamoto Production Center. These systems collect recyclable water for primary use from production facilities. This greywater is then used as makeup water in cooling towers. Water discharged from the cooling towers as secondary use water is first filtered and disinfected, and then used in toilets. Overall, approximately 30,000 m³ of water is recycled annually at the Kumamoto Production Center.

* Greywater: Non-potable water that is suitable for general and industrial use

Kumamoto Production Center greywater recycling system



Measures to Replenish Water Resources

Meiji Group is committed to replenish an amount of water to nature equivalent to 100% of the amount used in our products by 2050. With an eye to meeting this target, we have set the following milestones: increase to at least 27% equivalent of the water we use by FY2023, and increase to at least 45% by FY2030.

Field flooding project

KM Biologics uses groundwater for production and waterlogs fields (saturate the soil with water) as part of a program to reduce the impact on the environment. We replenish and recharge the groundwater by diverting water from the Shirakawa River nearby and flood the fields with water for about 3 months before planting crops. We have been doing this since 2005 and have been replenishing approximately 500 thousand tons of groundwater annually, which is more than what is used at the head office and the Kumamoto Plant. In FY2020 we replenished approximately 550 thousand tons of groundwater.



Participation in groundwater conservation group

KM Biologics joined the Kumamoto Groundwater Foundation in 2012 to work toward a healthy groundwater environment together with the local community. The Kumamoto Groundwater Foundation is a groundwater environment preservation group that has implemented effective groundwater preservation measures based on research results. As a member of this foundation, we conduct educational activities related to groundwater preservation through participating in groundwater preservation symposia and encouraging employees to purchase water-offset rice, i.e. rice grown in fields that engage in groundwater recharge. During FY2020, we contributed an estimated 15,160m³ of water conservation through water-offset rice initiatives.

(Conservation period: June 2020 to September 2020)

Initiatives on Quality of Intake Water

The Meiji Group is engaged in initiatives related to the quality of intake water. Some of its plants have incorporated RO (reverse osmosis) membranes into their manufacturing lines, removing impurities and preventing flavor defects arising from input water quality, as well as maintaining a high standard of water quality. An RO membrane is a type of filtration membrane that can separate materials and is capable of removing ions and organic substances from aqueous solutions.

Quality Management of Discharged Water

We have set more stringent standards for discharged water than the legal standards in Japan, and we are working on preventing water pollution. In order to reduce our environmental footprint of discharged water, we install equipment that uses activated sludge treatment and methane fermentation at plants or for processes that discharge a lot of water.

As of FY2019, we can confirm that there have been zero breaches of laws and regulations concerning wastewater quality.



Methane fermentation process

Meiji's Unique *Bacillus subtilis* BN1001(BN1001) to Guarantee Wastewater Quality

Certain Meiji Group plants make use of BN1001—a microorganism discovered by Meiji, then subject to research and development. Using this bacteria's unique ability to break down oils and fats, as well as unpleasant odors, we are working to further improve wastewater management.



At Shikoku Meiji's Matsuyama Plant, the BN1001's unique properties are being harnessed to deal with a certain kind of oil waste known as 'oil balls.'

The BN1001 is a microorganism of natural origin, discovered in the late 1980s in the soil by a research institute, located at that time in Yokohama. At first, it was the subject of pharmaceutical research. However,

when its exceptional ability to break down fats and oils was discovered, and its safety confirmed, it was put to work improving hygiene in areas like bathrooms and kitchens.

The BN bacillus is a helpful microbe with an outstanding ability to break down oils, and is classified as a substrain of the *Bacillus subtilis* (of the same classification as *Bacillus subtilis* var. *natto*). It was named 'Bacillus subtilis BN1001', and patented (patent number 2553727: helpful microbes, or their usage), as well as entrusted to the National Institute of Advanced Industrial Science and Technology (FERM P-11132).

Initiatives to Combat Flooding

Nihon Kanzume, a Meiji Group company, suffered flood damage in 2016 as a result of a nearby river overflowing. Following this event, countermeasures were taken to combat future floods, including installation of a 3.5 meter-high water barrier, creating embankments, and so on. Going forward, and with consideration to BCP (business continuity plan), the Meiji Group has committed to taking further measures to progressively cover other locations facing high flood risks.



Nihon Kanzume water barrier

Independent Practitioner's Assurance of Water Use Volume

In order to improve the reliability of the data, we obtained the independent practitioner's assurance for the domestic water use volume of FYE 3/2021 by Deloitte Tohmatsu Sustainability indicated in our Integrated Report 2021.

[FY2020 Independent Practitioner's Assurance Report \(PDF 960KB\)](#)

[Results of the Domestic Water Use Volume in FYE 3/2021 \(PDF 281KB\)](#)

Biodiversity



Targets for Biodiversity Conservation Activities

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)

KPI	Results		
	FYE 3/2019	FYE 3/2020	FYE 3/2021
Conduct biodiversity activities at all production sites in Japan by FYE 3/2021, and all production sites worldwide by FYE 3/2024. (Scope of aggregation: Consolidated subsidiaries of Meiji Group)	Japan: 62.0%	Japan: 80.8%	Japan: 36.2% Overseas: 45.0%*

* In FYE 3/2021, a large number of biodiversity conservation activities that we organize or participate in were cancelled due to COVID-19. This has led to a decrease in our performance rate during FYE 3/2021.

Target of the 2023 Medium-Term Business Plan (effective until March 31, 2024)

KPI	Base Year	Target
		FYE 3/2024
Conduct biodiversity activities at all production sites worldwide by FYE 3/2024 (Scope of aggregation: Consolidated subsidiaries of Meiji Group)	-	100%

Approach to Biodiversity

Due to the world's economic activities, we are facing a critical situation amid a rapid loss of biodiversity caused by disruption of habitats by deforestation and deterioration in habitat environments, including environmental pollution. As the businesses of the Meiji Group depend on the abundant gifts of nature, including raw milk, cacao and lactobacillus, and microorganisms used for developing antibiotics, we recognize that loss of biodiversity is a significant social issue. We identify the impact of our business activities on biodiversity throughout the entire supply chain, from raw material procurement to waste disposal, preserving and regenerating biodiversity to ensure that we enjoy the abundant gifts of nature for years to come. We comply with treaties, laws and regulations related to biodiversity, and contribute to the creation of a society that coexists in harmony with nature.

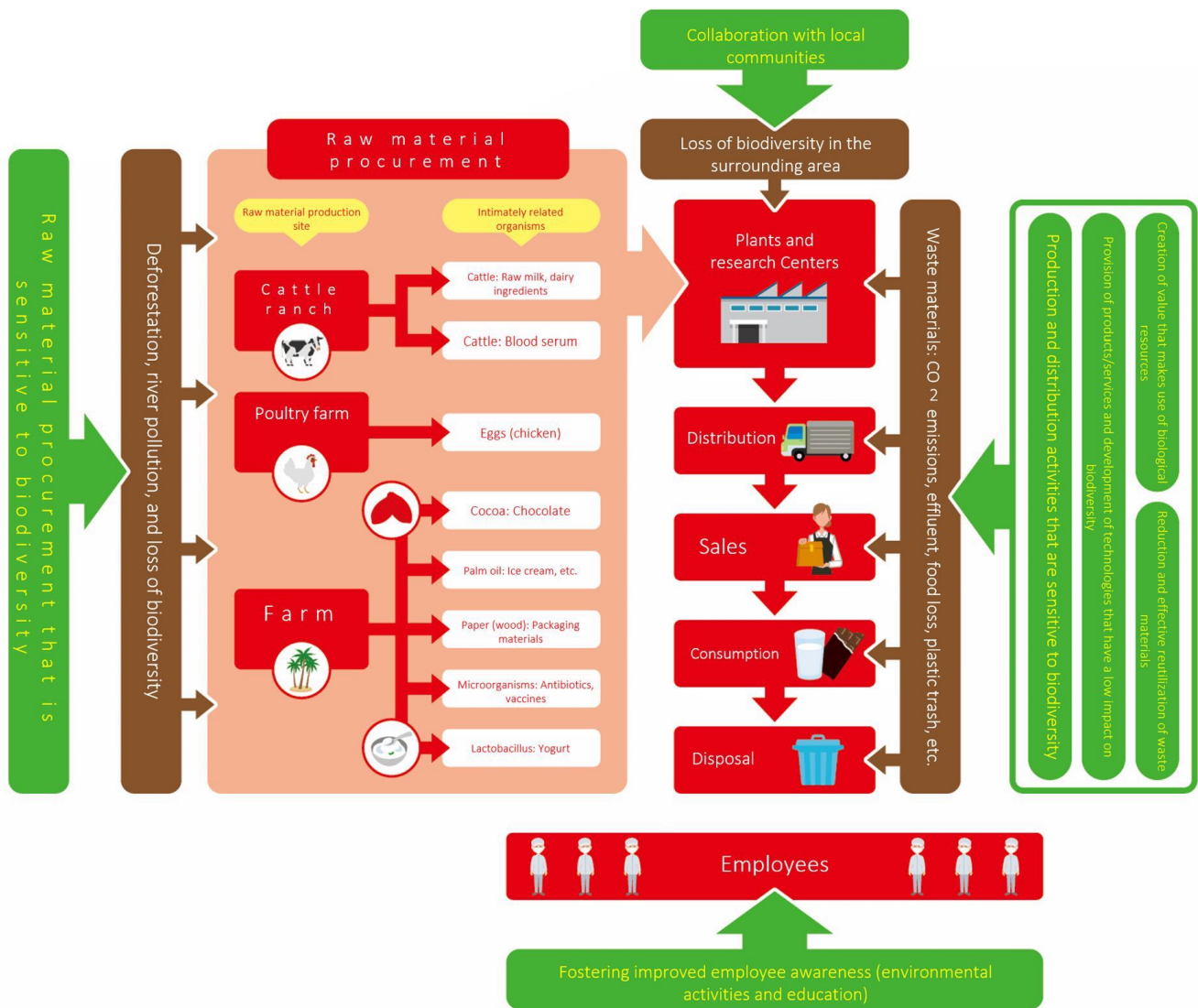
Biodiversity Conservation Activities Policy

The Meiji Group formulated the Meiji Group Biodiversity Conservation Activities Policy in October 2020. Amid ongoing loss of biodiversity, we intend to contribute to the creation of a society that coexists in harmony with nature throughout the entire supply chain, from raw material procurement to waste disposal.

[Meiji Group Biodiversity Conservation Activity Policy \(PDF 136KB\)](#)

Relationship between Our Business Activities and Biodiversity

The Meiji Group is deeply involved in a variety of biological resources and ecosystems through our food and pharmaceutical businesses, and it has an impact on biodiversity throughout our entire supply chain, from raw material procurement to waste disposal. Based on this recognition, we pursue biodiversity-friendly activities, reduction in impact on biodiversity, effective use of biological resources and enhanced understanding of biodiversity among our employees.



(Red): Business activities that are related to biodiversity (supply chain)

(Brown): Impact on biodiversity

(Green): Activities that contribute to biodiversity conservation

Major Activities for Biodiversity Conservation

Activities through Meiji Group's Main Businesses	Development of eco-friendly and naturally-derived agricultural chemicals Agroforestry Milk Chocolate initiative
Activities in Meiji Group Sites and Surrounding Areas	Activities in the Meiji Group Nature Conservation Area Kumamoto Sunlight Forest Activities in domestic sites with production plants Activities in overseas sites with production plants
Activities in Cooperation with Local Governments and NPOs	Activities in the Meiji Nature Conservation Area (Nemuro City) Activities in cooperation with local governments

Activities through Meiji Group's Main Businesses

Development of Eco-Friendly and Naturally-Derived Agricultural Chemicals

As the global population is predicted to increase to 8.5 billion people by 2030 and reach 9.7 billion people by 2050, increasing food production will become an issue for solving poverty and starvation.

To do so, it is important to keep disease insect pests and weeds in check in an effective manner and with reduced environmental loads in order to obtain good quality food from limited farmland. Meiji Seika Pharma pursues development of agricultural chemicals using naturally-derived materials with many highly active substances that decompose quickly.

As a recent achievement, we created Afidopyropen, which is extremely effective against hard-to-control pests like aphids, in collaboration with a group led by Kitasato University Emeritus Professor Satoshi Omura, a 2015 Nobel Prize laureate. The world's largest chemical maker BASF developed and has been selling the product around the world since 2018.

We also developed Fenpicoxamid, an innovative drug in the fight against major wheat diseases, jointly with Corteva Agrisciences and began selling of the product in France in 2020.

These two agricultural chemicals play an important role in biodiversity conservation owing to their low impact on bees and other useful insects, and their rapid decomposition in the environment.

Agroforestry Milk Chocolate Initiative



Brazilian test site using Afidopyropen



Agricultural chemicals "Sefina" and "Versys" containing Afidopyropen sold in Australia and India

Activities in Meiji Group Sites and Surrounding Areas

Evaluation of Risks to Biodiversity Caused by Meiji Group Sites

In order to investigate the impact of Meiji Group operations on biodiversity, we made use of the IBAT¹ (an independent tool for evaluating biodiversity). We investigated the number of areas of important biodiversity within a 10 km radius (a total area of 210 hectares)² of 67 Meiji Group production sites.

The targets of our investigation were nature conservation areas containing important biodiversity (World Heritage Sites, Ramsar Convention wetlands, UNESCO MAB reserves, IUCN Protected Area Categories Ia, Ib, II, III, and IV), and areas designated as key areas for preserving biodiversity (Key Biodiversity Areas (KBA): particularly Important Bird and Biodiversity Areas (IBA)). Additionally, we also included areas containing at least one species recognized as being at high risk of extinction (category: Vulnerable (VU)) on the IUCN Red List of Threatened Species.

As a result, we discovered that 53 sites were within a 10 km radius of an area of important biodiversity.

Meiji Group has established the Meiji Group Environmental Policy, and is engaged in measures focused on ensuring compliance with laws and regulations, reducing our environmental impact, and preserving biodiversity. In FY2020 there were no occurrences of or fines related to violations of environmental laws or regulations. We also found no cases where our business had a direct negative impact on biodiversity.

Areas of Important Biodiversity Close to Production Sites

Status as of end of March 2021

%	Nature maintenance area, an important area of biodiversity								KBA (Mainly IBA)	IUCN Redlist
	World Heritage Sites	Ramsar Convention wetlands	UNESCO MAB	IUCN Protected Area Categories						
				I a	I b	II	III	IV		
Worksites in Japan (47 sites)	4.3	6.4	2.1	0	0	6.4	0	93.6	42.6	10.6
Worksites in China (6 sites)	0	0	0	0	0	0	0	0	16.7	16.7
Asia (Excluding Japan and China, 10sites)	0	0	0	0	10	0	0	0	50	50
North America and Europe (4 sites)	25	0	0	25	0	0	0	25	75	25
Total for all worksites (67 sites)	4.5	4.5	1.5	1.5	1.5	4.5	0	67.2	43.3	17.9

1. IBAT (Integrated Biodiversity Assessment Tool): An assessment tool for environmental protection that makes use of the latest foundational data, which was developed by IBAT Alliance (the United Nations Environment Programme (UNEP), the World Conservation Monitoring Centre (WCMC), Conservation International (CI), and BirdLife International)
2. The area in which business activities at production sites directly affect biodiversity would seem to be smaller than a radius of 10 km, but in consideration of damage to biodiversity as a result of environmental accidents and other unexpected occurrences, the scope for the investigation has been set as within a radius of 10 km.

Activities in the Meiji Group Nature Conservation Area Kumamoto Sunlight Forest

We conducted research on the natural environment in Kumamoto Sunlight Forest (approx. 7 ha), land owned by KM Biologics from 2020. Kumamoto Sunlight Forest is a secondary forest consisting of Japanese cedar, cypress, Japanese chestnut oak and Konara oak. We confirmed the existence there of places where Satoyama-like natural environment has been preserved and of endangered wild plants and animals, including clusters of Kin-ran and Gin-ran, Ural owl, Marten, Montane brown frog and Jewel beetle, which are listed in the Red Lists of threatened species published by the Japanese government and Kumamoto Prefecture. We also found that the forest served as an important biotope, a green corridor, for the region, with rich ecosystems being preserved and a variety of migratory birds being observed all year round.



Kumamoto Sunlight Forest

We will endeavor to conserve biodiversity by promoting the recovery of forested lands that have been partially wasted and will carry out nature observation meetings and biodiversity conservation activities for our employees, their families and local residents. In doing so, we aim to increase our employees' understanding of biodiversity and to solve local ecosystems issues.

Zone A



- Covers a sizeable area (approx. 5 ha)
- Consists of secondary forest (evergreen trees and deciduous trees) and artificial forest (Japanese cedar and cypress)
- Difficult to enter because the forest floor is covered with bamboo grasses

Zone B



- Consists mainly of deciduous trees
- Bright and easy to walk in the forest floor due to maintenance by periodic weeding
- Fallen leaves are thickly laid and there are many trees that yield acorns

Zone C



- Secondary forest (evergreen trees and deciduous trees) and artificial forest (Japanese cedar and cypress) are mixed in a mosaic pattern
- Maintenance by weeding partly performed
- Complicated geographical feature (steep roadway)

Waterway



- Water flows from east to west on the boundary between zone A and zone B. The waterway is mainly three concrete-lined but its central part is natural river bank
- Can provide watering places and spawning grounds for animals

Wild Plants and Animals Confirmed in Research in Kumamoto Sunlight Forest

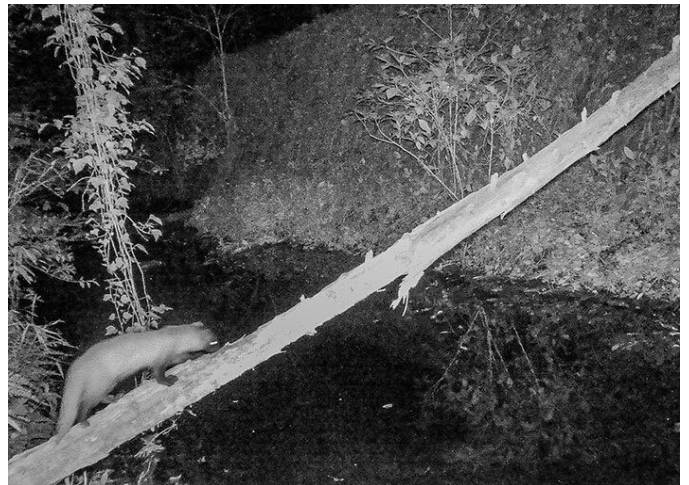
<Symbolic species confirmed>

Superiority

- Located at an upper trophic level in the biological community constituting ecosystems
- Subject to disturbance of ecosystems and environmental variation



Ural owl



Marten

* Ural owls also fall under rare species

Rarity

- Species listed in the Red Lists of threatened species by the Ministry of the Environment and Kumamoto Prefecture
- Includes species facing extinction due to reduction in their habitats and growing locations and that have weak resistance to environmental change



Kin-ran



Gin-ran



Jewel beetle



Montane brown frog

Typicality

- Species that play important roles in interaction among species and functions in ecosystems of the target area
- Species that characterize biodiversity and ecological succession



Japanese pygmy woodpecker



Japanese rhinoceros beetle



Stag beetle

Activities at Domestic Sites with Production Plants

We pursue activities for biodiversity conservation at domestic sites including Group companies with production plants (47 sites). * In FYE 3/2021, a large number of biodiversity conservation activities that we organize or participate in were cancelled due to COVID-19. Due to this, we are publishing information about our activities in FYE 3/2020.

Meiji

Sapporo Plant	Cleanup of Kotonihassamu River
Asahikawa Plant	Cleanup of Kaguraoka Park (Chubetsugawa Riverbed)
Wakkanai Plant	Cleanup in-plant and neighbor plant
	Sakanoshita Beach Clean Strategy, Wakkanai City
Nemuro Plant	Nemuro Tree Planting, employees' volunteer activities
Nishi Shunbetsu Plant	Maintenance for Nishi Shunbetsu cherry-tree-lined road
Tokachi Plant	Clean Action Memuro
Honbetsu Plant	Cleanup of Toshihetsu River Basin (green belt zone)
Tohoku Plant	Simultaneous Cleanup of Hirose River
Gunma Plant Gunma Nutritionals Plant Gunma Pharmaceuticals Plant	Environmental Conservation for marshland in Oze National Park
Saitama Plant	Cleanup of Furutone River
Toda Plant	Planting Primroses in Todagahara
Sakado Plant	Cleanup of Oya River
Kanagawa Plant	Sagami River Beautification Council in Chigasaki District
Karuizawa Plant	Cleanup of Chikuma River
Tokai Plant	Cleanup of Seto River and Asahina River, Almond Festival
Shizuoka Plant	Miho Masaki Coast Cleanup, undergrowth mowing for protection of Miho black pines
Aichi Plant	Sukatani River Route Cleanup
Kyoto Plant Kyoto lactobacillus Plant	Cleanup of river neighbor plant
Kansai Plant Kansai Ice Cream Plant Kansai Nutritionals Plant	Kaizuka Port Beatification Enlightenment Campaign
Osaka Plant	Adopt-a-Forest Program
Kurashiki Plant	Sami Coast Cleanup, Simultaneous Clean Activities in Takahashi River Basin
Kyushu Plant	Forest Conservation by NPO Ganbariyoruyo Hoshino Village
	Empty Can and Bottle Collecting Campaign in Yame City
	Symposium on Yabegawa Wo Tsunagu Kai
Research Center	Rural Woodlands Conservation in Utsunuki Green Area
Donan Shokuhin Co., Ltd.	Cleanup of Kameda River
Meiji Sangyo Co., Ltd.	Cleanup river neighbor plant, Tree Planting Festival

Meiji Chewing Gum Co., Ltd.	River Environment Beautification Activities
Tokai Nuts Co., Ltd.	Shirafuji No Sato neighborhood cleanup
	Participation in Fujieda City No-Car Day
Tokai Meiji Co., Ltd.	Fukuroi City GreenWave Activities
Meiji Oils and Fats Co., Ltd.	Amanogawa (Milky Way) Clean & Walk
Chiba Meiji Milk Products Co., Ltd.	Cleanup of Inage-no Hama, Chiba City
Kantou Seiraku Co., Ltd.	Forest Conservation Activities
Tochigi Meiji Milk Products Co., Ltd.	Volunteer Activities by Tochigi Yume Daichi Supporters' Group
Shikoku Meiji Co., Ltd.	Kanokawa Cleanup and Forest Improvement Activities (hosted by Kagawa Plant)
	Saita River Cleanup, Forest Improvement Activities
	Takamatsu Airport Clean Strategy
Okinawa Meiji Milk Products Co., Ltd.	Makiminato River Cleanup Strategy
	Coral Reef Recovery in Okinawa Prefecture
Okayamaken Shokuhin Co., Ltd.	Refresh Setouchi Kasaoka Coast Clean Strategy
Nihon Kanzume, Inc.	Participation in Memuro Townspeople's Tree Planting Festival
Asahi Broiler Co., Ltd.	Cleanup of Koaze River neighbor plant

Meiji Seika Pharma

Odawara Plant	Odawara SDGs Partnership (Clean Sakawa)
Gifu Plant	Kitagata Town Beautification Movement Sponsor
Ashigara Research Center	Sakawa River Cleanup/Beautification
Ohkura Pharmaceutical Co., Ltd.	Uji City Environment Beautification Volunteer Activity

KM Biologics

Kikuchi Research Center	River and Sea Cleanup Activity (Kikuchi River)
	Kumamoto Sunlight Forest Biodiversity Conservation Activity
Aso Production Center	Noyaki on Mt. Aso

Activities at Overseas Sites with Production Plants

We pursue biodiversity conservation activities at the Group's overseas sites with production plants (20 sites).

PT. Meiji Indonesia plants productive trees in water catchment areas on the mountain slopes around the Pasuruan regency.



We at Medreich celebrated the world environment day with purpose and to create more awareness on the environment. Across the locations environment protection related banners were displayed.

Saplings were planted by employees to mark the importance of this very significant day. Posters were created, and employees were issued badges, environment tip cards. Employees were also encouraged to give environment related speeches to spread their knowledge on saving environments. Along with the above, employees took oath at every location for protecting environment.



Activities in Cooperation with Local Governments and NPOs

Biodiversity Conservation in the Nemuro Nature Conservation Area

Meiji carried out activities for the conservation of wild birds and biodiversity in collaboration with the Wild Bird Society of Japan from 2007 to 2019 on land (467 ha) that we owned in Nemuro City, Hokkaido. Through the activities, we confirmed that the populations of endangered wild birds, including Red-crowned crane and White-tailed eagle, have been maintained. Our employees provide volunteer work there twice a year, including planting trees, developing forests and watching birds, and this has helped to generate environmental awareness among employees. From 2010, the area had also been used for the environmental education of local children. We held nature observation meetings for local children and their guardians in collaboration with the Wild Bird Society of Japan and we actively participated in events with themes on wild birds held by Nemuro City.

Following the closure of a neighboring plant in 2020, we donated the natural environment conservation area to Nemuro City. However, will continue to work on biodiversity conservation activities in the area going forward in collaboration with the local society under the agreement we have concluded with Nemuro City, as we respect the significance of the activities we have engaged in.

Activities in Collaboration with Local Governments

The Meiji Group's sites and companies that have production plants pursue local biodiversity conservation by participating in such activities held by local governments. The Osaka Plant of Meiji participates in the "Adopt a Forest Program," hosted by Osaka Prefecture, where wasted forests, including neglected artificial and bamboo forests, are converted into broadleaf forests for the prevention of global warming and biodiversity conservation.

Shikoku Meiji, a group company of Meiji participated in the "Forest Matching - Joint Forest Development Project" hosted by the Kagawa Prefectural Government and concluded an agreement with Kagawa Prefecture, Mitoyo City and the Mitoyo City Kanda Property Ward Management Association in July 2014. They named a forest (1.1 ha) located in Yamamoto-cho, Mitoyo City as Shikoku Meiji Team Wanpaku No Mori and undertake forest development activities, including cutting bamboo and planting wild cherry trees.

Meiji's Gunma Plant, Gunma Nutritionals Plant and Gunma Pharmaceuticals Plant, and Tochigi Meiji Milk Products participated in the "work for installing fences to prevent the invasion of Sika deer in Oe Marsh in Oze" implemented by Minami-Aizu Branch District Forest Office in order to reduce the damage to alpine plants, including Broad dwarf day lily, from being eaten by Sika deer. In this way, we help to secure the living environment of species and biodiversity.



Participating in "Adopt a Forest Program" in Osaka Prefecture



Participating in "Forest Matching Project" in Kagawa Prefecture



Working for installing fences to prevent the invasion of wild deer in Oe Marsh in Oze



Thriving Communities

The Meiji Group supports various communities through communication and cooperation with stakeholders.



Human Resources

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- [Diversity-Related Targets for Main Companies in Japan](#)
- [Principles of Human Resources Management](#)
- [Promote Diversity and Inclusion, and Provide Training to Employees](#)
- [Employee-Friendly Workplaces](#)

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- [Stakeholder Engagement](#)
- [Promote Social Contribution](#)

Human Resources



Diversity-Related Targets for Main Companies in Japan

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)*

KPI	Results		
	FYE 3/2019	FYE 3/2020	FYE 3/2021
Increase the ratio of female managers to over 10% by FYE 3/2027, compared with the FYE 3/2018 result of 2.6%	3.1%	3.4%	3.7%
Increase the number of female managers (including assistant managers) to at least 420 by FYE 3/2027 (approximately triple the number as in FYE 3/2018)	171	189	208
Raise the ratio of employees with disabilities above Japan's legal requirement of 2.3%	2.29%	2.28%	2.42%

Targets of the 2023 Medium-Term Business Plan (effective until March 31, 2024)*

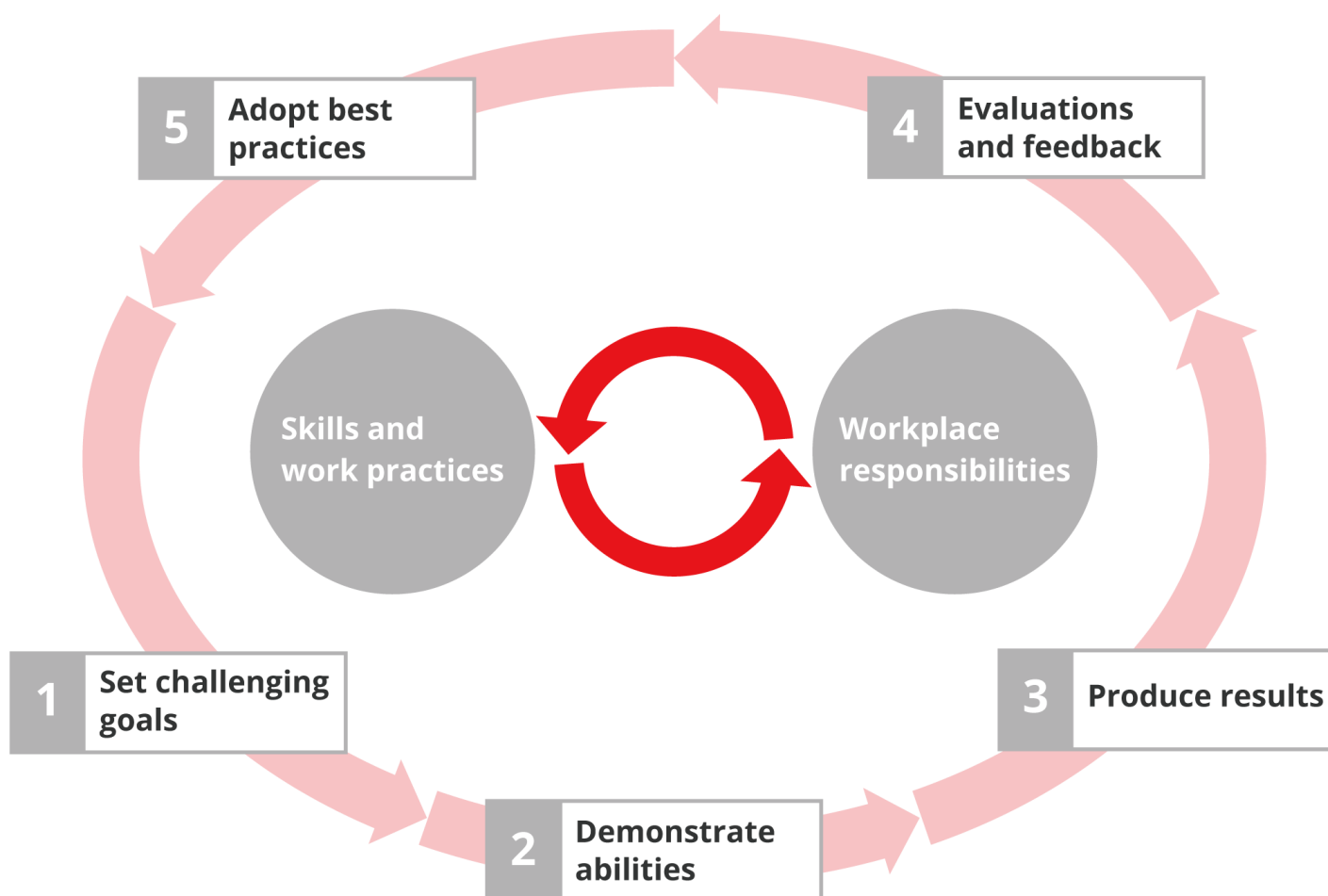
KPI	Base Year	Target	
		FYE 3/2024	FYE 3/2027
Increase the ratio of female managers to over 10% by FYE 3/2027, compared with the FYE 3/2018 result of 2.6%	FYE 3/2018 (2.6%)	-	10%
Increase the number of female managers (including assistant managers) to at least 420 by FYE 3/2027 (approximately triple the number as in FYE 3/2018)	FYE 3/2018	-	420
Raise the ratio of employees with disabilities above Japan's legal requirement of 2.3%	-	2.3%	-
Renew certification for outstanding health and productivity management from the Japanese government	-	Renew Certification	-

* Results are combined totals for Meiji Holdings, Meiji, Meiji Seika Pharma, and KM Biologics.

Principles of Human Resources Management

For the Meiji Group, enabling employees to demonstrate their abilities on the job and take personal responsibility for their work are core principles of organizational and personnel management. This approach allows employees to develop their skills by taking on more challenging tasks and contribute to the Group as a whole through their accomplishments.

The Group has established evaluation systems for both monitoring job performance and facilitating the development of employees. The evaluations are designed to give employees regular feedback on their performance and create opportunities for them to improve their skills. Employees are not only evaluated based on recent accomplishments but also on how those achievements fit in their overall career path, which helps them clarify future objectives, identify points for improvement, and set challenging goals.



Promote Diversity and Inclusion, and Provide Training to Employees

Evaluation and Development of Personnel

Meiji Holdings established the Group HR Strategy Department in 2021 with the goal of maximizing the potential of the Group's diverse employees. The new department will oversee group-wide training programs, recruitment, and appointments of key personnel while aiming to enhance employee engagement. Accordingly, it will play an important part in renewing the Group's corporate culture, realizing the Meiji Group Sustainability 2026 Vision, and enhancing corporate value.

Improving Employee Engagement

Today's labor market is increasingly competitive and diverse, with employers offering a widening range of work conditions. To ensure sustainable growth under such conditions, the Meiji Group's management recognizes the importance of having employees feel motivated and rewarded by their work, and committed to the goals of their respective companies and the Group as a whole. From that standpoint, management set the objective of improving employee engagement in the Group's three-year 2023 Medium-Term Business Plan launched in April 2021. Meetings are held for employees to discuss the Meiji Group's brand and measures to realize its new slogan. This promotes a workplace culture that encourages them to work towards the Group's growth as a team. An employee engagement survey will be conducted annually to assess the level of engagement and quickly identify issues that need improvement. Furthermore, the scores from the survey will be used as indicators in the performance-linked compensation plans for directors and executive officers.

Recognizing Employee-Led Initiatives for Improvements in the Workplace

KM Biologics recognizes exemplary employee-led initiatives in an awards ceremony held each year, and shares the winning initiatives with all of its members. The event has been motivating employees and providing a source of ideas for improving the company's competitiveness.

In 2020, an initiative from a team of part-time employees at the Kikuchi Factory was selected for the top award from among over 100 submissions from various company departments. The winning team had suggested effective ways to enhance certain job tasks and eliminate faulty operations by improving tools and equipment.



Top award-winning members of the Quality Control Dept. at the Kikuchi Factory

Promoting Diversity in the Workplace

The Meiji Group's international workforce is made up of people of all ages who have varying abilities and disabilities as well as different gender identities. Employees also have different job agreements and diverse family responsibilities. In consideration of this diversity, the Group's management has established programs and working conditions aimed at helping all employees apply their individual skills and reach their full potential.

Strengthening Diversity Management

With the goal of fostering workplaces and organizations that encourage women to develop and expand their abilities, the Group has set up training programs for managers who supervise female employees and provides support to women in the workplace. Furthermore, female employees are offered career planning advice and training workshops covering workplace expectations and career goals.

Promoting the Success of Women in the Workplace

The Meiji Group has created a variety of systems that help both male and female employees balance their work and family responsibilities. Moreover, it recognizes that enabling women to succeed in all kinds of jobs can lead to greater competitiveness in the future. Therefore, the Group has been providing additional support for its female employees, such as career advancement workshops, job rotation programs, and systems designed to steadily promote women to leadership positions.

Female Managers at Main Companies in Japan*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Ratio of female managers (%)	2.1	2.6	3.1	3.4	3.7
Number of female managers (including assistant managers)	109	119	171	189	208

* Results up to March 2018 are combined totals for Meiji Holdings, Meiji, and Meiji Seika Pharma, and results from March 2019 are combined totals for those companies and KM Biologics.

Career development workshops for female employees

As part of its efforts to promote diversity in the workplace, Meiji Seika Pharma regularly holds career development workshops to help its female employees plan for future success. Male employees have also participated to learn about issues affecting women in the workplace. As of March 31, 2021, a total of 109 women and 71 men have joined the workshops since they began in 2013.



In addition, the company's Pharmaceutical Sales Division has initiated a program aimed at raising job satisfaction among its many female medical representatives.

Supporting Employees with Disabilities

The Meiji Group employs people with disabilities at over 40 workplaces across Japan, and aims to maintain its ratio of employees with disabilities above the country's legal requirement of 2.3% for large companies. These workplaces have installed barrier-free restrooms and wheelchair ramps to create comfortable work environments for all employees.

Employees with Disabilities at Main Companies in Japan*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Ratio of employees with disabilities (%)	2.10	2.20	2.29	2.28	2.42

* Results up to March 2019 are combined totals for Meiji Holdings, Meiji, and Meiji Seika Pharma, and results from March 2020 are combined totals for those companies and KM Biologics.

Maintaining accessible workplaces for all members

The Meiji Group has taken various measures to ensure that its workplaces are comfortable for employees with disabilities. For example, group companies have appointed counselors who specialize in assisting people with disabilities. Sign language classes are also offered at some workplaces. In addition, designated company cards are offered to employees who choose to inform their colleagues of a disability that could affect communication, such as deafness.



The Japanese government recognized Meiji as an outstanding employer of people with disabilities in 2018

Rehiring Employees after Retirement

The Group has put a program in place to rehire employees who wish to continue working after reaching the retirement age of 60. The program allows these employees to not only apply the skills they have acquired over many years but also to guide and mentor younger colleagues.

Retirement-Age Employees at Main Companies in Japan*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Retirement-age employees requesting re-employment	128	93	83	118	126
Ratio of approved requests (%)	100	100	100	100	100

* Results up to March 2019 are combined totals for Meiji Holdings, Meiji, and Meiji Seika Pharma, and results from March 2020 are combined totals for those companies and KM Biologics.

Strengthening International Bonds Group-Wide

To deepen ties between its numerous companies around the world, the Meiji Group organizes international training workshops and conferences for its diverse employees, of which about 30% work outside Japan. Newsletters issued in three languages (Japanese, English, and Chinese) are also distributed group-wide.

Number of Employees by Country of Main Operations

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
United States	588	567	561	571	627
Spain	354	288	281	277	272
China	1,118	953	1,094	1,092	1,071
Indonesia	792	648	648	730	781
Singapore	278	279	282	316	293
Thailand	404	394	394	407	430
India	1,579	1,626	1,840	1,847	2,004
Total	5,113	4,755	5,100	5,267	5,478

Supporting Sexual Minorities in the Workplace

In 2018, the Meiji Group initiated various measures to support its lesbian, gay, bisexual, and transgender (LGBT) employees. Specifically, issues related to sexual minorities were included in regular training sessions on human rights at some group companies, and seminars on LGBT inclusion in the workplace have been held for personnel in charge of employee recruitment. Furthermore, barrier-free and multipurpose restrooms have been designated as gender inclusive.

Strengthening Human Resource Development

We believe that respecting the diversity of organizations and individuals and maximizing the vitality and capabilities of each employee will contribute to the sustainable growth of the Meiji Group, and we are focusing on human resource development.

Ideal Human Resources Sought by the Meiji Group

As a fundamental objective of human resources development, the Meiji Group aims to equip its employees with specialized abilities and organizational skills, and foster creativity and innovation in the workplace. Accordingly, the Group has created a variety of training programs for developing its human resources, from newly recruited graduates through to mid-career employees and senior managers.

Meiji Group Human Resources Development Policy

The Meiji Group has created a basic policy concerning skills development, and the company provides a skills development structure to foster human resources.

To achieve the Long-term Vision laid out in the Meiji Group 2026 Vision, we will:

1. Develop personnel who have the proactive mindset, as well as the expertise, creativity, and practical skills, needed to take on and achieve ambitious targets
2. Spur group expansion by growing individuals and developing independent-minded personnel who raise groupwide capabilities
3. Develop personnel who fully understand the Group Philosophy and put the meiji way into practice at an advanced level

Skills Development Structure

	New employees	Mid-career employees	Managers	Objectives
Rank-based training	Training for new employees	Training for promoted employees Training for career track employees Training for clerical workers	Training for newly promoted managers	<ul style="list-style-type: none"> • Train young employees • Develop promoted employees • Develop management skills
Global training Diversity management		Global training <ul style="list-style-type: none"> • Language training • e-learning • Training through overseas assignments Support to create individual career paths for women	Training for managers with female subordinates	<ul style="list-style-type: none"> • Develop personnel to work overseas • Strengthen diversity management
Developing next-generation leaders		Training for next-generation leaders Training at business school and external venues <ul style="list-style-type: none"> • Management school • Interaction with and exposure to other industries • Developing managers 	Training for top management	<ul style="list-style-type: none"> • Fostering innovation • Developing next-generation leaders • Developing next-generation managers
Division-specific and group company training such as self-development	Division-specific training <ul style="list-style-type: none"> • R&D • Quality • Manufacturing technologies • Logistics • Sales • Marketing 	Training for Group company employees New employees Business management (fundamentals and practice) Self-development support e-learning, Open college, Distance learning, Video archives		<ul style="list-style-type: none"> • Raise the level of expertise specific to a division • Strengthen group companies • Self-development support

Employee Training Expense and Time at Main Companies in Japan*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Education and training expense per employee (Yen)	36,000	32,000	21,000	34,000	16,000
Education and training time per employee (hours)	-	-	-	-	0.27

* Results up to March 2019 are combined totals for Meiji Holdings, Meiji, and Meiji Seika Pharma, and results from March 2020 are combined totals for those companies and KM Biologics.

Rank-specific training, business skills training at each career stage

Systematic training for Meiji Group employees starts with new-employee training, where employees learn the basic knowledge, behavior, and attitudes they need for work at Meiji. Next, employees receive training in logical thinking, follow-through, team-leadership skills, and the qualities and capabilities of a business leader. Managers receive training at each relevant stage, helping them reflect on their management style and strengthening their ability to foster their subordinates. Training for upper management is designed to enhance management skills to make the workplace more dynamic and to cultivate an awareness of self-reform as participants seek to become management leaders.

Training program for the development of personnel capable of working globally

We provide a wide variety of training programs to develop personnel capable of working globally.

1. Self-development language courses
2. Language training in English- and Chinese-speaking countries for effective language-learning and understanding of different cultures
3. Programs sending selected personnel to business language schools to acquire practical language skills
4. Programs to instill perseverance, understanding of diversity, and mental toughness by sending personnel overseas to gain first-hand experience in business customs under challenging conditions

Meiji Seika has been conducting training since 2017, for fostering a global mindset to embrace diverse cultures and acquiring leadership and management skills as global leaders, and more than 430 people have participated so far.

Manager development

Directors, Audit & Supervisory Board members, and executive officers receive opportunities to better understand their roles and duties. This training includes legal responsibilities, corporate governance, compliance, and risk management. If necessary, these individuals are provided with information about Meiji Group businesses, organizations, financial status, and so on.

Outside directors and outside Audit & Supervisory Board members are given information about Meiji Group management strategy and the nature and status of the company's businesses. These individuals are provided opportunities to observe factories, research centers, and other facilities.

Newly appointed executives receive necessary training from external organizations.

Grooming future leaders

The Meiji Group offers a broad range of training programs for its young members to equip them with the leadership qualities and management skills needed by the leaders of tomorrow. Training focuses on developing strategic thinking, reasoning, decision-making, and communication skills. They are also given educational and training opportunities outside the Group, such as at business schools and cross-industry events, to help them develop a wider range of skills and perspectives.

Providing opportunities for self-development

Aspiring employees can apply to various self-development programs offered by the Meiji Group, including college and distance learning courses.

Facilitating career planning through self-assessments

The Group has established a self-assessment system for employees to plan their careers in consultation with their supervisors. The self-assessment reports create opportunities for employees to reconsider their work practices and career paths, and also provide useful information for management to develop necessary training programs and help employees thrive in the workplace.

Employee-Friendly Workplaces

Promoting Health Management

Committed to the Health of Employees

In 2018, the Meiji Group made an official commitment to help employees effectively manage their health and to promote wellbeing in the workplace. This commitment provides the basic principles of the Group's health management systems.

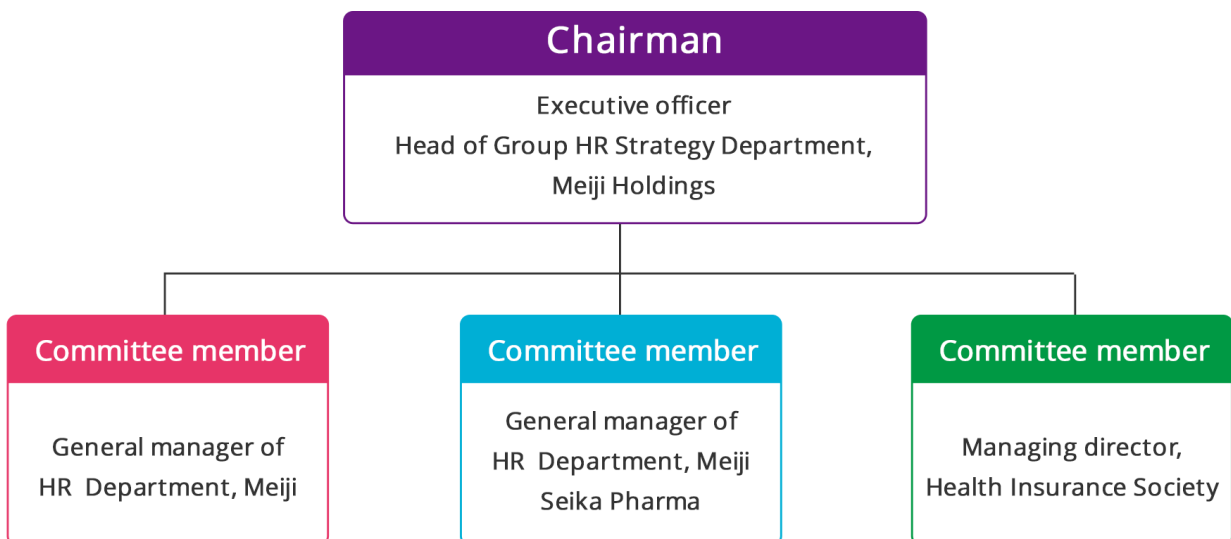
Meiji Group Commitment to the Health of Employees

The Meiji Group recognizes the fundamental importance of good physical and mental health for its employees to lead productive lives and reach their full potential. Therefore, the Group is committed to the following three activities.

1. Measures shall be taken to encourage employees to responsibly manage their own health as well as the health of their family members.
2. Programs shall be put in place to support the efforts of employees to manage their health and to enhance their ability to do so.
3. Steps shall be taken to ensure that workplaces provide comfortable and safe working environments for all of their members.

Health Management Committee

In addition to its commitment to the health of employees, the Meiji Group established a special committee tasked with promoting health management in 2018. Comprised of senior managers of group companies and a representative from the Group's health insurance association, the committee formulates health management initiatives and sets related goals.



Health management challenges and goals

We have set priority goals for health management and are helping to promote understanding and change awareness of employees' health management.

Health Management Targets

Item	Target
Fitness Habits, Incentive Sports	Improve the percentage of employees who participate and achieve the walking campaign
Smoking cessation promotion	Separation of smoking areas at the workplace Support for employees undergoing smoking cessation Step-by-step prohibit smoking during work hours
Employees with the Risk of Lifestyle-related Disease	Coverage* of employees undergoing second periodic health examinations is 100%

* Coverage: Health checks for employees by medical institution consultation and meeting with occupational physician, nursing staff and HR staff

Employee Health Indicators

		FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021	
Employees with the Risk of Lifestyle-related Disease	Percentage of employees undergoing periodic health examinations (%)	99.6	100.0	100.0	100.0	100.0	
	Percentage of employees who maintains desirable weight (BMI18.5~25)	67.1	66.8	66.0	65.1	65.5	
Stress Check	Participation rate (%)	92.7	94.6	93.8	93.5	93.4	
Fitness Habits	Walking Campaign	Participation Rate (%)	47.5	49.5	54.9	58.6	59.8
		Achievement Rate (%)	28.3	29.4	30.8	32.6	37.0
	Percentage of employees who exercise for half an hour or more at least twice a week (%)	22.1	22.2	21.2	24.4	26.7	
Quit-smoking Program	Number of Participants	-	-	-	39	9	

Shifting to smoke-free workplaces

The Meiji Group's workplaces have been steadily placing prohibitions on smoking and second-hand smoke in order to maintain healthier and more comfortable working environments. Workplaces have set up completely separate smoking areas, banned smoking onsite during work hours, and are providing support to employees who are trying to quit smoking.

Recognized for outstanding health and productivity management

In 2021, Meiji Holdings, Meiji, and Meiji Seika Pharma were recognized for their outstanding health and productivity management for the fifth consecutive year through a certification program operated by Japan's Ministry of Economy, Trade and Industry. The program evaluates companies based on their employee health activities, such as provision of regular checkups, healthcare guidance, counselling, and fitness programs. KM Biologics was also certified for the first time in the same year.

Workstyle Reform

We believe it is our corporate responsibility to create a safe and healthy environment at the workplace. To achieve this, we are creating a positive and comfortable work environment to promote a good work-life balance.

Providing Flexible Work Arrangements

The Meiji Group has introduced telecommuting and flextime systems for employees who need more flexible work arrangements. It also allows employees to continue fulfilling their work responsibilities when dealing with major life events. For example, employees can opt to work shorter work hours following a childbirth, and male employees are encouraged to take paternity leave.

Employees Taking Paid Holiday at Main Companies in Japan*

		FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Number of employees taking childcare leave	Female	178	222	248	335	330
	Male	24	30	40	68	90
Number of employees opting for shortened work hours for childcare	Female	200	229	262	385	402
	Male	2	2	3	6	7
Percentage of employees returning to work within six months after the end of childcare leave (%)		100	100	100	100	100
Percentage of employees who continue working after taking childcare leave		100	100	98	99	100
Number of employees taking nursing-care leave		6	5	7	12	13

* Results up to March 2019 are combined totals for Meiji Holdings, Meiji, and Meiji Seika Pharma, and results from March 2020 are combined totals for those companies and KM Biologics.

Reducing excessive work hours

The Meiji Group has been taking steps to reduce long work hours by improving operational efficiency and more strictly managing overtime. For example, “no overtime” days are now held once per week, and work hours are more closely monitored to ensure they remain within reasonable limits. In addition, specific job duties have been revised to improve efficiency, and meetings have been streamlined.

Average Monthly Hours of Overtime per Employee*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Average monthly hours of overtime per employee	12.5	12.8	13	12.7	10.1

* Results up to March 2019 are combined totals for Meiji Holdings, Meiji, and Meiji Seika Pharma, and results from March 2020 are combined totals for those companies and KM Biologics.

Encouraging employees to take paid holidays

The Meiji Group has initiated measures to encourage its employees to take all of their annual paid holidays, including vacations of five consecutive days. Company presidents also call on employees to take consecutive days off, and campaigns are held to emphasize the importance of time off. In addition, employees are periodically requested to select dates for holidays, and those who have not are reminded to do so.

Percentage of Annual Paid Vacation Days Taken by Employees*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Percentage of annual paid vacation days taken by employees (%)	56.8	63.8	67.0	71.5	67.3

* Results up to March 2019 are combined totals for Meiji Holdings, Meiji, and Meiji Seika Pharma, and results from March 2020 are combined totals for those companies and KM Biologics.

Occupational Health and Safety

Based on the Meiji Group Policy on Occupational Health and Safety, group companies give top priority to safety in the workplace and take steps to help their employees maintain good health.

[Meiji Group Policy on Occupational Health and Safety \(PDF 10KB\)](#)

Management system

Each company of the Meiji Group has a designated health and safety committee that sets annual targets, monitors progress using plan-do-check-act (PDCA) cycles, and promotes initiatives tailored to specific workplaces.

ISO 45001 certified factories and companies

Food Segment

- 18 factories and three group companies in Japan
- One group company in China

Pharmaceuticals Segment

- One factory in Japan
- One group company in India

Measures for maintaining safe workplaces

The Meiji Group strives to eliminate workplace accidents by reducing operational and equipment-related risks in cooperation with its contract manufacturers. Safety audits and inspections are routinely carried out at all factories and laboratories to identify and eliminate risks and regulatory violations that could potentially cause accidents. If a workplace accident occurs, procedures are taken to determine the cause, check equipment safety and make adjustments if necessary, and implement additional measures to prevent a recurrence.

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Lost-time injury frequency rate (LTIFR) ¹	-	-	-	1.12	1.01
Japan	0.47	0.69	0.71	0.87	0.86
Overseas	-	-	-	1.72	1.43
Average value of Japanese manufacturing industry ³	1.15	1.02	1.20	1.20	1.21
Lost-time injury severity rate ²	-	-	-	0.0523	0.0194
Japan	0.0117	0.0328	0.0494	0.0525	0.0214
Overseas	-	-	-	0.0518	0.0025
Average value of Japanese manufacturing industry ³	0.07	0.08	0.10	0.10	0.07
Number of work-related fatalities	-	-	-	0	0
Japan	0	0	0	0	0
Overseas	-	-	-	0	0

1. From FYE 3/2017 to FYE 3/2019, the figures cover plants and laboratories of the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products (excluding KM Biologics, Meiji Feed, and OHKURA Pharmaceutical) Figures for FYE 3/2020 cover the Meiji Group including consolidated subsidiaries in Japan, Okinawa Meiji Milk Products and production the Meiji Group companies overseas.

Lost-time injury frequency rate: Number of injuries or deaths ÷ total work hours x 1 million

2. From FYE 3/2017 to FYE 3/2019, the figures cover plants and laboratories of the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products (excluding KM Biologics, Meiji Feed, and OHKURA Pharmaceutical) Figures for FYE 3/2020 cover the Meiji Group including consolidated subsidiaries in Japan, Okinawa Meiji Milk Products and production Meiji, Group companies overseas.

Number of days of suspended operations due to accidents ÷ total work hours x 1,000

3. Source: occupational accident trend survey (Ministry of Health, Labour and Welfare)

Workplace-specific health and safety training programs

The Meiji Group's main companies provide occupational health and safety training tailored to their specific workplaces. They also share information on safety with a view to prevent the occurrence of similar kinds of accidents.

At Meiji, employees are trained with a health and safety handbook covering relevant laws and regulations as well as measures for preventing accidents that have occurred in the past. To ensure that such accidents are not forgotten, past cases and lessons learned are described on display panels in the company's training center.

At Meiji Seika Pharma, each workplace conducts its own safety inspections and undergoes safety checks by teams from other workplaces as well as by independent consulting firms. The results are shared company-wide and integrated into training programs.

KM Biologics focuses on reducing operational and equipment-related risks in order to eliminate workplace accidents. At each of its factories, examples of previous accidents are explained in health and safety training to prepare employees for preventing such accidents from recurring in the future

Maintaining positive relations between management and labor

All regular employees of Meiji, Meiji Seika Pharma, and KM Biologics are members of a labor union affiliated with each respective company. Excluding managers, 100% of employees belong to the unions, which negotiate on their behalf. Recognizing the importance of maintaining a positive and productive relationship with labor, the Group's management regularly meets with the union leaders to negotiate wages and benefits, and to resolve any issues that arise in the workplace, including those concerning health and safety.

Society



Society-Oriented Goals

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)

KPI	Results		
	FYE 3/2019	FYE 3/2020	FYE 3/2021
100% attendance rate at human rights training among new employees and those promoted to managing positions (Scope of aggregation: Meiji Holdings, Meiji, Meiji Seika Pharma and KM Biologics)	100%	100%	100%

Targets of the 2023 Medium-Term Business Plan (effective until March 31, 2024)

KPI	Target
	FYE 3/2024
All domestic Meiji Group employees to attend a human rights training (including e-learning) at least once annually (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	at least once annually
All overseas Meiji Group employees to attend a human rights training (including e-learning) at least once by FYE 3/2024 (Scope of aggregation: Consolidated overseas subsidiaries of Meiji Group)	at least once by FYE 3/2024
Hold an ESG session for investors, and dialogue with experts three times annually (Scope of aggregation: Meiji Holdings)	three times annually
All domestic Meiji Group employees to participate in social contribution activities at least twice annually (at least once each 6-month period) (Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group)	twice annually (at least each 6-month period)

Respect and Promote Human Rights

Meiji Group's Basic Approaches to Human Rights

Meiji Group has declared respect for human rights in its Corporate Behavior Charter, and it manages its businesses based on the strong belief that all people are inherently free and deserve equal respect and rights. We will promote respect for human rights throughout the Group and fulfill the Group's obligations.

Revision of the Group's Human Rights Policy

We established the Meiji Group Policy on Human Rights in 2016 and have been spreading awareness and implementing human rights initiatives. Subsequently, we revised it to the Meiji Group Human Rights Policy in February 2020 and are enhancing our initiatives on human rights. The new policy includes: international codes for supporting and respecting human rights, a ban on discrimination based on sexual orientation and gender identity, and performing human rights due diligence.

[Meiji Group Policy on Human Rights \(PDF 184KB\)](#)

System for Promoting Respect for Human Rights

Following orders from the CEO of Meiji Holdings, the CSO (Chief Sustainability Officer) is responsible for all human rights matters, and carries out appropriate measures in this capacity.

The Meiji Holdings Executive Committee has assembled the Group Sustainability Committee, with the aim of unifying all of Meiji Group's various sustainability-related activities, including those concerning human rights.

In July 2019, the Group Human Rights Meeting was assembled by Meiji Holdings' Sustainable Management Department (the department chiefly responsible for sustainability-related issues), alongside related departments and outside experts. It then began performing human rights due diligence.

The Group Human Rights Meeting has in turn set up sub-committees, each with its own individual area of responsibility. As well as this, they are investigating human rights-related issues, creating action plans for various initiatives, and taking necessary precautionary measures.

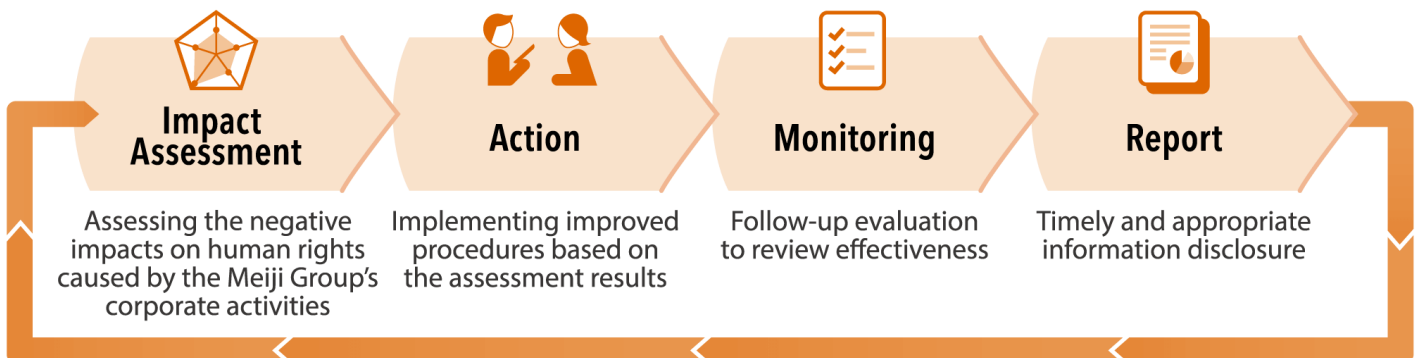
Through these actions, their goal is to raise awareness and understanding of human rights, and to build systems for addressing various human rights issues, both domestically and overseas.

Human Rights Management System



Implementing Human Rights Due Diligence

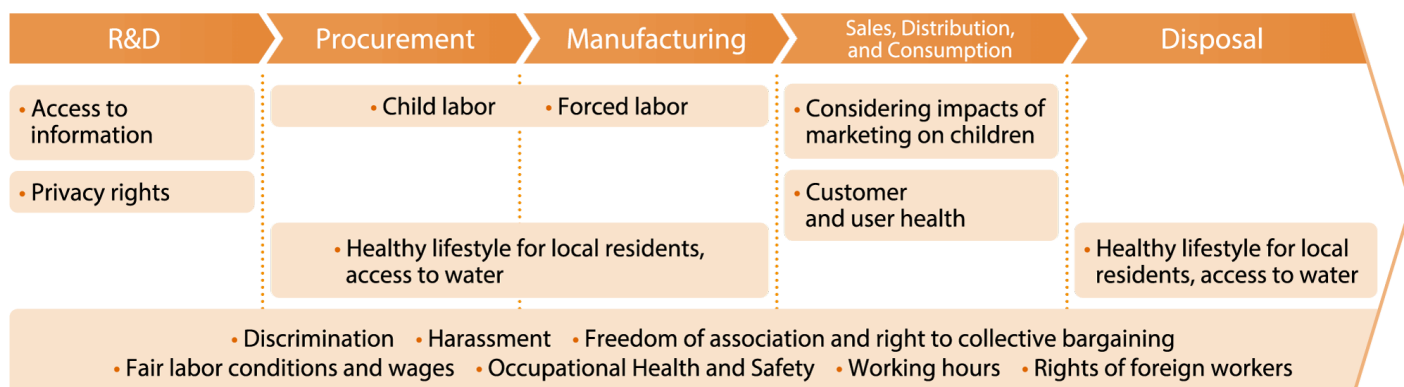
We started human rights due diligence in FY2019 and it forms our commitment to human rights based on the Meiji Group Human Rights Policy. We make constant efforts to communicate with external stakeholders by: assessing the impact on human rights caused by the Meiji Group’s corporate activities and identifying issues; incorporating these evaluation results into procedures and implementing them for meaningful improvements; follow-up evaluations to review effectiveness; and timely and appropriate information disclosure. By continuous improvement through these processes, we will achieve both respect for human rights and sustainable growth of businesses.



Identifying Salient Human Rights Risks and Prioritizing

In FY2019, we reviewed our entire value chain in the Food and Pharmaceutical Businesses and identified the salient human rights issues.

Identifying Important Human Rights Issues in Value Chains



During FY2020 we began initiatives to respond to specified salient human rights issues, falling into the two following themes:

1) Human rights issues caused by sourcing of raw materials

- Carrying out a supply chain risk assessment (including human rights-related risks) based on questionnaires about procurement to suppliers.
- Pushing forward with measures to reduce risks from sourcing of six raw materials of particular human rights-related concern (milk, cocoa, palm oil, paper, soy beans, and sugar).

2) Human rights issues related to foreign employees

- Understanding the situation faced by foreign employees working in domestic plants

In February 2020 we carried out a survey of domestic plants and research centers directly owned by Meiji and Meiji Seika Pharma to determine the presence or absence of foreign employees. We were able to confirm that there were no issues with the work contracts or labor management of foreign employees directly employed by Meiji and Meiji Seika Pharma.

In the future we will investigate our seven business sites that employ foreign employees at manufacturing contractors, with regard to the presence of technical interns, as well as the Japanese proficiency level, work responsibilities, and details of the chain of command of foreign employees.

- Follow-up hearings at domestic Meiji Group companies

Working with results from our FY2019 survey of foreign employees, we are continuing with on-site hearings at Meiji Group companies with foreign employees.

Due to the effects of the COVID-19 pandemic, we were only able to carry out hearings at one company during FY2020. However, we plan to carry out hearings at six companies in FY2021, making use of online meetings.

Responding to Human Rights Related Laws and Regulations in Each Country and Region

In expanding our business globally, Meiji Group will comply with the laws and regulations regarding the working environment and human rights established in each country, and will act in good faith in all business activities.

UK Modern Slavery Act 2015

[Meiji Group Modern Slavery Act Transparency Statement \(PDF 716KB\)](#)

California Transparency in Supply Chain Act

[California Transparency in Supply Chains Act Statement \(PDF 222KB\)](#)

Human Rights Education and Training

We engage in education and training activities related to respect for human rights and prohibition of discrimination, prohibition of forced and child labor, prohibition of harassment, safe and healthy workplaces, respect for fundamental rights of employees, and more, based on the Meiji Group Policy on Human Rights.

In-Company Training

In Japan, we provide internal training related to general sustainability principles and human rights for new employees and those employees promoted to management positions in Meiji Holdings, Meiji, Meiji Seika Pharma, and KM Biologics as well as employees of domestic group companies.

Training is based on the Meiji Group Policy on Human Rights. We also conduct internal human rights training at overseas group companies.

In FY2020 we carried out “Business and Human Rights” e-learning program for the approximately 9,000 employees of the four above companies.

From FY2021 we are planning on carrying out human rights training for employees at domestic and overseas Meiji Group companies. We are also planning on taking initiatives to increase understanding of Meiji Group’s Human Rights Policy, as well as awareness of everyday human rights-related risks in the workplace at Meiji Group companies.

Results of Human Rights Trainings

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Human Rights Training Participation rate	100%	100%	100%	100%	100%
Number of new employees	211	237	214	211	113
Number of newly promoted managers	164	194	158	115	125

Stakeholder Engagement

Promote Stakeholder Engagement

We take every opportunity and use every means to engage in communications with important Meiji Group stakeholders (our customers, employees, business partners, shareholders and investors, global environment, and society). In this way, we answer the expectations of our stakeholders and fulfill our social responsibilities.

Employee Engagement

To achieve the Meiji Group 2026 Vision and be a company that can grow sustainably, we believe improving employee engagement is essential. Therefore, we regularly conduct the “Employee Opinion Survey.”

Communicate with Shareholders and Investors

We hold briefing meetings, IR events, and publish an informative IR website to keep our shareholders and investors up to date on the direction and strategies of the Meiji Group.

Since FY2019 we have held a large-scale ESG meeting for investors on an annual basis.

Dialogues with External Experts

We hold dialogues with outside experts, reflecting their opinions and recommendations in our vision, upcoming fiscal year plans, and business tactics.

FYE 3/2021 results

Outside Expert: Takeshi Mizuguchi, professor at the faculty of economics at Takasaki City University of Economics.

Dialogue concerned Meiji Group’s sustainability activities under our 2023 Medium-Term Business Plan, along with the best way to release information related to the extensive sustainability activities, made possible by our position as producers of food, healthcare products, and agricultural chemicals.

Environmental Communication

Each plant and research laboratory conducts reporting seminars and study groups to highlight our environmental initiatives for local citizens, local governments, elementary schools, and middle schools. In addition to covering our initiatives for water and air pollution and CO₂ reduction, we also listen to feedback to incorporate into future activities.

Communicate with Our Customers

Food Segment

Our Customer Service Center strives to ensure customer trust and satisfaction through prompt, honest, fair, and appropriate service. The center receives a wide range of inquiries regarding products and services. We use this customer feedback to develop new, and improve existing, products and services.

Customer Service Center

Our Customer Service Center uses a proprietary system to record and analyze customer feedback. The center strives to respond politely and provide useful information to allow customers ease of mind in using our products. The center also shares information with related departments to develop and improve products and services for greater customer satisfaction.

Inquiries to the Customer Service Center by Subject (FYE 3/2021)

Content of Inquiries	Number of Inquiries	Composition Ratio
Product features	30,936	31%
Stores that handle products	21,969	22%
How to eat and store	20,673	21%
Food labeling and package design	10,495	11%
Sales promotion/campaign	6,661	7%
Foreign matter mixed in the product	5,074	5%
Others	3,829	4%
Total	99,637	100%

Investigation of customer satisfaction

Meiji's Customer Service Center carries out customer satisfaction surveys with the aim of improving the quality of customer support.

- FYE 3/2021 Target: 95 points (out of 100)

Customer Satisfaction Survey Results

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Customer satisfaction points	90.2	91.1	90.8	91.3	92.2

Example of improvement in response to customer feedback

Reflecting Customer Feedback to Improve Products

<Products> Frozen Food, Meiji Pizza & Pizza (2PC)

<Customer Feedback> Exterior back label (how to consume) is confusing.

1. Label on the back says remove the frozen “pizza” from the interior bag. However, the interior bag is clear; I almost put it in my microwave.
2. Caution! label text is all in red, making it difficult to read. Hard to see which point is the real point of caution.

<After Improvement>

1. Modified explanation. Changed “interior bag” to “interior clear bag.” Changed pull-out text next to the picture of the microwave to say, “remove from clear bag; do not wrap in plastic” (vs. “do not wrap in plastic” before change).
2. Caution! label now in black text, using red text for important points only.

<Exterior back (top)>



Counseling Office for New Mothers

At Meiji’s counseling office for mothers with infants, nutritionist and national registered dietitians provide consultation on nutrition and childcare for babies and mothers. Making use of an abundance of information and experience, the counseling office gives valuable advice to new mothers, family members, and other persons engaged in childcare.

Breakdown of Inquiries to the Counseling Office for New Mothers by Subject (FYE 3/2021)

Content of Inquiries	Number of Inquiries	Composition Ratio
Breast-feeding	2,848	47%
Baby food	2,411	40%
Menstruation and health	439	7%
Growth and development	149	2%
Lifestyle and habits	82	1%
Mother and pregnant woman	60	1%
Others	36	1%
Total	6,025	100%

Pharmaceuticals Segment

Medicine Support Center

Meiji Seika Pharma's Medicine Support Center uses a database to sort and analyze customer feedback. It takes customer feedback extremely seriously, and makes sure to share feedback with relevant departments to ensure better products.

Breakdown of Prescription Pharmaceutical Inquiries by Subject (FYE 3/2021)

Meiji Seika Pharma

	Number of Inquiries	Composition Ratio
Peripheral product information (packaging, expiration dates, insurance, etc.)	7,823	27%
Quality (quality, additives, stability, formulation changes)	6,513	22%
Efficacy (efficacy, dosage and administration, pharmacology)	6,019	21%
Document requests	3,999	14%
Safety (side effects, etc.)	4,457	15%
Requests	294	1%
Total	29,105	100%

KM Biologics

Content of Inquiries	Number of Inquiries	Composition Ratio
Document requests	405	34%
Peripheral product information (packaging, expiration dates, insurance, etc.)	323	28%
Efficacy (efficacy, dosage and administration, pharmacology)	230	20%
Safety (side effects, etc.)	113	10%
Quality (quality, additives, stability, formulation changes)	99	8%
Requests	3	0%
Total	1,170	100%

Measures to improve quality of customer support

With the aim of further improving customer satisfaction, Meiji Seika Pharma has undertaken an external evaluation of over-the-phone customer support at its Medicine Support Center.

We are aiming to promote appropriate usage of our pharmaceutical products by offering prompt and accurate information at all times. Through this we hope to contribute to even better medical care.

- Medicine Support Center quality target: 70 points

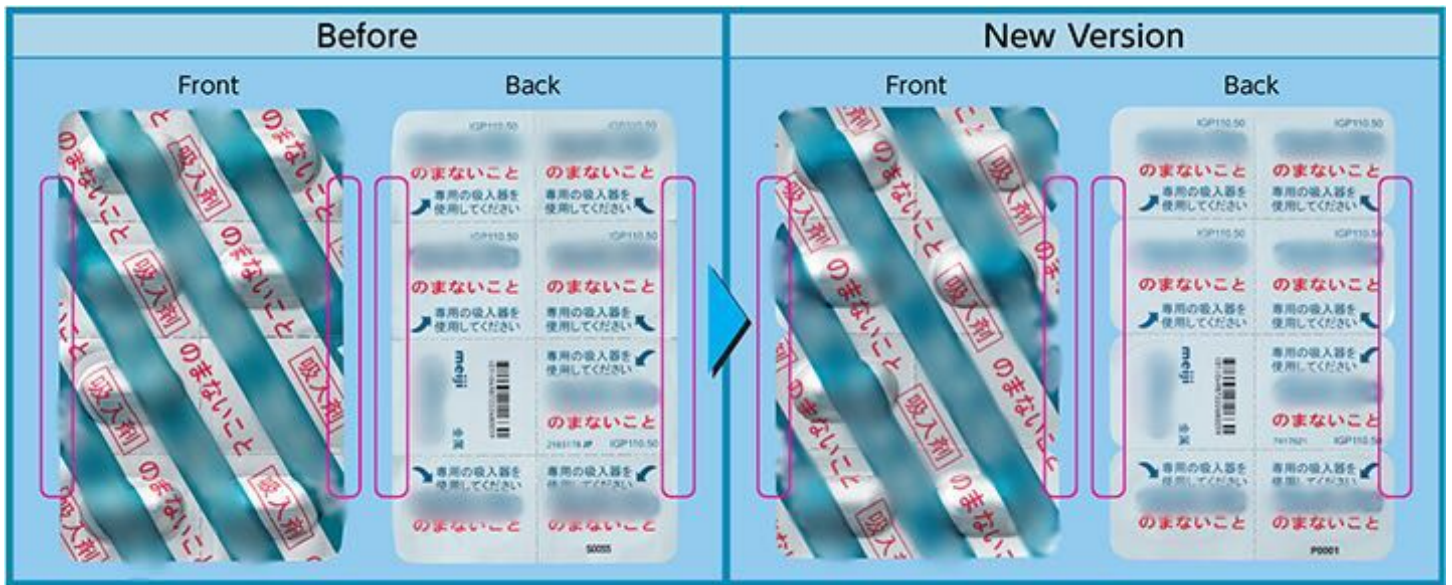
Medicine Support Center Evaluation Results

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
External evaluation score (out of 100 points)	79.6	80.2	75.1	76.8	76.0

Improved aluminum sheet used for packing inhalation capsules

We incorporated patient feedback, changing the specification for cutting V-notches in the aluminum sheet to improve usability.

We develop new products to ensure greater levels of customer satisfaction.



KM Biologics has altered the printed information for its hepatitis B Vaccine 0.5mL

When administering the 0.5mL hepatitis B vaccine to children under 10 years old it is possible to vaccinate two children with a single packet.* When vaccinating small children, for example during periodic vaccination, the vaccine lot number, expiration date, as well as the manufacturer name, are recorded in the mother and child’s health handbook. However, it is also possible to simply use the sticker appended to the product itself. We have received feedback that an extra sticker would be helpful, for use when administering the 0.5mL standard vaccine to two patients.

* Please make sure to adhere to any applicable warnings that come with the product.

<Details of improvement> The size of the stickers has been changed, and the number of stickers on each box has been increased from 6 to 8.

Adequate labeling is for customers simple to understand

The Meiji Group abides by the regulation and label products which is for customers simple to understand. The Meiji Group confirms the label on products adequate.



Red color	: Trademark Act
Orange color	: fair competition code (drinking milk)
Peach color	: FSC certified
Green color	: food labeling system, food labeling standards
Purple color	: Measurement Act
Olive	: Patent Act
Black	: Act on the Promotion of Effective Utilization of Resources
Aqua	: Product Liability Act

Initiatives for appropriate information disclosure

The Meiji Group complies with laws and corporate ethics in advertising and promotion activities, providing information based on fairly stated content and phrasing to prevent falsehoods or exaggerations. We conduct activities report based on our Pledge to be a customer-oriented company.

Promote Social Contribution

Social Contribution Activities policy

In January 2021 the Meiji Group created the Meiji Group Social Contribution Activities Policy. Our social contribution activities focus on three concepts: “activities to nurture people”, “activities to assist society”, and “activities to continue the world to the future”.

Our employees are helping to address various local issues, all the while contributing to sustainable development. It is our goal for each and every one of our employees to share a sense of participation in planning for society’s future.

[Meiji Group Social Contribution Activities Policy \(PDF 100KB\)](#)

Social Contribution Activities

Meiji Group is actively engaging in social contribution activities, based on our Social Contribution Activities Policy’s three core concepts of “activities to nurture people”, “activities to assist society”, and “activities to continue the world to the future”.

“Activities to nurture people”: We pursue activities in nutrition, food culture and sports to support the healthy growth and intellectual development of the children and youth who will be leaders of the future.

“Activities to support society”: We pursue activities needed to support the healthy and stable lives of people in local communities involved in our business activities.

“Activities to continue the world to the future”: We engage in activities to preserve the natural environment, conserve biodiversity, and encourage recycling of resources, looking ahead to the sustainable development and future of earth. We also engage in activities that support research and development tied to the creation of new health value.

Activities to Nurture People

Nutrition education activities

Our food education seminars at elementary and junior high schools began in 2005. These make use of both in-person guest teaching at schools, as well as online-lessons.



Activities to Support Society

The Meiji Happiness Fund

Established in March 2020, the Meiji Happiness Fund aims to raise awareness of sustainability, and instill a feeling of individual connection to social issues. The fund raises money twice annually through the generous, entirely voluntary participation of Meiji Group employees. In March 2021, 1,500 people from all across the Meiji Group took part. The funds raised were donated to help support medical workers continue their important activities in the face of the COVID-19 pandemic.



Cooperation with the All-Japan Food Bank Promotion Council

More and more families are facing food insecurity due to the COVID-19 pandemic. As a result, the needs of food banks have also grown.

Meiji Group wants to help put a smile on the face of these children and their families, which is why we work with the All-Japan Food Bank Promotion Council, donating confectionery for children around important times of year, such as Children's Day and Christmas.

Special infant formula business

We manufacture and supply a total of 18 types of special infant formula for babies born with congenital metabolism disorders that prevent them from drinking their mother's milk, or regular commercial powdered milk. These include registered special milk, which is officially registered with the Japan Cooperative Project on Special Formula and subsidized by Japan's Ministry of Health, Labour and Welfare, as well as other special formulas (non-registered, yet subsidized) designed for treatment of non-congenital metabolic disorders. We focus at all times on safe production and distribution.



Rare diseases drug for Dravet's syndrome treatment, *DIACOMIT*[®]

Dravet's syndrome is an intractable form of epilepsy occurring in infancy. The disease develops in one infant in every 40,000. The syndrome is a severe disease that has a major impact on patients and their families because it causes seizures, delays physical and mental development, and has a high mortality rate. As there was no effective drug for Dravet's syndrome treatment available, We launched *DIACOMIT*[®] Dry Syrup (oral suspension) and *DIACOMIT*[®] Capsule in 2012. We make efforts to provide accurate and timely information on the effectiveness and safety of this drug to healthcare professionals for the correct dosage to patients. Patients, their families, healthcare practitioners, and the government have high expectations for *DIACOMIT*[®], and they regularly express their gratitude to us for the drug.

<Voices of outside experts>

Meiji Group's efforts for children with intractable diseases.

Yushi Inoue, M.D.

Emeritus Director of Hospital Shizuoka Institute of Epilepsy and Neurological Disorders National Hospital Organization

A drug for the rare disease Dravet's syndrome, *DIACOMIT* has been prescribed to approximately 500 children since launch in 2012.

Covering all cases, we have collected high-quality post-marketing surveillance, a rarity for many drugs. Enlightenment tools have been developed to enable information provision that benefits illness understanding and treatment. Recently, I have the impression that it has become less difficult to manage the severe seizures associated with this illness, which may be attributable to the popularity of *DIACOMIT*. Special formulas are vital to the lives of children with intractable diseases. We are grateful that the company is responded to social needs by continuing to offer these products.

Donations to the United Nations Population Fund

We established a partnership with the United Nations Population Fund Kenya branch in November of last year, and took part in a project between January and March 2021 to support the economic empowerment of 200 women and girls in Kibera, Nairobi - the largest slum in Africa.



Activities to Continue the World to the Future

Paper Drink Carton Recycling Campaign

Our employees take part in the Paper Drink Carton Recycling Campaign twice annually. Through this campaign we are aiming to foster greater environmental awareness among our employees.



Biodiversity Conservation Activities

We are working together with various local governments and NPOs to conserve biodiversity, both in Japan and overseas. Our areas of activity include Meiji Group production sites, as well as the Meiji Group-owned “Meiji Group Nature Conservation Area Kumamoto Sunlight Forest.”



Sustainable Sourcing



Targets for Our Sustainable Sourcing Initiatives

Targets of the 2020 Medium-Term Business Plan (effective until March 31, 2021)¹

KPI	Result		
	FYE 3/2019	FYE 3/2020	FYE 3/2021
Increase procurement of sustainable cocoa to 100% of total by FYE 3/2027	-	-	Around 40%
Achieve 100% replacement with certified sustainable palm oil ² by FYE 3/2024	7%	21%	68%
Increase usage of FSC [®] or PEFC-certified paper and post-consumer paper to 100% of total usage by FYE 3/2021	55% ³	60%	77%

1. Scope of aggregation: Meiji Group consolidated subsidiaries

2. RSPO certified palm oil (Mass Balance supply chain model) As a proportion of all palm oil sourced at domestic and overseas Meiji Group production plants

3. Scope of aggregation: Consolidated domestic subsidiaries of Meiji Group excluding KM Biologics

FSC[®]: Forest Stewardship Council[®]

PEFC: Programme for the Endorsement of Forest Certification Schemes

Targets of the 2023 Medium-Term Business Plan (effective until March 31, 2024)¹

KPI	Target	
	FYE 3/2024	FYE 3/2027
Begin conducting a sourcing survey for suppliers for domestic Meiji Group companies by FYE 3/2022	Begin by FYE 3/2022	
Begin conducting a sourcing survey for suppliers for the major overseas Meiji Group companies by FYE 3/2023	Begin by FYE 3/2023	
Increase sourcing of sustainable cocoa to 100% of total by FYE 3/2027	65%	100%
Achieve 100% replacement with RSPO-certified palm oil ² by FYE 3/2024	100%	
Increase usage of eco-friendly paper to 100% of total usage by FYE 3/2024	100%	
Hold Meiji Dairy Advisory program (MDA) to support management of dairy farms 250 times a year, and a total of at least 1650 times by FYE 3/2024	400 times annually, accumulated total 2,150 times	

1. Scope of aggregation: Meiji Group consolidated subsidiaries

2. RSPO certified palm oil (Mass Balance supply chain model) As a proportion of all palm oil sourced at domestic and overseas Meiji Group production plants

Procure Raw Materials With Consideration Toward Human Rights and the Environment

Development of Responsible Supply Chain

Our Policy on Raw Material Sourcing

In recent years, there has been international demand for fair and free competition, fair transactions, and responsible sourcing. Therefore, we should fulfill our corporate social responsibility throughout the supply chain, including both the Group and our business partners. Also, we should address social issues such as child labor, forced labor, and environmental degradation. In the Meiji Group Procurement Policy, we commit to sourcing that considers human rights and the global environment. We will develop responsible sourcing with our business partners and strive to prevent and reduce risks.

We are continuously working to build a responsible supply chain, and in June 2020 we established the Meiji Group Supplier Code of Conduct. This code of conduct ensures that we and our suppliers are fulfilling our social responsibilities.

Additionally, the Meiji Group is engaged as an active member of Consumer Goods Forum (CGF). We are continuing talks with the goal of helping to resolve social issues such as human rights violations and environmental destruction.

Working to Build a Responsible Supply Chain

In recent years, there has been international demand for fair and free competition, fair transactions, and responsible procurement. We at the Meiji Group aim to fulfil our social responsibility by addressing social issues such as child labour, forced labour, and environmental destruction—not just in our own business, but throughout our entire supply chain.

Our goal is to realize a responsible supply chain built on sustainable sourcing initiatives, and consideration toward both human rights and the environment. In order to work together with our suppliers to realize this goal, we established the Meiji Group Supplier Code of Conduct in June 2020. This code of conduct is intended to raise awareness of the importance of compliance with laws and regulations, fairness, transparency, and anti-corruption efforts by sharing the concept of our Meiji Group Procurement Policy.

Additionally, from October 2020 we began conducting the Sustainable Sourcing Survey on Meiji Group's suppliers. The surveys make use of either the EcoVadis rating system, or Meiji's original rating system.

Using this survey, we will determine the presence or absence of human rights or environmental issues in our supply chain. If at any point Meiji Group identifies such issues, we will cooperate with our partners to address them.

<FY2020 Measures>

June 2020

-Meiji Group Supplier Code of Conduct established

-Distribution of the Code of Conduct to Meiji, Meiji Seika Pharma and KM Biologics's 563 suppliers

October 2020

-Meeting conducted for suppliers subject to the Sustainable Sourcing Survey (participating companies: 74)

-Sustainable Sourcing Survey conducted for Meiji, Meiji Seika Pharma and KM Biologics's 74 suppliers

<Breakdown of surveyed companies>

Companies answered using EcoVadis survey: 35

Companies answered using Meiji original survey: 39

The results were analyzed between January and March 2021.

We gave feedback from the survey results to our suppliers in May 2021. We will engage in sustained dialogue and cooperation with our suppliers concerning any points that need improvement, and work to address relevant social issues.

In the future, we plan to further expand the scope of companies surveyed. Through dialogue with our business partners based on the results of this survey, we will work towards building an even stronger, stabler supply chain.

Sourcing of Cocoa

The stable sourcing of high quality cocoa beans is an important issue for us as the global demand for cocoa expands. We implement sourcing with consideration toward human rights and the environment, cooperating with suppliers in accordance with the Meiji Group Procurement Policy and the Cocoa Procurement Guideline.

Also, Meiji Group supports cocoa-producing nations and farmers through the Chocolate and Cocoa Association in Japan, World Cocoa Foundation, and SMS-ECOM. In 2006, we began our own Meiji Cocoa Support program and have been deepening partnerships with cocoa-producing nations.

Additionally, we are supporting cocoa producing countries and farmers to produce sustainable cocoa in our capacity as a member of the World Cocoa Foundation (WCF). We are also supporting them through SMS-ECOM and the Chocolate and Cocoa Association of Japan, as well as through expanding Meiji Group's own farmer support program "Meiji Cocoa Support".

[Meiji Group Procurement Policy \(PDF 14KB\)](#)

[Cocoa Procurement Guideline \(PDF 11KB\)](#)

Sustainable cocoa bean sourcing

Since 2006, Meiji has been conducting the Meiji Cocoa Support program, which deepens partnerships with cocoa farmers overseas and supports the high-quality and sustainable production of cocoa beans. We have decided to expand the Support program and established a new target of 100% sourcing of sustainable cocoa beans (cocoa beans produced in regions where we provide support) by FY2026. As cocoa bean production regions and farmers are confronted with deforestation, child labor, and lack of cultivation techniques, we will solve these issues by achieving this sourcing target and contribute to sustainable cocoa bean production.



Lessons at cocoa farm

Link

[Chocolate and Cocoa Association of Japan](#) ↗

[World Cocoa Foundation](#) ↗

[SMS-ECOM](#) ↗

[Sustainability Video \(Meiji Cocoa Support\)](#)

Support cocoa farmers through meiji cocoa support

Meiji Cocoa Support was started in 2006 in Ghana. We have since expanded its activities to include Peru, Ecuador, Venezuela, Mexico, the Dominican Republic, Brazil and Vietnam. In 2019 we began activities in Madagascar, expanding to a total of nine countries.

Under Meiji Cocoa Support, Meiji employees visit these locations and meet directly with farmers. Through these valuable conversations we are able to better understand the various needs and issues faced by these communities, and thus provide targeted support.

We provide a wide range of support, from cocoa bean production support for farmers (fermentation technology guidance, cultivation technology seminars, establishment of a seedling center, etc.), to initiatives that improve the lives of cocoa producers (donating school supplies, building wells and other community infrastructure, etc).

Through these sorts of activities, we are improving the productivity of cocoa plantations, as well as helping to provide stability to farmers' lives. We will continue working to contribute to sustainable, eco-friendly cocoa bean production.

Support Cocoa Farmers Through Meiji Cocoa Support



Activities in Various Countries

Ghana	Well Donations	We have donated wells to ensure access to clean drinking water. These wells are also invaluable for raising seedlings
	Seedling Distribution	We are distributing seedlings of high-yield strains of cocoa, as well as tree seedlings for use in agroforestry to farmers, all free of charge.
	Farming Guidance	We are offering guidance on agricultural methods for adapting to climate change, as well as actions that can prevent deforestation, including agroforestry.
	Art Classes/ Chocolate Classes	These children's classes involve creating art themed around cocoa, and making chocolate using cocoa harvested in the children's own villages.
	Young Cocoa Farmer Award	With support from Ghanaian government bodies, we award the recipient of the annual Young Cocoa Farmer Award a gift of a vehicle for transporting cocoa and other materials.
Ecuador	We are offering support in improving cocoa bean quality through the introduction of Meiji proprietary fermentation methods. Additionally, we are donating pruning machinery, weeding machinery, protective clothing, sun protection hats, and other equipment necessary for farming.	
Venezuela	We are donating seedlings and cocoa fermentation boxes, as well as offering support in improving cocoa bean quality through the introduction of Meiji proprietary fermentation methods.	
Peru	We are setting up tool banks for lending equipment such as pruning and weeding machinery free of charge, as well as donating cocoa fermentation boxes in order to support farmers to produce stable crops of high-quality cocoa.	
Brazil	We are distributing fertilizer, and supporting the cultivation of cocoa through agroforestry, as well as offering support in improving cocoa bean quality through the introduction of Meiji proprietary fermentation methods.	
The Dominican Republic	We are offering support in improving cocoa bean quality through the introduction of Meiji proprietary fermentation methods. We are also maintaining and donating equipment and children's school supplies to community facilities such as hospitals and schools.	
Mexico	We are offering community support to areas that cultivate the rare white cocoa, such as through maintaining public parks and digital communications infrastructure. We are also supporting the preservation and cultivation of single-strain cocoa plantations.	
Vietnam	We are introducing production of high-quality cocoa beans through research and development aimed at bringing out the value of cocoa beans.	
Madagascar	We are offering fermentation technology support to cocoa farmers, with the aim of building a high-quality cocoa value chain. We are certified by the Japan International Cooperation Agency (JICA) as a JICA-SDGs Partner.	

Agroforestry Milk Chocolate Initiative

The production of cocoa as a raw material for chocolate causes serious social issues of natural environment destruction and loss of biodiversity through deforestation, as well as human rights issues such as child labor and forced labor. For the cultivation of cocoa beans, Cooperative Agrícola Mixta de Tomé-Açu (CAMTA) in Brazil, with whom Meiji has jointly performed quality research over 10 years, undertakes efforts for conservation of natural environment and ecosystems, using the Agroforestry method known as "agriculture to create a forest," where various types of agricultural and forestry crops modeled on natural ecosystems are grown in land wasted by deforestation.



Protecting Forests in Cocoa-producing Countries

Meiji has participated in the Cocoa & Forests Initiative (CFI)—an organization aiming to end deforestation and promote forest restoration and protection in the cocoa supply chain—since April 2017.

We have set out a five-year plan for 2018-2022, based on action plans published by the CFI on March 4, 2019. As part of Meiji Cocoa Support, we are working alongside both the Ghanaian government and related organizations to implement these plans.

Please see here for details on our activities

[2020 Progress Report by Meiji -Ghana- \(PDF 1010KB\)](#)

[2018-2019 Progress Report by Meiji -Ghana- \(PDF 3190KB\)](#)

[CFI Company Progress Report Tracking Table for Ghana \(PDF 121KB\)](#)

[Cocoa & Forests Initiative: Meiji's Initial Action Plan Narrative \(PDF 282KB\)](#)

[Summary Table of Meiji's Initial Action Plans for Ghana \(PDF 161KB\)](#)

Link

[Cocoa & Forests Initiative](#) ↗

JICA-SDGs Partner* Certification

With support from the Japan International Cooperation Agency (JICA), our activities in Madagascar, which began in 2019, have been made into an official project under the name "Necessary Steps for Building the Foundations of a Sustainable Cocoa Industry: Popularization, Verification, and Transformation into a True Business."



These activities have been acknowledged as contributing to the pursuit of SDGs. Additionally, Meiji has been certified by the JICA as a JICA-SDGs Partner.

Employees working with Madagascan cocoa farmers to understand their present conditions

Utilizing know-how built up over many years, we will enable the production and sale of high-quality cocoa, as well as establish the Madagascar cocoa industry as a truly sustainable industry.

* JICA-SDGs Partner is a certification given by the Japan International Cooperation Agency (JICA) to domestic companies or groups that have been recognized as working enthusiastically with the JICA to pursue SDGs.

Sourcing of Palm Oil

Palm oil is a plant-based oil derived from oil palms cultivated in the tropics, and is widely used in the production of processed foods. However, environmentally damaging development has led to deforestation and peatland destruction, as well as human rights issues in palm oil-producing countries such as Indonesia and Malaysia.

Our Palm Oil Procurement Guideline outlines our support for the NDPE Policy to No Deforestation, No Peat (i.e. no development in peatlands) and No Exploitation. Based on our Meiji Group Procurement Policy, we are committed to working with our business partners to fulfill our corporate social responsibility by engaging in eco-friendly sourcing of palm oil.

[Meiji Group Procurement Policy \(PDF 14KB\)](#)

[Palm Oil Procurement Guideline \(PDF 103KB\)](#)

Ratio of Certified Palm Oil*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Ratio of Certified Palm Oil (%)	0	1	7	21	68

* As a proportion of all palm oil sourced at domestic and overseas Meiji Group production plants

Shifting to Certified Palm Oil

Meiji Group joined the Roundtable on Sustainable Palm Oil (RSPO) in 2016. As of March 2021 thirteen of our domestic plants, as well as two of our overseas plants, have obtained RSPO supply chain certification. In the future, we will continue to push for RSPO certification, and also aim to shift entirely to RSPO-certified palm oil by FY2023.

Additionally, as a member of Consumer Goods Forum's (CGF) Japan Sustainability Local Group (JSLG) we are collecting and sharing data concerning certification systems, as well as issues at palm oil production sites. In 2019, we observed plantations in Malaysia—a major producer of palm oil.

Link

[RSPO Annual Communication of Progress \(PDF 168KB\)](#)



We visited plantations in Malaysia, a palm oil-producing country, twice in FY2019

Confirmation of Palm Oil Traceability

To ensure that deforestation, peatland development and exploitation are not occurring in the areas where we source palm oil, we are working to confirm the traceability of our palm oil from plantations all the way to oil extraction plants.

Link

[Meiji Group Palm Oil Mill List \(PDF 645KB\)](#)

Sourcing of Paper

Following the Meiji Group Procurement Policy and the Paper Procurement Guideline, we are working with our suppliers to procure paper raw materials for product and office use in ways that care for human rights and the environment.

[Meiji Group Procurement Policy \(PDF 14KB\)](#)

[Paper Procurement Guideline \(PDF 48KB\)](#)

Usage rate of FSC®-certified paper, PEFC-certified paper, and post-consumer paper*

	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	FYE 3/2021
Usage rate of FSC®-certified paper, PEFC-certified paper, and post-consumer paper (%)	-	-	55	60	77

* paper used in containers and packaging for products manufactured by domestic Meiji Group companies. KM Biologics was included in the calculation from FYE 3/2020.

Expanding Use of Eco-Friendly Paper

We are continuing to expand the use of FSC®* and PEFC-certified paper, as well as post-consumer paper for use in product containers, packaging, printing and copying.

Our target was to shift to using only eco-friendly paper raw materials for containers and packaging for domestically-made products by FY2020. While we were able to switch to nearly 100% within FY2020, our rate of switching for base annual usage is currently approximately 77%.

From FY2021 onwards we will further expand the scope to the entire Meiji Group, as well as to paper used in printing and copying (company information, various reports), for miscellaneous office uses (business cards, envelopes, paper bags, etc.), and for sales promotion materials.

* FSC® (Forest Stewardship Council®): a nonprofit organization dedicated to spreading responsible forest management across the world. They carry out an international system of certification.

Expanding usage of FSC®-certified paper in our mainstay products

We are making use of eco-friendly paper in many of our products, including "Meiji Oishii Gyunyu 900ml," "Kinoko no Yama," and "Takenoko no Sato."



Additionally, Meiji Co., Ltd. obtained COC certification (License number: FSC®-C159538)* for our yogurt and chocolate production processes in October 2020, with the goal of increasing our usage of FSC®-certified paper.

* Chain of Custody (COC) certification is a certification system that ensures products are appropriately managed and processed during processing and distribution. It includes products using Forest Management (FM) certified wood from forests and other raw materials that lead to appropriate use of forest resources.

Link



Sourcing of Raw Milk

We implement sourcing with consideration toward human rights, environment and animal welfare, cooperating with suppliers in accordance with the Meiji Group Procurement Policy and the Raw Milk Procurement Guideline.

As a member of the Global Dairy Platform (GDP) and the Japan National Committee of International Dairy Federation (JIDF), Meiji is working to realize a sustainable dairy industry, and to exhibit the health value of dairy products.

[Meiji Group Procurement Policy \(PDF 14KB\)](#)

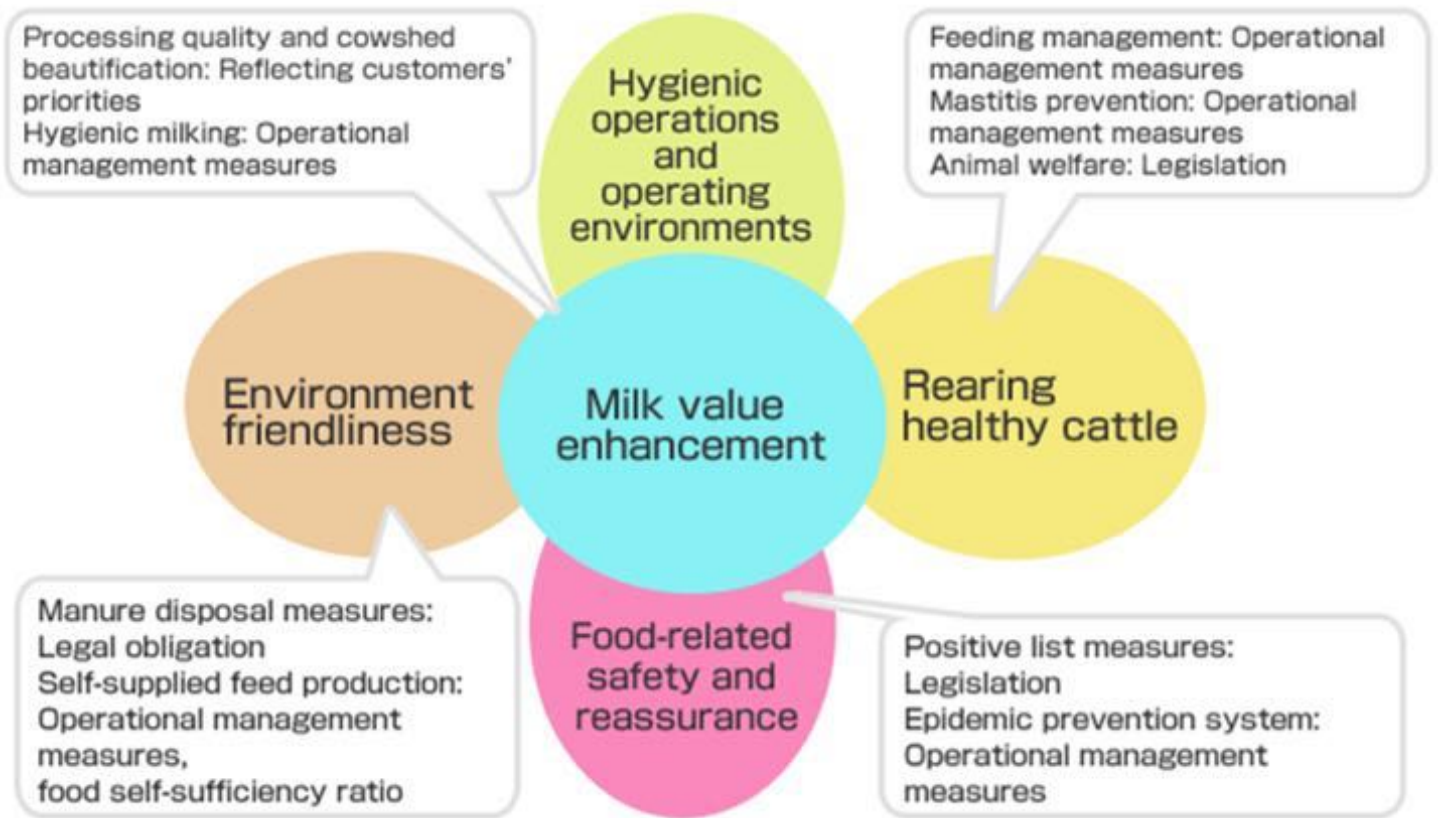
[Raw Milk Procurement Guideline \(PDF 131KB\)](#)

Initiative in Accordance With the Raw Milk Sourcing Guideline

We established the Raw Milk Procurement Guideline in October 2019 and upheld feeding management that considers the "Five Freedoms" animal welfare policy. In addition to responding to ethical considerations, we will drive the sustainable development of dairy farming and the dairy industry in cooperation with relevant parties.

Drinking Milk and Dairy Products Created Through Cooperation with Dairy Farmers

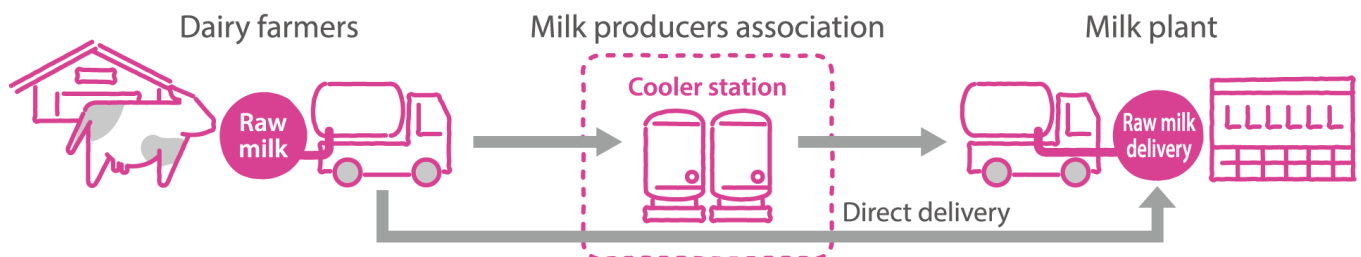
Raw milk, the raw material used to make drinking milk, is milked from healthy cows. The quantity and quality of raw milk is greatly influenced by temperature, humidity and feed. Our dairy managers work closely with local farmers and agricultural cooperatives to ensure stable access to high-quality raw milk. Hygiene is critical to the production of good-quality raw milk.



Production, Distribution and Quality Assurance

By closely working with dairy farmers, the Meiji Group is supporting stable and high quality milk production in order to deliver our customers delicious and quality milk.

Raw milk delivery and quality control



Initiatives for stable procurement of premium quality raw milk

Production sites

- Check feed and environment for breeding cows
- Hold seminars for the milk producers association on raw milk flavor

Receiving at plants

- Train taste testers and ensure thorough incoming inspections

Research laboratory

- Physical and chemical analysis of properties and ingredients for maintaining and improving quality
- Conduct taste assessment and disseminate information
- Technology development for more accurate and quicker inspections

Traceability of raw milk

We can 100% guarantee the traceability of the raw milk we receive. (FY2020 domestic and overseas Meiji Group consolidated subsidiaries)

Initiatives for stable sourcing of premium quality raw milk

Production sites

- Check feed and environment for breeding cows
- Hold seminars for the milk producers association on raw milk flavor

Receiving at plants

- Train taste testers and ensure thorough incoming inspections

Research laboratory

- Physical and chemical analysis of properties and ingredients for maintaining and improving quality
- Conduct taste assessment and disseminate information
- Technology development for more accurate and quicker inspections

Support dairy farmers using our unique operations support for producers

In the domestic dairy farming industry, strengthening the foundation of raw milk production is a real issue. We at the Meiji Group are working to address such issues through our farm management support program the Meiji Dairy Advisory (MDA).

The MDA carries out activities designed to support sustainable farm management, and to ensure everyone involved on all sides can work and grow together. Not only does it help farmers improve their farms' productivity, but it promotes an environment where employees can approach their jobs every day with a sense of fairness and purpose.

For a specific example, Meiji Group specialist staff work together with managers to lay out a picture of how their farms should operate (including principles, vision, and targets). They support the organizing of meetings designed to answer questions such as "what do I need to do to meet my targets", and "what kinds of things do I need to check".

<An Example of MDA Activities>



Held a "Kickoff Meeting" for managers to inform employees of the new year's targets.



Held a "Foreign Intern Study Group" to help foreign employees acquire necessary skills.



Performed on-site "Improvement Activities" with dairy farmers to check the health condition and feeding behavior of their dairy cows.

Through the MDA we are promoting a work environment where dairy farm employees can feel a sense of purpose by making improvements at their farms. We aim to help each and every dairy farm employee approach their day-to-day work with an awareness of relevant issues, as well as a sense of independence and cooperation.

<Activities up to now>

Participating dairy farms: 50 farms nationally

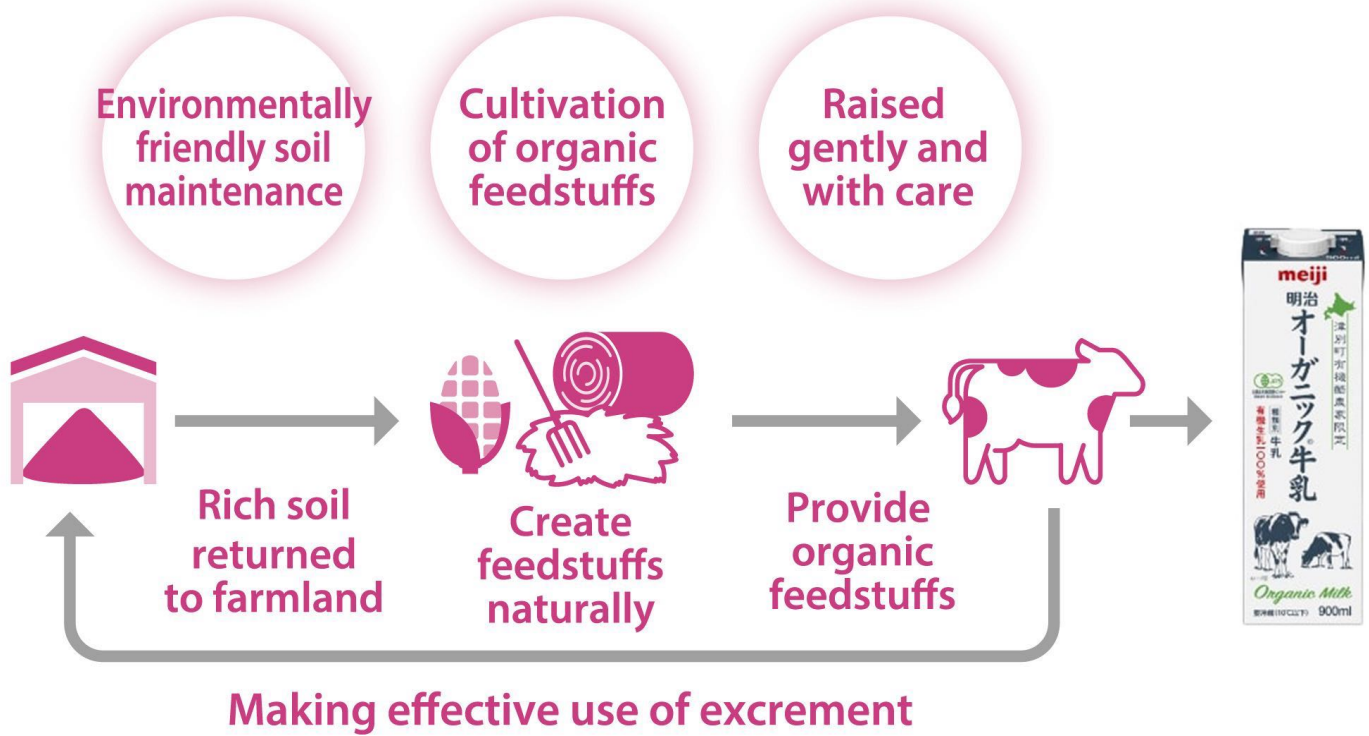
Visits to farmers: 948

In May 2021 we adopted a KPI to carry out Meiji Dairy Advisory (MDA) activities 280 times annually, and to carry out activities a total of 1,800 times by FY2023. We will continue expanding these activities, in order to contribute to realizing sustainable raw milk production.

An Example of Activities Pushing for Sustainable Development of the Dairy Farming Industry (Meiji Organic Milk)

Meiji Organic Milk, our special milk product, is certified under Japan Agricultural Standard (JAS) for Organic Agricultural Products. We use only raw milk from cows raised on the basis of organic farming methods at a designated ranch in the town of Tsubetsu, Abashiri District, Hokkaido Prefecture.

Meiji began examining the development of drinking milk that is friendly to both the cows and the environment from 1997. Accordingly, we started developing organic drinking milk in collaboration with dairy farmers in Tsubetsu, where they were practicing environmentally conscious circular dairy farming at the time. After much trial and error, five farmers obtained JAS for Organic Agricultural Products certification in 2006, and we began selling Meiji Organic Milk, our specially prepared drinking milk. The organic farming is the foundation for Meiji Organic Milk; cows are reared with environmentally friendly feedstuffs in a cow friendly environment. The Meiji Group will provide the value of new drinking milk to our customers while supporting dairy farming that is friendly to both the environment and the cows' health.



Organic Dairy Farmers Share Their Story

After receiving the proposal from Meiji, and realizing that we should practice environmentally conscious dairy farming, we began working to produce organic drinking milk. We didn't have any know-how at the beginning, and we struggled to produce feedstuffs without chemical fertilizers and agricultural chemicals. But now that things are going smoothly, we believe more than ever that organic farming is meaningful. Therefore, we would like to continue our efforts to produce organic drinking milk with Meiji.

And we hope that someday customers will purchase drinking milk because it is made from raw milk produced in a way that is friendly to both the environment and the cows.



Mr. Kenichi Ishikawa and his wife
Chairman, Tsubetsu Organic Dairy Farming Society

Initiatives for Sustainable Sourcing

Stable Supply of Agricultural Chemicals and Veterinary Drugs

Our presence in agrochemicals and veterinary drugs contributes to the stable supply of safe and reliable agricultural, livestock, and marine products, as well as improves productivity around the world.

ZAXA Non-Selective Foliage Herbicide

Zaxa Liquid is a highly-effective long-lasting herbicide suitable for a variety of plants. The main constituent of ZAXA is a type of amino acid commonly found in nature. As a result, this herbicide has minimal effect on soil and has been recognized as highly safe for livestock.



R&D on New Agricultural Chemicals and Veterinary Drugs That Protect the Environment

Our research and development of agricultural chemicals and veterinary drugs produces ground-breaking products that are eco-friendly and very safe. These products additionally contribute to human prosperity by developing global agriculture and stabilizing food production.

R&D of Agricultural Chemicals

Afidopyropen / ME5343 (insecticide)

Afidopyropen provides highly effective control of insect pests such as aphids, whiteflies and psyllids which have developed serious resistances to the existing insecticides. Furthermore, Afidopyropen is highly safe for mammalian and natural environments. Therefore, Afidopyropen can be one of the most important tools for pests control in the next generation.

Afidopyropen was discovered through a collaboration between Meiji and Kitasato Institute, Prof. Satoshi Omura group. Based on a license



agreement between Meiji and BASF in May 2010, BASF is developing exclusively in all countries except for parts of Asia.

Afidopyropen was registered in Australia, India and the United States in 2018, and in Canada and China in 2019. Afidopyropen's registration will also be approved in Mexico and Argentina in the near future.

Afidopyropen was registered as an agricultural chemical in Australia, India and the US in 2018, as well as in Canada, China, Mexico and Argentina in 2019. In the future, we plan for it to be registered as an agricultural chemical in Brazil, and in several countries in Asia.

Afidopyropen is a new pesticide created by joint research between Meiji Seika Pharma and the Kitasato Institute. Based on a joint licensing contract signed between Meiji Seika Pharma and BASF in May 2010, BASF is continuing with exclusive development around the world (excluding some parts of Asia).

[News release \(PDF 64KB\)](#)

Fenpicoxamid / ME5223 (fungicide)

Fenpicoxamid is a silver bullet against wheat leaf blight, which is highly resistant to many fungicides, and rapidly degrades in the environment while maintaining its long-lasting effect.

After joint development with Dow AgroSciences, LLC, Fenpicoxamid was registered as an agricultural chemical for use on wheat in France in 2020, and in the United Kingdom in 2021

Fenpicoxamid will also be approved in other European countries in coming years.



Flupyrimin / ME5382 (insecticide)

Flupyrimin is not only highly effective for sucking pests and chewing pests but also highly safe for beneficial insects such as bees and has a low environmental impact. Flupyrimin was registered in Japan in 2019 and is contributing to rice cultivation along with Oryzematé.

In India, Flupyrimin is also expected to save labor with one-shot protection against plant hoppers and stem borers. Flupyrimin's registration was submitted to an authority in India in 2019.

Link

[News release \(PDF 48KB\)](#)

Collaboration

The Meiji Group collaborates with UN agencies and other relevant organizations.



Global Initiatives

United Nations Global Compact

Meiji Holdings became a signatory to the United Nations Global Compact in April 2019. The Global Compact provides an international framework for member companies and organizations to help build a sustainable world by exercising responsible leadership and developing innovative solutions. The Meiji Group is carrying out a wide range of initiatives aligned with the compact's Ten Principles in its four areas of Human Rights, Labour, Environment, and Anti-Corruption.



[UN Global Compact](#) ↗

The Consumer Goods Forum

Since 2009, Meiji has been a member of The Consumer Goods Forum, an international association of major retailers, consumer product manufacturers, and food producers. In the forum's Japan Sustainability Local Group, the company actively participates in working groups involved in promoting human rights and sustainable palm oil production, as well as reducing food loss.

[The Consumer Goods Forum](#) ↗

Roundtable on Sustainable Palm Oil

Since 2016, the Meiji Group has been a member of the Roundtable on Sustainable Palm Oil, a not-for-profit that develops and implements global standards for sustainable palm oil aimed at minimizing environmental impacts and bringing economic benefits to communities in palm oil-producing regions.

[Roundtable on Sustainable Palm Oil](#) ↗

World Cocoa Foundation

Since 2006, Meiji has been a member of the World Cocoa Foundation. The NGO's vision is "a thriving and sustainable cocoa sector, where farmers prosper, communities are empowered, and the planet is healthy." The company also joined the foundation's Cocoa & Forest Initiative, launched in 2017, which is working to stop deforestation and restore forest areas in cocoa growing regions.



[World Cocoa Foundation](#) ↗

[Cocoa & Forest Initiative](#) ↗

Global Dairy Platform

Meiji has been a member of the Global Dairy Platform (GDP) since 2013. GDP encourages the appropriate intake of nutrient-rich dairy foods while demonstrating the dairy sector's role in sustainable agriculture. Kazuo Kawamura, president of Meiji Holdings, joined the GDP's Board of Directors in June 2019, and has been actively involved in its efforts to promote sustainability and the health benefits of dairy products.

[Global Dairy Platform](#) ↗

International Dairy Federation

Meiji is a member of the Japanese National Committee of the International Dairy Federation, a non-profit organization that works to ensure high-quality milk production and dairy product development while facilitating international cooperation among the world's most highly respected dairy sector scientists in numerous areas of expertise. The Group's participation began in 1956 when Japan joined the IDF. In recent years, Meiji has been actively engaged in discussions and planning related to dairy sector sustainability, nutrition and health, food safety and quality, dairy product standards, and other important topics for the sector.

[International Dairy Federation Japanese National Committee](#) ↗

Task Force on Climate-related Financial Disclosures

Meiji Holdings has been a supporter of the Task Force on Climate-related Financial Disclosures (TCFD) since 2019, and follows its recommendations on climate-related scenario analysis and information disclosure. The company has also joined the TCFD Consortium, which was established by the Japanese government to facilitate cooperation among domestic companies and financial institutions that support the TCFD.



[Task Force on Climate-related Financial Disclosures](#) ↗

Science Based Targets Initiative

Meiji Holdings committed to the Science Based Targets initiative (SBTi) in February 2021, and acquired certification in October 2021. In an effort to reduce greenhouse gas emissions, the SBTi calls on companies to set targets over the next 5 to 15 years to help achieve the goal of the Paris Agreement to limit global temperature rise to well below 2° Celsius above pre-industrial levels, and to take action to limit the rise to 1.5° Celsius. The SBTi evaluates companies to ensure they have aligned their targets for reducing greenhouse gas emissions with the goal of the Paris Agreement.

[Science Based Targets](#) ↗

Initiatives in Japan

Japan Climate Initiative

Since 2019, Meiji Holdings has been a member of the Japan Climate Initiative, a network of companies, local governments, NGOs and other organizations in Japan that are actively involved in combatting climate change. The initiative creates opportunities for its members to share information about relevant strategies and solutions with the goal of accelerating the transition to a decarbonized society.



[Japan Climate Initiative](#) ↗

Green Value Chain Platform

In 2019, Meiji Holdings joined a network of companies aiming to decarbonize their operations as part of the Japanese government's Green Value Chain Platform. The network promotes the decarbonization of the economy in tandem with corporate growth by facilitating dialogue among companies that are either formulating or have set goals in line with the Paris Agreement, and companies that can offer solutions for achieving such goals.

[Green Value Chain Platform](#) ↗

Sustainability Consortium for Agriculture, Forestry, Fisheries and Food

Meiji Holdings is a member of the Sustainability Consortium for Agriculture, Forestry, Fisheries and Food, an organization set up by the Japanese government to help achieve the UN's Sustainable Development Goals by promoting sustainable production and consumption of agricultural and marine products. Through this membership, the Meiji Group is working to ensure that food products are produced and consumed more sustainably in Japan.

[Sustainability Consortium for Agriculture, Forestry, Fisheries and Food](#) ↗

Participation in Trade Organizations

As of March 2021

Segment	Trade Organization	Role
Food	Japan Dairy Association	Director
	Japan Dairy Industry Association	Vice-Chair
	Japanese Association of Fermented Milks and Fermented Milk Drinks	Vice-Chair
	Japan Ice Cream Association	Vice-Chair
	All Nippon Kashi Association (ANKA)	Chair
	Chocolate and Cocoa Association of Japan	Vice-Chair
	Japan Frozen Food Association	Chair
	Committee for Milk Container Environmental Issues	Chair
	Japan Care Food Conference	Vice-Chair
Pharmaceutical	Federation of Pharmaceutical Manufacturers' Associations of JAPAN	Director
	Japan Pharmaceutical Manufacturers Association (JPMA)	Director
	Japan Association of Vaccine Industries	Director
	Japan Association of Blood Preparations	Director
	Japan Veterinary Products Association	Director

Governance



Governance at Meiji is the foundation that enables all of our group companies to thrive. Learn about our governance team, policies and approaches below.

**Directors and
Audit &
Supervisory
Board Members**

[LEARN MORE](#)

**Annual General
Meeting**

[LEARN MORE](#)

Corporate Governance

[LEARN MORE](#)

Compliance

[LEARN MORE](#)

Risk Management

[LEARN MORE](#)



Corporate Governance

Basic Approach

The Meiji Group's (the Group) philosophy is to brighten customers' daily lives as a corporate group in the Food and Health fields. We do this with the goal of continuing to find innovative ways to meet our customers' needs, today and tomorrow. In this way, we aim to achieve sustainable growth and increase corporate value over the medium- to long-term.

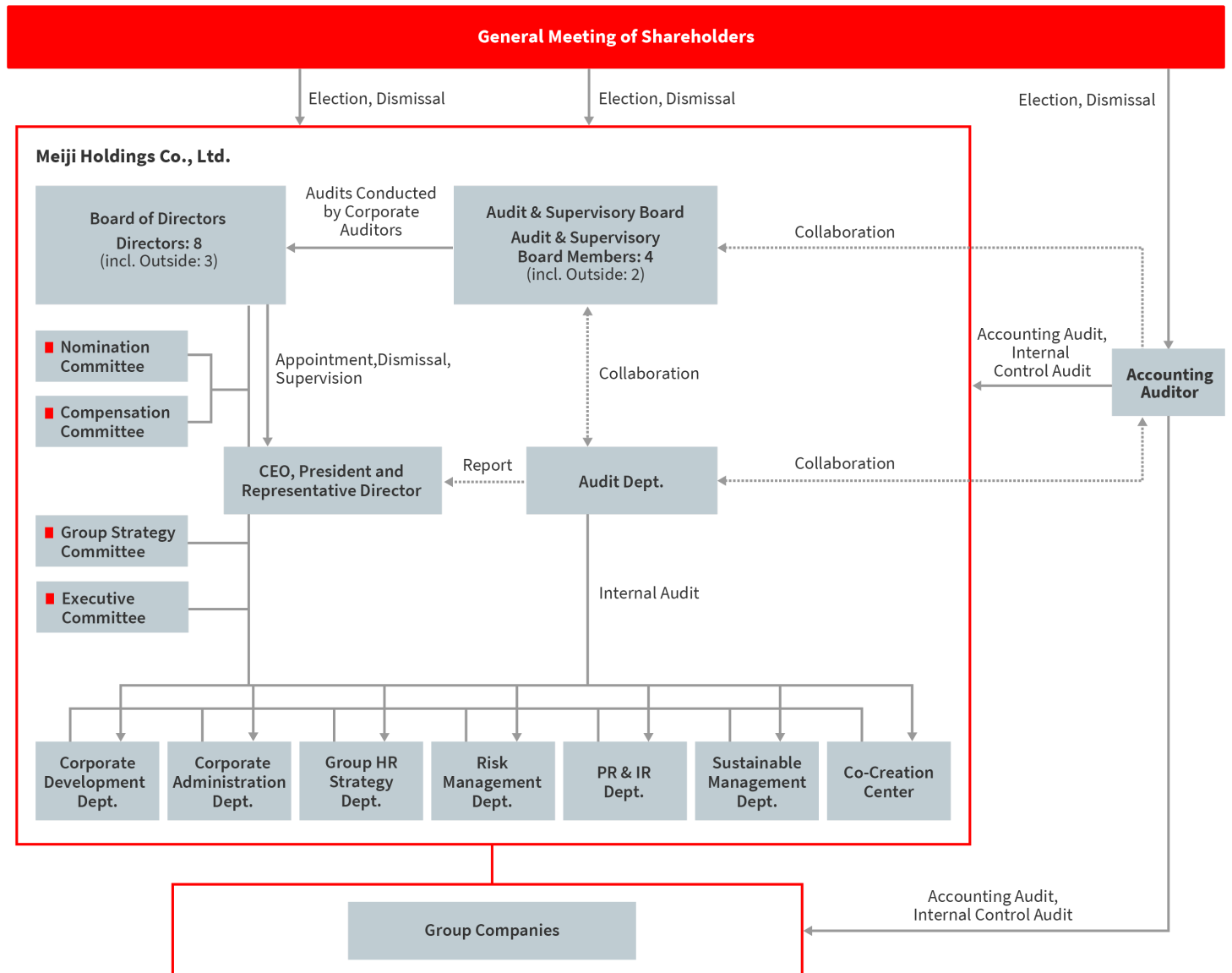
The Group has created and implements a Group governance structure, which includes our Board of Directors, to promote the realization of medium- and long-term corporate strategy outlined based on our Group Philosophy. The Company is with Audit & Supervisory Board members. The Board of Directors' oversight and Audit & Supervisory Board members' auditing heighten the objectivity and transparency of business management. Our Board of Directors is comprised of diverse directors. The Board deliberates and decides major Group matters, and appropriately monitors to ensure implementation. To improve the efficacy and transparency of the Board of Directors, we have established a system for reflecting the opinions of independent outside directors in management.

On the other hand, concerning business execution, the Company has introduced Chief Officer system to strengthen group management. Serving in the highest positions of responsibility within the Group, Chief Officers supervise and oversee Group business or functions. To promote Group strategy, our Group Strategy Committee, which is comprised of Chief Officers, outlines the direction of important Group matters. Executive Committee, which is chaired by the CEO (Chief Executive Officer) & President, deliberates and decides on important matters concerning strategy implementation, and ensures the rapid and appropriate implementation of operations.

[See Corporate Governance Policy \(PDF 659KB\) for more information.](#)

[See Corporate Governance Report \(PDF 1,035KB\) for more information.](#)

Corporate Governance System



Functions and Roles of Respective Committees

Board of Directors

Members: 3 independent outside directors (including two females) , 5 internal directors

Structure:

- While considering diversity such as their nationality, gender, or age, at least one-third of Board of Directors shall be independent outside directors.
- Director candidates are chosen considering diversity such as their nationality, gender, or age, and are nominated for their advanced knowledge and expertise in fields needed to realize the Meiji Group Vision 2026. These fields include areas such as business strategy, global business, sales and marketing, finance and accounting, HR/labor/personnel development, legal affairs, and corporate communications.
- The Board of Directors should be consist of managing directors to oversee core operations, executives to manage operating companies, and non-executive directors including at least one-third of independent outside directors. Currently the number of Board of Directors would be around 10.

Role: To formulate and pursue Group-wide strategies, oversee the management of operating companies, and carefully monitor the effectiveness of managers and directors from an independent and objective perspective, with a view to making the Group Philosophy a reality, contributing to the Group's sustainable growth and corporate value over the medium- to long-term, and improving profitability and capital efficiency.

Scope of delegation to management teams: Vital matters outlined by law, the Articles of Incorporation, and the Rules of the Board of Directors. Vital matters include overall Group direction and major investment proposals. The execution of businesses and operations outlined by the Board of Directors should be delegated to management teams in accordance with the Group Company Management Regulations and Work Regulations. The Board of Directors will receive periodic reports and review them.

Auditing Structure and Audit & Supervisory Board

Independent auditor	Ernst & Young ShinNihon LLC
Audit department (internal auditing)	Audit Department
Principal meetings auditors attend	Board of Directors, Executive Committee, Audit & Supervisory Board, Audit Department Liaison Meeting, and others

Structure:

- Audit & Supervisory Board: In principle, one regularly scheduled meeting shall be held monthly in accordance with Audit & Supervisory Board Regulations.
 - Audits by the Audit & Supervisory Board: The Audit & Supervisory Board will consist of four Board members, of which two must be outside Audit & Supervisory Board members.
 - Internal audits: Conducted by dedicated staff from the Audit Department.
 - Accounting audits: Designates Ernst & Young ShinNihon LLC.
Efforts to enhance and improve the audit functions of audits by the Audit & Supervisory Board:
 - Assign dedicated staff to assist with Audit & Supervisory Boards' tasks.
 - Audit & Supervisory Board members are encouraged to attend important meetings such as Board of Directors' meetings and Executive Committee meetings.
 - Provide periodic reports and distribute important documents to the Audit & Supervisory Board
- Audit & Supervisory Board Members: 2 outside audit & supervisory board members, 2 internal audit & supervisory board members

Nomination Committee

Members: 3 independent outside directors, 1 internal directors

Role: Deliberating on appointments and dismissals of directors and executive officers

* For reasons for appointment of directors and auditors, refer to the notice of convocation.

[See the Notice of the 12th Ordinary General Meeting of Shareholders \(PDF 187KB\) for more information.](#)

Compensation Committee

Members: 3 independent outside directors, 1 internal directors

Basic approach to structure: Compensation Committee should be comprised of independent outside directors and internal directors. At least half of members must be outside directors.

Role: Evaluating the performance of directors and executive officers, confirming compensation amounts, and reporting to the Board of Directors.

Evaluating revisions to the directors' compensation system and reporting on its deliberations to the Board of Directors, as necessary.

* Refer to "Director Compensation" for details.

Executive Committee (convenes twice a month in principle)

Members: Directors and executive officers

Role: Advisory body to the president and representative director

Function: Deliberating general important matters concerning operational implementation

Group Strategy Committee (convenes once a month in principle)

Members: Members designated by the CEO, President and Representative Director

Role and function: Determining the direction of critical matters such as the Group's general vision, business plan, business policy, and the distribution of management resources

Business Management System Features

The Company is strengthening its corporate governance structure through the following initiatives.

1. Appointment of three outside directors and two outside audit & supervisory board members, all of whom are designated as independent directors
2. Limitation of the term of service for directors to one year
3. Introduction of an executive officer system to separate business execution and audit functions and to accelerate management decisions while clarifying management responsibility
4. Introduction of Chief Officer system to strengthen group management. Serving in the highest positions of responsibility within the Group, Chief Officers work in line with basic management policies outlined by the Board of Directors to supervise and oversee Group business or functions.
5. Appointment of two female directors
6. Once a year, the Company analyzes and evaluates the effectiveness of the Board of Directors as a whole, taking into consideration the results of surveys on the role and management of the Board of Directors and problems or issues that the Board faces, including a self-evaluation questionnaire submitted by members of the Board of Directors. The Company then takes remedial measures to address any issues highlighted in the surveys. We work to improve the efficacy of the Board of Directors by having third-party assessments conducted approximately once every three years to evaluate the efficacy of the Board of Directors.
7. We are conducting individual meetings between the Chairperson of the Board and independent outside directors. Using a self-assessment survey, these meeting participants discuss how to improve the Board of Directors as well as issues and measures for further improving efficacy.

Organizational structure	Company with audit & supervisory board
Chairman of the Board of Directors	President and representative director
Directors	8 (including 3 independent outside directors)
Audit & supervisory board members	4 (including 2 outside audit & supervisory board members)
Appointment of independent directors	5 (Outside directors, outside audit & supervisory board members)
Number of times the Board of Directors convened in fiscal 2020	16
Number of times the Audit & Supervisory Board convened in fiscal 2020	15

Evaluation of Board of Directors

- The Board of Directors will annually analyze and evaluate its own effectiveness/performance.
- The evaluation method is a self-evaluation by Board of Directors' members (directors and Audit & Supervisory Board members) using a survey sheet. Since FYE March 2020, we adopted individual meetings between the Chairperson of the Board and independent outside directors as a new approach for evaluation of the Board of Directors.
- The results are analyzed and assessed to improve the effectiveness of the Board of Directors.
- The most recent evaluation analysis results indicate that the Meiji Holdings' Board of Directors is functioning effectively.
- We work to improve the efficacy of the Board of Directors by having third-party assessments conducted approximately once every three years to evaluate the efficacy of the Board of Directors.

Training for Directors, Audit & Supervisory Board Members, and Executive Officers

Meiji Holdings provides directors, Audit & Supervisory Board members, and executive officers with opportunities as necessary to further their understanding of their expected roles and duties, and opportunities to acquire required knowledge.

(Expected roles and duties)

Legal responsibility, corporate governance, compliance, risk management, etc.

(Required knowledge)

Group operations, organizations, financial status, etc.

Criteria for Independence

Meiji Holdings requires that independent outside directors and outside Audit & Supervisory Board members not being applicable to any of the following.

- (1) An executive director of Meiji Holdings or its subsidiary.
 - (2) An executive director of the Meiji Holdings parent company or a fellow subsidiary of the Meiji Holdings parent company.
 - (3) A party^(Note1) for whom Meiji Holdings is a major transaction partner or an executive director of said party, or a major transaction partner^(Note2) for Meiji Holdings or an executive director of said party.
 - (4) A consultant, accounting specialist, or legal specialist earning major monetary amounts or other assets from Meiji Holdings other than director's compensation^(Note3) (If the party earning said assets is a corporation, union, or other organization, this shall refer to persons associated with said organization).
 - (5) A party who was applicable to (1) during the 10-year period prior to selection.
 - (6) A party who was applicable to (2) through (4) during the 1-year period prior to selection.
 - (7) A relative within second degree of kinship to a party (excluding non-executives) who is currently applicable to (1) through (4) or who was applicable during the 1-year period prior to selection.
1. A "party for whom Meiji Holdings is a major transaction partner" shall refer to a party who received payments from Meiji Holdings equal to or exceeding 2% of said party's total annual consolidated net sales or 100 million yen, whichever is higher, during the most recent fiscal year.
 2. A "major transaction partner for Meiji Holdings" shall refer to a party who made payments to Meiji Holdings that were equal to or exceeded 2% of our total annual consolidated net sales during the most recent fiscal year.
 3. "A consultant, accounting specialist, or legal specialist earning major monetary amounts or other assets from Meiji Holdings other than director compensation" shall refer to a party who received monetary payments or assets other than director's compensation from Meiji Holdings of a value equal to or exceeding 2% of said party's consolidated net sales of 10 million yen, whichever is higher, during the most recent fiscal year.

Multiple Positions as Independent Outside Director

When an independent outside director will hold the position of director at multiple listed companies, the number of positions must not exceed the amount appropriate for ensuring the ability to secure the time and labor required to execute the roles and responsibilities as a director or Audit & Supervisory Board member of Meiji Holdings.

Transactions between Related Parties

- When a director or Audit & Supervisory Board member of Meiji Holdings or a major operating company seeks to conduct a transaction with Meiji Holdings or a major operating company, said transaction shall require the approval of the Board of Directors.
- The transaction status of approved transactions must be reported to the Meiji Holdings Board of Directors.

Details of the Compensation of Directors and Audit & Supervisory Board Members

(FYE 3/2021)

Officer category	Remuneration	Monetary compensation				Stock compensation	
		Base compensation		Performance-linked compensation		Total	Number of officers
	amount	Total	Number of officers	Total	Number of officers		
Directors (other than outside directors)	¥285 million	¥142 million	7	¥106 million	5	¥37 million	5
Audit & Supervisory Board members (other than Audit & Supervisory Board members)	¥55 million	¥55 million	2	-	-	-	-
Member of the Board (Outside)	¥43 million	¥43 million	3	-	-	-	-
Audit & Supervisory Board Member (Outside)	¥26 million	¥26 million	2	-	-	-	-
Total	¥410 million	¥267 million	14	¥106 million	5	¥37 million	5

Note 1. As per the resolution of the 1st Ordinary General Meeting of Shareholders held on June 29, 2010, the amount of remuneration for directors is capped at 1 billion yen per year (not including the employee portion of remuneration for directors who concurrently serve as employees).

- Note 2. As per the resolution of the 1st Ordinary General Meeting of Shareholders held on June 29, 2010, the amount of remuneration for Audit & Supervisory Board members is capped at 300 million yen per year.
- Note 3. We have introduced a transfer-restricted stock compensation plan for directors other than outside directors. As per the resolution of the 8th Ordinary General Meeting of Shareholders held on June 29, 2017, the amount of remuneration under this plan is capped at 200 million yen per year.
- Note 4. The amounts for monetary/stock remuneration indicates the amount appropriated (recorded in expenses).

Nomination and Compensation

Directors

(Nomination Policy)

- Internal director candidates: Requires vast experience and expert knowledge as well as management judgment skills and an excellent character. Elect executive directors for major operations and executives of operating companies.
- Independent outside director candidates: Requires an objective and multifaceted perspective on management, and satisfies our criteria for judging independence.
Elect persons with the character, knowledge, and skills required to fulfill the role of an outside director.

(Nomination Method)

Nominated annually via a resolution by the Board of Directors following deliberation by the Nomination Committee.

(Compensation Structure in FYE March 2021)

Compensation for directors other than outside directors comprises the following:

1. Base compensation
A fixed amount that reflects the director's status and responsibilities
2. Performance-linked compensation
An amount that varies according to the company and the director's performance in the preceding fiscal year, and thus provides an incentive over the short term.
3. Stock-based compensation
Compensation that is linked with the Company's stock performance, and thus provides an incentive over the medium-to-long term.

Base compensation and performance-linked compensation are paid in cash. Stock-based compensation takes the form of transfer-restricted stocks.

The ratio between the fixed component (base compensation) and variable component (performance-linked compensation + stock-based compensation) of the total remuneration is approximately 60:40.

For outside directors, who are not involved in the execution of business, the Company pays fixed compensation only; no incentive remuneration is paid.

To ensure objectivity and transparency in the process for determining the above remuneration system and the levels of remuneration, the Board of Directors determines the amounts separately based on the recommendations of the Compensation Committee, which is composed of four members: three outside directors and one internal director.

(Compensation Structure from FYE March 2022)

In line with the start of our 2023 Medium-Term Business Plan, we revised our directors' compensation system to further align the system with its intended objectives by linking compensation to the core benchmarks outlined in the 2023 Medium-Term Business Plan.

Compensation comprises the following:

1. Base compensation

A fixed amount that reflects the director's status and responsibilities

2. Performance-linked compensation

- An amount that varies according to the company and the director's individual performance in the preceding fiscal year, and thus provides an incentive over the short term.

- Consolidated operating profit and ROIC are performance indicators for company performance.

- Adopting new medium- and long-term target evaluations to further promote the achievement of medium- and long-term targets.

- Payment amount calculation method:

We set standard amounts for each evaluation benchmark for company performance and individual performance. We then calculate performance-linked compensation by multiplying each amount by a coefficient calculated based on the level of achievement for each evaluation benchmark. The total of the amounts calculated for each performance-linked compensation category represents the total amount of performance-linked compensation.

[Benchmarks for company performance]

(1) Fiscal year target evaluation

- Consolidated operating profit: Achievement of fiscal year target represents 100%. The coefficient fluctuates between 0% and 200% based on the rate of achievement (50% to 150%) for the fiscal year target.

- ROIC: Achievement of fiscal year target represents 100%. The coefficient fluctuates between 0% and 200% based on the rate of achievement (80% to 120%) for the fiscal year target. Regardless of the level of achievement for the fiscal year target, the coefficient is reduced by half if earnings are less than capital costs.

(2) Medium- and Long-term Target Evaluation

- Consolidated operating profit: Achievement of the medium- and long-term target, which is separate from

the fiscal year target, represents 100%. The coefficient fluctuates between 0% and 200% based on the rate of achievement for the medium- and long-term target.

[Benchmarks for individual performance]

- The coefficient that fluctuates between 0% and 200% based on a seven-tier evaluation of individual performance, which is determined through comprehensive assessment by the CEO, President and Representative Director.

- There is no individual performance evaluation for the CEO, President and Representative Director.

3. Stock-based compensation

- Compensation that is linked with the Company's stock performance, and thus provides an incentive over the medium-to-long term.

- The monetary amount for rights to financial compensation paid by the Company to allocate restricted stock fluctuates annually based on Meiji ROESG® from the previous fiscal year.

- Payment amount calculation method:

We set the Meiji ROESG®, which is calculated based on ROE figures and the results of ESG initiatives, as a performance indicator. The payment amount is calculated by multiplying the base amount by a coefficient calculated as detailed below.

(1) 100% for achieving 13pt, the target set for the period of the 2023 Medium-Term Business Plan.

(2) The minimum is set as 9pt, which is the actual figure for the Meiji ROESG®, and the maximum is 17pt. the coefficient fluctuates between 50% and 150% depending on the actual ROESG® figure.

(3) No stock-based compensation will be allocated if the Meiji ROESG® is lower than 5pt for two consecutive years.

* ROESG is a registered trademark for a management indicator developed by Kunio Ito, a professor at Hitotsubashi University.

4. Compensation composition ratio

To increase incentives for improved performance and promote the sharing of interests with our shareholders and stakeholders, we set compensation composition ratio that is approximately a 50-50 mix of fixed compensation (base compensation) and variable compensation (performance-linked compensation and stock-based compensation).

We apply a higher rate of variable compensation as the rank and position of the executive increases. We set ratios of 45% to 50% for fixed compensation and 50% to 55% for variable compensation.

The CEO, President and Representative Director shall decide on compensation amounts for individual directors based on the results of deliberations by the Compensation Committee, then the Board of Directors meeting.

Audit & Supervisor Board Members

(Nomination Policy)

- Elect persons with excellent character, knowledge, expert skills and a strong sense of ethics. Candidates must be able to provide accurate advice and conduct audits concerning the legality and appropriateness of company operations from an objective and neutral perspective.
- Include at least one person with appropriate knowledge related to finance and accounting.

(Nomination Method)

Nominated via a resolution by the Board of Directors following deliberation by the Nomination Committee and approval by the Audit & Supervisory Board.

(Compensation Structure)

The Company pays fixed compensation only; no incentive remuneration is paid. The amount of compensation for Audit & Supervisory Board members is determined through negotiation with the members concerned, and the amount will be within the limit resolved by the General Meeting of Shareholders.

Executive Officer Candidates

(Policy)

Evaluate performance and experience to elect parties capable of conducting transparent, fair, timely, and decisive decision-making and conducting optimal Group management.

(Method)

Nominated annually via a resolution by the Board of Directors following deliberation by the Nomination Committee.

Succession plan for the CEO and other top executives

Our Board of Directors decides on the succession plan for our Group CEO based on consultation with the Nomination Committee. The Board of Directors outlines implementation strategy for a succession plan based on the parameters (leadership values) required of executives. These parameters are outlined based on our Group Philosophy, our Code of Conduct, and business strategy.

Based on this implementation strategy, the Nomination Committee deliberates on the nomination and removal of the current CEO of the Company and the CEOs of our main Group companies, and selects CEO candidates. The Board of Directors receives regular reports on the status of the succession plan and deliberates on the details of the plan.

Leadership Value describes the standards that our executives must uphold to lead the group toward achieving its vision. The main thing we expect of top executives is the ability to "instigate change and lead reform efforts." To this end, Leadership Value outlines the following 10 competences across three themes:

1. Strategic planning and action: Imagination, decisiveness, ability to achieve breakthroughs, ability to channel creative energies
 2. Organizational leadership skills: Ability to communicate and convince, ability to motivate, magnanimity for others' mistakes, ability to develop others' talents
 3. Character: Ability to recognize and channel diverse talents, upstanding character
- Based on our Leadership Value, we will promote the development of succession planning.

Interlocking Ownership of Listed Stocks

When exercising voting rights for retained listed stocks, Meiji Holdings makes affirmative decisions based on deference to the decisions of the board of directors of the company in question. However, this excludes cases where said vote could have a negative impact on the relationships or transactions of the Meiji Group, or cases where there is the clear potential for a mutual loss of profit by shareholders.

Internal Control System

We provide products and services to a large number of customers through our food and pharmaceuticals business operations. In accordance with the Corporate Behavior Charter, the Meiji Group has established an internal control system befitting the Group and the Group companies that is based on mutual collaboration and multifaceted checking functions to ensure directors, executive officers, and other employees comply with the Food Sanitation Act, the Pharmaceutical and Medical Device Act, and other statutory laws and regulations and the Articles of Incorporation, thereby ensuring fair and sound business activities firmly rooted in compliance.

Compliance

Regarding "compliance as the cornerstone of its operations," the Meiji Group abides by statutory laws and regulations, international agreements, social norms, and the regulations of respective Group companies. The Group advances concerted initiatives aimed at inculcating and entrenching compliance awareness to ensure that employees carry out their duties equitably and honestly and based on a welldeveloped awareness of compliance and high ethical standards. Such efforts include improving and expanding educational and training programs, disseminating information through an in-house intranet, and making hotlines available.

Risk Management System

The Company has established specific rules for risk management and constructed an appropriate risk management system. For the whole Group, the Company systemically conducts precise risk management. In addition, it has established systems to minimize damage in the event of an emergency.

In light of lessons learned from the Great East Japan Earthquake in March 2011, the Group has established basic policies for business continuity plans as stated below.

Basic Policies for Business Continuity Plans

To ensure it can provide customers with the products and services they require, even in disaster, the Meiji Group has set out business continuity plans based on the following policies.

1. Ensure the safety of the lives of persons involved in the Group and their families
2. Discharge the Group's social responsibility
3. Minimize damage to businesses arising from cessation of operations

Communicating with Shareholders

Meiji Holdings works proactively and voluntarily towards communicating with shareholders, and promotes constructive communication with shareholders. Related initiatives are detailed below.

1. General communication with shareholders is managed by the Investor Relations (IR) Department, which is managed by the executive officer in charge of IR. To a practical extent, we also engage in dialogue with directors and Audit & Supervisory Board members, including outside directors.
2. To enhance communication, related departments (Investor Relations, Corporate Development, Corporate Administration, Risk Management, Sustainability Management) share information at liaison meetings.
3. In addition to one-on-one meetings, Meiji Holdings holds earnings conferences twice-yearly for institutional investors and securities analysts to announce the second quarter and the fiscal year results, as well as small meetings led by the Company President. We also hold telephone conferences with institutional investors and securities analysts at the end of the first and third quarter. We also provide information via our website for shareholders and investors. We publish our investment securities reports, earnings flash reports (Japanese/English), integrated report (Japanese/English), and earnings conference materials (Japanese/English) on this website. We also stream video of our earnings conferences and publish a Q&A summary to further communication.

4. Comments and feedback gained through investor relations activities are summarized into reports. The director in charge of Public Relations & Investor Relations reports to the Executive Committee and the Board of Directors regularly.
5. Due care is given to insider information during communication. Communication is conducted in accordance with the Rules Concerning the Prevention of Insider Trading, which outlines the handling of important information. We also establish a quiet period.



Compliance

Meiji Group complies with the laws, regulations and social rules of each country in order to ensure all transactions are proper and to promote fair, transparent, and free competition. To increase awareness and strengthen compliance further, we established internal regulations based on our Corporate Behavior Charter and work to improve internal training. We conduct business holding ourselves to high ethical standards and shall continue to develop to be a company trusted by society.

Management System

Meiji Group has Compliance Regulations as well as related rules and committees in place, and implements/introduces a whistle-blowing system.

At Meiji Co., Ltd., our approach is based on the idea that risk management and compliance are closely related to one another, and we have set up a Compliance & Risk Management Committee to promote a variety of activities and programs. We promote activities to nurture and foster compliance awareness to ensure that compliance is the cornerstone of our operations and that those operations are conducted fairly and faithfully. Meiji Seika Pharma Co., Ltd. has established the Compliance Program Guidelines and the Meiji Seika Pharma Code of Practice. As professionals who work in a business and with products that concern the health and lives of people, we require all executives and employees to act in accordance with high ethical standards.

KM Biologics Co., Ltd. has established a Compliance Committee and a Risk Management Committee chaired by the president to promote compliance and manage risks. The "Compliance Program Guidelines" stipulate that as a person engaged in a life-related company that handles products related to people's health, we should act with a high degree of ethics, including bioethics, as well as legal compliance. Also, The KM Biologics Co., Ltd. is accelerating the project to win back trust in order to raise compliance awareness among workers on site. We implemented a structural reform in order to strengthen the auditing function, ensure independent auditing, clarify responsibilities and authority by introducing Meiji-style plant management systems and clarify the reporting and communication routes. These reforms will help the organization identify and address issues early on. As a member of the Meiji Group, we will establish compliance system with higher standards.

Contact Information for the Compliance Counseling Desk

Meiji Group provides contact information for our compliance counseling desk to respond to whistleblowing and provide consultation via various methods (including telephone, postal mail, e-mail, etc.). Meiji Group outlines privacy protection in internal regulations to ensure that whistleblowers and people seeking consultation are not subjected to any unfair treatment.

Compliance Awareness

Employees carry our Compliance Card, which includes the Corporate Behavior Charter and the contact details for our compliance counseling desk. The Meiji Group ensures strict adherence to the Corporate Behavior Charter. At the same time, the group cultivates and entrenches compliance awareness by enhancing in-house education and training and disseminating information through our intranet.



Compliance card carried by Meiji Group employees

An Ethical and Transparent Pharmaceuticals Company

Pharmaceuticals segment has established a Code of Practice for all officers and employees. As a pharmaceuticals company, Meiji Seika Pharma is committed to meeting society's expectations through the highest standards of ethics and transparency. The company promotes accountability through ongoing dialogue with associated researchers, healthcare practitioners, and patient groups. Pharmaceuticals segment has also established Guidelines on Transparency of Relationships between Corporate Activities and Medical Institutions. Based on these guidelines, the company discloses details of the academic research grants it provides. These disclosures help illustrate the ways in which we contributes to progress in the life sciences, while adhering to the highest ethical standards.

Anti-Corruption

The Meiji Group formulated the Meiji Group Anti-Corruption Policy in March 2019 in order to remain a transparent and sound corporate group that is trusted by society. In May 2019, we became a signatory to the UN Global Compact and we comply with Principle 10: Business should work against corruption in all its forms, including extortion and bribery. We translated this policy into English, Chinese, Spanish, Thai, Indonesian and Hindi to raise employee awareness, not only in Japan but overseas as well. We will continue internal training and other efforts to improve employee understanding.

[Meiji Group Anti-Corruption Policy \(PDF: 14KB\)](#)

Tax Compliance

Regulatory compliance and risk management are becoming increasingly important as the Meiji Group becomes more globalized and conducts more international transactions, and tax authorities in each country strengthen taxation. We therefore pay taxes properly and comply with Transfer Pricing Guidelines. We formulated the Meiji Group Tax Policy in March 2019 to comply with the tax laws and regulations of each country and region in which we conduct business. We communicate this information to relevant departments and Group companies, make the information publicly available, pay appropriate taxes and minimize tax-related risks. Our tax staff attend external training to increase their knowledge about taxation.

[Meiji Group Tax Policy \(PDF: 14KB\)](#)



Risk Management

The Meiji Group recognizes that risk management is not just for responding when emergencies or disasters occur and severely impact business activities. It is also important to take preventive measures to control and mitigate/avert risks.

In addition, as a company responsible for "food and health" that is directly linked to people's lives, we are maintaining and improving our business continuity plan (BCP) so that pharmaceuticals, powdered milk, liquid food, etc. can be delivered to those who need it even in an emergency.

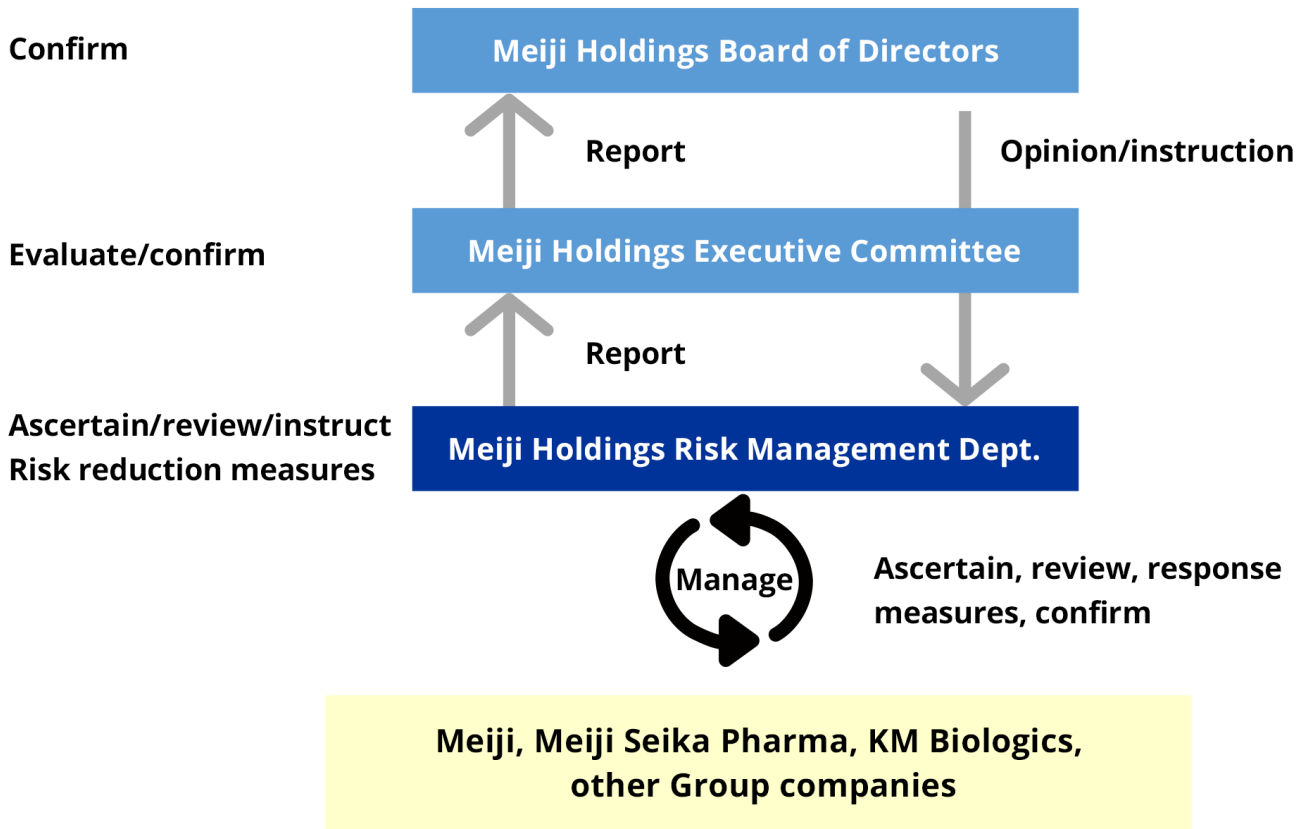
Risk Management System

The Meiji Group has established a risk management structure that promotes further growth to realize the Meiji Group 2026 Vision. Under this risk management structure, we identify overall Group management risks, reduce risks, and manage appropriate risk-taking.

In April 2021, Meiji Holdings Co., Ltd. established Risk Management Department and strengthened the Group-wide risk management. Our Executive Committee and Board of Directors evaluate and confirm management risks aligned with our Group Vision. Thus we can manage risks adapting to changes in our operating environment.

Furthermore, we have developed risk management systems that are suited to the Food and Pharmaceutical businesses respectively. We regularly share risk information across the company, which includes risks common to all our businesses and risks that impact on the whole Group. Accordingly, we identify, evaluate, treat, and solve risks promptly.

Risk Management System



Meiji Group Business Management Risks

We appropriately identify risks and develop countermeasures considering the risk impact from a companywide business management perspective. In this way, we not only minimize risks, but we also achieve sustainable growth and gain new growth opportunities. We outlined the three visions—the Business Vision, Sustainability Vision and Management Vision—in the Meiji Group 2026 Vision. We have identified the Meiji Group Business Management Risks based on those three Visions.

Listed on the following tables are risks inherent in matters indicated in our securities report in relation to the status of operations and accounting. The management recognizes them as major risks that may significantly affect the financial position, operating performance, or cash flows of our consolidated results.

The future risks outlined in the tables are categorized based on our medium- and long-term management strategy. We have assessed their importance to the Group, taking into account the likelihood of occurrence and the level of impact on the Group.

\$\$: High Risk

\$: Moderate Risk

The information represents risks recognized by the Meiji Group as of the date of submission of the securities report. These risks are not a comprehensive representation of all the risks related to our businesses.

Business Risks

	Risks	Countermeasures	Change in risk recognition from previous year	Importance to the Group
Sale and supply of products and services	<ul style="list-style-type: none"> Abandon to launch planned product Changes in customer lifestyles and values Negative rumors about the Meiji Group's core materials (milk, cocoa, etc.) 	<ul style="list-style-type: none"> Establish solid Proofs of Concept (POC) Gather information on market trends Develop products that are friendly to the environment and society Create products and services unique to Meiji that address social issues Appropriately disseminate relevant information about products and materials 	↑	\$
The majority of profits comes from specific products	<ul style="list-style-type: none"> Sluggish sales of products that account for a considerable portion of sales and profits 	<ul style="list-style-type: none"> Implement promotions that maximize unique value Improve product portfolio management Explore new markets and new business domains 	→	\$\$
Supply chains	<ul style="list-style-type: none"> Insufficient or excess procurement or price increases of raw materials Difficulties in procuring raw milk Cessation of production due to production problems, etc. Unstable product supplies due to distribution problems 	<ul style="list-style-type: none"> Gather information on raw materials markets and promote procurement strategies Diversify suppliers and consider alternative materials Strengthen coordination between production and sales divisions Improve distribution efficiency through labor-saving/automation 	↗	\$

Technological advances	<ul style="list-style-type: none"> • Rapid advances in digital technologies • Discovery of innovative treatment methods, manufacturing methods and formulation methods 	<ul style="list-style-type: none"> • Consider introducing new technologies as early as possible • Research new manufacturing and formulation methods, and search for alliances 	↗	\$
Laws and regulations	<ul style="list-style-type: none"> • Revisions that significantly impact corporate activities • NHI drug price revisions 	<ul style="list-style-type: none"> • Obtain information about system revisions early and implement countermeasures • Make appropriate approaches to relevant government authorities • Expand portfolio of products that are not affected by NHI drug price revisions 	→	\$
Overseas expansion and overseas Group companies	<ul style="list-style-type: none"> • Rapid changes in society, or outbreaks of war or terrorism • Revisions of the systems that greatly exceed expectations in various countries 	<ul style="list-style-type: none"> • Gather information, and investigate and implement countermeasures early • Create product supply systems from multiple locations 	→	\$\$
Business plans, etc.	<ul style="list-style-type: none"> • Failure to achieve the Visions or Medium-Term Business Plans due to change in business conditions • Growth slowdowns in Core Business, or failure to achieve targets for overseas markets or new business domains • Impairment losses on non-current assets or goodwill • Fluctuations in foreign exchange or interest 	<ul style="list-style-type: none"> • Enhance unique value and search for new value • Provide unique value in overseas markets • Manage business portfolio from the perspectives of profitability, growth and productivity • Make decisions and monitor investment and M&A plans appropriately • Use foreign exchange contracts and borrow at fixed interest rates 	→	\$

Sustainability-related Risks

	Risks	Countermeasures	Change in risk recognition from previous year	Importance to the Group
Caring for the Earth	<ul style="list-style-type: none"> Environment friendliness in corporate activities 	<ul style="list-style-type: none"> Reduce CO₂ emissions and prevent fluorocarbon leaks, switch to renewable energies, appropriately treat wastewater and industrial waste, and conduct initiatives in compliance with ISO 14001 Manage supply and demand, and decrease food loss Comply with policies related to the environment 	↗	\$
Climate change	<ul style="list-style-type: none"> Address climate change 	<ul style="list-style-type: none"> Analyze climate change scenarios according to the TCFD framework, formulate strategies and release information 	↗	\$
Thriving Communities	<ul style="list-style-type: none"> Sustainable raw material procurement Consider human rights, and human rights issues Understand diversity, and use a diverse workforce effectively 	<ul style="list-style-type: none"> Increase the ratio of sustainably procured raw materials, such as cocoa beans and palm oil Strengthen cooperation and collaboration with dairy farmers and other suppliers Address challenges of human rights based on due diligence Create organizations and cultures that value diverse perspectives and abilities Comply with policies related to procurement, human rights and society, etc. 	↗	\$

Management-related Risks

	Risks	Countermeasures	Change in risk recognition from previous year	Importance to the Group
Corporate Governance	<ul style="list-style-type: none"> • Make business decisions in a timely and appropriately manner • Internal or external non-compliance 	<ul style="list-style-type: none"> • Improve effectiveness of the Board of Directors • Enhance corporate governance systems • Provide education on compliance and social media usage, and comply with internal and external policies 	↗	\$
Damage to the Meiji brand	<ul style="list-style-type: none"> • Product recalls or withdrawals from the market due to quality defects or unexpected side effects of pharmaceuticals, etc. • Unexpected harmful rumors about the Meiji Group or its products 	<ul style="list-style-type: none"> • Pursue quality and safety • Communicate appropriately with each stakeholder 	↑	\$\$
Human capital and culture	<ul style="list-style-type: none"> • Recruit and develop human capital required for corporate growth • Employee engagement • Effects of business environment on productivity 	<ul style="list-style-type: none"> • Appropriately implement succession planning • Improve employee training • Enhance employee engagement • Enhance health and productivity management and create comfortable work environments 	→	\$\$
Information asset leaks	<ul style="list-style-type: none"> • Information leaks and system shutdowns due to unauthorized access, etc. • Data breaches due to inappropriate system management 	<ul style="list-style-type: none"> • Strengthen information management systems and information security • Strengthen education on information management and comply with regulations and policies 	↗	\$

Disaster, emergency or other unforeseen circumstances	<ul style="list-style-type: none"> • Temporary or full suspension of business operations due to disasters, pandemics or other unexpected emergency • Increases or decreases in product demand due to changes in business conditions in an emergency 	<ul style="list-style-type: none"> • Develop business continuity plans and risk management plans for swift recovery • Maintain a broad product portfolio across the Group 	→	\$
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There was an incident that hypnotic substance was contaminated in Itraconazole tablets manufactured by Kobayashi Kako Co., Ltd. and sold by Meiji Seika Pharma Co., Ltd. Meiji Seika Pharma stopped shipments of such products and instituted a voluntary recall. The Meiji Group works to confirm and enhance the reliability assurance structure applied to contract manufacturers and development partners.

The Meiji Group will fulfill the product supply responsibilities as a manufacturer of essential foods and pharmaceuticals. To undertake these responsibilities, we are working to improve workplace hygiene and establish safe and secure work environments at all manufacturing facilities in Japan and overseas. Due to the COVID-19 pandemic, we are seeing dramatic changes in our business environment: increase in prevention awareness and health consciousness, the significant expansion of e-commerce, workstyle changes, and decrease in numbers of outpatient visits to medical institutions. We will continue to perform our responsibilities to ensure a stable supply as Food and Health professionals. Also, we will try hard to develop and launch vaccine against COVID-19, and propose products that match people's needs living with COVID-19.

Business Continuity Plans

We are in the process of further strengthening our business continuity plans and developing our systems. In the event of a major earthquake, pandemic or other large-scale disaster, our obligation as a corporate group involved in Food and Health is to restore operations as quickly as possible so that we can fulfill our mission to supply necessary pharmaceuticals and food products. We carry out ongoing disaster awareness measures, and conduct regular drills for our employee safety confirmation systems. We are also implementing improvements throughout the value chain. These improvements include establishing robust operational and infrastructural systems, earthquake-proofing facilities, increasing the number of production sites, decentralizing supply sources, and establishing IT system backups.

Basic Policies Concerning Our Business Continuity Plan (BCP)

Meiji Group's mission is to continue supplying the products and services our customers need, even in the event of a large-scale disaster. In order to ensure this is possible, we have implemented our Business Continuity Plan in line with the following policies:

1. Protect the lives of people involved in Meiji Group's business operations, as well as their families
2. Fulfil Meiji Group's social responsibilities
3. Minimize damage to business caused by stoppage of operations, or similar causes

Information Security

We have established a variety of information security policies and rules which aim to protect our intellectual property and strengthen the management of personal, confidential, and other sensitive information. We train employees thoroughly in information security, and we strive to remain abreast of advances in IT technology.

We are committed to providing stakeholders with all necessary information. Help desks and websites are available for customers at each of our businesses, and information is disclosed to shareholders and investors through investor relation activities and specialized websites.

Reducing Risk Associated with Social Networking Services

The Meiji Group has established various rules to reduce risk associated with social networking services. Moreover, we draw employee attention to such risks via an in-house portal site.

Privacy Protection

We appreciate the importance of customer privacy. We comply with relevant laws and standards for the protection of personal information, and we have established a Group Personal Information Protection Policy.

Intellectual Property

Intellectual property has grown increasingly important in recent years due to growing awareness of intellectual property issues in society and a variety of new government measures. We acquire intellectual property rights for the new products and technologies we research and develop. These rights make it possible for us to continue supplying customers with high added-value products.

Sustainable Finance

Meiji Holdings issued sustainability bonds* (10th series of unsecured corporate bonds) through a public offering on Japanese markets in April 2021.

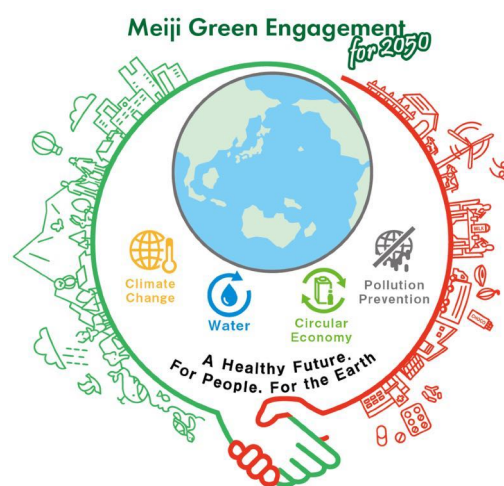
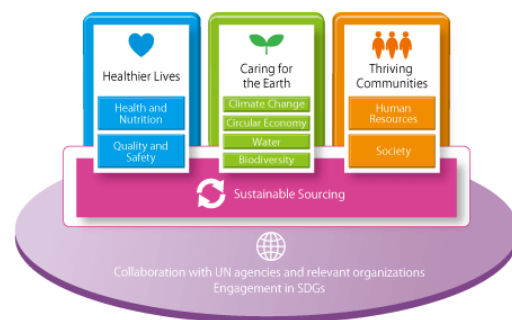
As food and health professionals, we strive to create new value and contribute through our business activities and environmental initiatives to the realization of a future society where all people can lead happy, healthy lives.

In the Meiji Group 2026 Vision, we position contributions to solving societal problems as one of our core policies. We drafted the Meiji Group Sustainability 2026 Vision to outline specific policies towards achieving this goal, and we are continuing to work towards its realization.

Additionally, we outlined Meiji Green Engagement for 2050, our long-term environmental vision, in March 2021. We will collaborate with various stakeholders in four activity domains: Climate Change, Water Resources, Circular Economy, and Pollution Prevention, and our employees will proactively engage in activities that contribute to realizing a sustainable global environment.

We are actively making use of sustainable finance, based on the sustainability finance framework we set out in January 2021, to secure the capital necessary for realizing these visions of maximizing our contributions to solving societal problems.

* Sustainability bonds are bonds where the proceeds are used for (1) social projects (projects that contribute to solving societal problems), and (2) green projects (projects that have a positive effect on the environment).



Sustainability Bonds Outline

Name Meiji Holdings Co., Ltd.'s 10th series of unsecured corporate bonds
(Limited inter-bond pari passu rider)
(Sustainability Bonds)

Maturity: 5 years

Issue amount: JPY 10.0 billion

Coupon rate: 0.050%

Issue date: Friday, April 23, 2021

Use of proceeds:

1. Sustainable cocoa bean procurement
2. Supporting cocoa farmers (Meiji Cocoa Support)
3. Energy saving and energy creation at domestic and overseas plants
4. Securing and conserving domestic and overseas water resources
5. Switching to environmentally friendly packaging (plastic - paper)
6. Capital investments and R&D for initiatives related to infant nutrition (General infant formulas and special formulas)
7. R&D and capital investments in infectious disease prevention

Bond rating AA- (Japan Credit Rating Agency, Ltd.)

Lead managers Mizuho Securities Co., Ltd., Daiwa Securities Co., Ltd.

Structuring agent* Mizuho Securities Co., Ltd.

* An agent that supports the execution of sustainability finance by giving advice on both the formulation of sustainable finance frameworks, as well as on obtaining Second-Party Opinions.

Third-Party Assessment of Framework and Eligibility

For the purposes of issuing sustainability bonds, Meiji Holdings established a sustainable finance framework.* Upon its establishment, it received the highest possible rank (SU1(F)) from the third-party organization, Japan Credit Rating Agency.

* [Sustainable Finance Framework \(PDF 927KB\)](#)

Reporting

Information concerning the allocation proceeds, as well as the environmental and social benefits that result, will be published annually on our website.

External Recognition

The Meiji Group works with ratings and rankings agencies and welcomes suggestions to support continuous improvement.

SRI Indexes and Evaluations

(As of November 30, 2021)

Dow Jones Sustainability Asia Pacific Index (DJSI Asia Pacific)

Stock indexes developed jointly by U.S.-based S&P Dow Jones Indices and Switzerland-based RobecoSAM. The indexes analyze corporate activities based on economic, environmental, and social factors and select companies with outstanding sustainability performance. In 2021, Meiji Holdings was selected as a member of the DJSI Asia Pacific Index for three consecutive years.

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA

SNAM Sustainability Index

The SNAM sustainability index is a proprietary active index created by Sompo Japan Nipponkoa Asset Management which combines ESG (environment, social, and governance) and equity fundamental evaluation.

2021 
Sompo Sustainability Index

Evaluations

CDP

The UK-based international non-governmental organization promotes climate change and other initiatives in the area of the environment. The CDP requests disclosure of information on how leading companies and cities around the world are taking action on issues such as climate change and water management, and conducts surveys and evaluations. In 2020, Meiji Holdings received a high grade of A- in the areas of Climate change and Water security. Also, within the areas of Forests, we obtained scores of B- in timber and palm oil, and scores of C in soy and cattle.



Access to Nutrition Index™ (ATNI)

We were ranked 12th out of 25th global food and beverage manufactures in the 2021 Access to Nutrition Index™ (ATNI). The goal of the Access to Nutrition Indexes is to facilitate improved diets and a reduction of the serious global problems of both obesity and undernutrition.



[Access to Nutrition Index™ \(ATNI\)](#) ↗

Outstanding Health and Productivity Management Organization (White 500)

Meiji Holdings, Meiji, and Meiji Seika Pharma were recognized jointly by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi in the Health and Productivity Management Organization Recognition Program in the large enterprise category (White 500) for practicing outstanding health and productivity management working together with insurers. We have continued to be selected for this program since 2017.



GRI Standard

This website is compiled with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

General Standard Disclosures

Organizational profile

Disclosure Number	Title	Reporting Requirements	Location and Notes
102-1	Name of the organization	a. Name of the organization.	Corporate Profile Integrated Report 2021 P132 : Company Information
102-2	Activities, brands, products, and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	Our Business Food Pharmaceuticals Integrated Report 2021 P8-9 : Product and Market Presence Integrated Report 2021 P24-25 : History of Health Value Creation Consolidated Financial Results Results for the Fiscal Year Ended March 31 2021 P5-7 : Below is an overview by segment.
102-3	Location of headquarters	a. Location of the organization's headquarters.	Worldwide Locations Integrated Report 2021 P132 : Company Information
102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	Worldwide Locations Integrated Report 2021 P130-131 : Operating Bases and Group Companies
102-5	Ownership and legal form	a. Nature of ownership and legal form.	Corporate Profile Integrated Report 2021 P132 : Company Information

102-6	Markets served	<p>a. Markets served, including:</p> <ul style="list-style-type: none"> i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries. 	<p>Worldwide Locations</p> <p>Integrated Report 2021 P6-7 : At a Glance</p> <p>Consolidated Financial Results Results for the Fiscal Year Ended March 31 P5-7 : Below is an overview by segment.</p>
102-7	Scale of the organization	<p>a. Scale of the organization, including:</p> <ul style="list-style-type: none"> i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided. 	<p>Corporate Profile</p> <p>Thriving Communities > Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees</p> <p>ESG Data > Society > Human Resources</p> <p>At a Glance</p> <p>Integrated Report 2021 P6-7 : At a Glance</p> <p>Consolidated Financial Results Results for the Fiscal Year Ended March 31 P18-30 : Consolidated Financial Statements</p>
102-8	Information on employees and other workers	<ul style="list-style-type: none"> a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made. 	<p>ESG Data > Society > Human Resources</p>

102-9	Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	Sustainable Sourcing Integrated Report 2021 P28-29 : The Meiji Group Value Chain
102-10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	Notice of the Establishment of a New Dairy Production and Sales Company in China Integrated Report 2021 P98 : Overview of the acquisition of AustAsia shares
102-11	Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach.	Philosophy > Group Philosophy Risk Management Sustainability Management Sustainability Management > Environmental Management ESG Index > Policies Circular Economy Appropriate > Chemical Substance Management Integrated Report 2021 P76-78 : Risk Management
102-12	External initiatives	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Sustainable Sourcing > Procure Raw Materials With Consideration Toward Human Rights and the Environment > Sourcing of Palm Oil Collaboration Climate Change
102-13	Membership of associations	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Sustainable Sourcing > Procure Raw Materials With Consideration Toward Human Rights and the Environment > Sourcing of Palm Oil Collaboration Climate Change

Strategy

Disclosure Number	Title	Reporting Requirements	Location and Notes
102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	<p>CEO Message</p> <p>Our Commitment</p> <p>Integrated Report 2021 P10-15 : Message from CEO</p>
102-15	Key impacts, risks, and opportunities	a. A description of key impacts, risks, and opportunities.	<p>Risk Management</p> <p>Sustainability Management > Environmental Management</p> <p>Integrated Report 2021 P4-5 : Achieving Our Goals in 2026 Vision</p> <p>Integrated Report 2021 P16-17 : Message from CFO</p> <p>Integrated Report 2021 P18-21 : Overview of Medium-Term Business Plan and Important Issues in Management Strategies</p> <p>Integrated Report 2021 P28-29 : The Meiji Group Value Chain</p> <p>Integrated Report 2021 P40-43 : Message from CSO</p> <p>Integrated Report 2021 P44-45 : Sustainability Strategy in Medium-Term Business Plan</p> <p>Integrated Report 2021 P46-47 : Responses to Climate Change</p> <p>Integrated Report 2021 P76-78 : Risk Management</p>

Ethics and integrity

Disclosure Number	Title	Reporting Requirements	Location and Notes
102-16	Values, principles, standards, and norms of behavior	a. A description of the organization's values, principles, standards, and norms of behavior.	<p>Sustainability Management Philosophy</p> <p>ESG Index > Policies</p> <p>Meiji Nutrition Statement</p> <p>Integrated Report 2021 P1 : The Meiji Group's Vision</p> <p>Integrated Report 2021 P5 : The Meiji Group 2026 Vision</p> <p>Integrated Report 2021 P22-23 : Health Values, the Meiji Group is Seeking</p> <p>Integrated Report 2021 P44 : Sustainability Strategy in Medium-Term Business Plan</p>
102-17	Mechanisms for advice and concerns about ethics	<p>a. A description of internal and external mechanisms for:</p> <ul style="list-style-type: none"> i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity. 	<p>Compliance > Management System > Contact Information for the Compliance Counseling Desk</p> <p>Integrated Report 2021 P79 : Compliance</p>

Governance

Disclosure Number	Title	Reporting Requirements	
102-18	Governance structure	<p>a. Governance structure of the organization, including committees of the highest governance body.</p> <p>b. Committees responsible for decision-making on economic, environmental, and social topics.</p>	<p>Corporate Governance</p> <p>Sustainability Management</p> <p>Sustainability Management > Environmental Management</p> <p>Society > Respect and Promote Human Rights</p> <p>Integrated Report 2021 P46 : Responses to Climate Change > Corporate Governance and Risk Management</p> <p>Integrated Report 2021 P58 : Thriving Communities > Society > The Meiji Group's Initiatives and System for Promoting Respect for Human Rights</p> <p>Integrated Report 2021 P68 : Corporate Governance > Basic Views</p>
102-19	Delegating authority	<p>a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.</p>	<p>Sustainability Management</p> <p>Sustainability Management > Environmental Management</p> <p>Society > Respect and Promote Human Rights</p> <p>Integrated Report 2021 P40-43 : Message from CSO</p> <p>Integrated Report 2021 P46 : Responses to Climate Change > Corporate Governance and Risk Management</p> <p>Integrated Report 2021 P58 : Thriving Communities > Society > The Meiji Group's Initiatives and System for Promoting Respect for Human Rights</p>

102-20	Executive-level responsibility for economic, environmental, and social topics	<p>a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.</p> <p>b. Whether post holders report directly to the highest governance body.</p>	<p>Sustainability Management</p> <p>Sustainability Management > Environmental Management</p> <p>Society > Respect and Promote Human Rights</p> <p>Integrated Report 2021 P62 : Directors and Audit & Supervisory Board Members</p>
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.</p> <p>b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.</p>	<p>Sustainability Management</p> <p>Sustainability Management > Environmental Management</p> <p>Society > Respect and Promote Human Rights</p> <p>Integrated Report 2021 P40-43 : Message from CSO</p>
102-22	Composition of the highest governance body and its committees	<p>a. Composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation. 	<p>Corporate Governance</p> <p>Integrated Report 2021 P68 : Corporate Governance Data</p> <p>Corporate Governance Report p16 : II > 1. Organizational Composition and Operation</p>
102-23	Chair of the highest governance body	<p>a. Whether the chair of the highest governance body is also an executive officer in the organization.</p> <p>b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.</p>	<p>Corporate Governance</p> <p>Integrated Report 2021 P68 : Corporate Governance Data</p>

102-24	Nominating and selecting the highest governance body	<p>a. Nomination and selection processes for the highest governance body and its committees.</p> <p>b. Criteria used for nominating and selecting highest governance body members, including whether and how:</p> <ul style="list-style-type: none"> i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered. 	<p>Corporate Governance</p> <p>Integrated Report 2021 P68 : Corporate Governance Data</p> <p>Integrated Report 2021 P70 : Board policies and procedures in the appointment / dismissal of the senior managers and the nomination of candidates for the Board of Directors and the Audit & Supervisory Board / Criteria for Independence of Outside Members of the Board and Outside Audit & Supervisory Board Members / Reasons for Nomination of Outside Directors and Auditors</p>
102-25	Conflicts of interest	<p>a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed.</p> <p>b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none"> i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures. 	<p>Corporate Governance</p> <p>Corporate Governance Report P13 : I > 2. Capital Structure</p>

<p>102-26</p>	<p>Role of highest governance body in setting purpose, values, and strategy</p>	<p>a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.</p>	<p>Corporate Governance > Functions and Roles of Respective Committees</p> <p>Sustainability Management</p> <p>Sustainability Management > Environmental Management</p> <p>Society > Respect and Promote Human Rights</p> <p>Integrated Report 2021 P40-43 : Message from CSO</p> <p>Integrated Report 2021 P46 : Responses to Climate Change > Corporate Governance and Risk Management</p> <p>Integrated Report 2021 P58 : Thriving Communities > Society > The Meiji Group's Initiatives and System for Promoting Respect for Human Rights</p> <p>Corporate Governance Report P29 : II > 2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System)</p> <p>Corporate Governance Report P31 : II > 3. Reasons for Adoption of Current Corporate Governance System</p>
<p>102-27</p>	<p>Collective knowledge of highest governance body</p>	<p>a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.</p>	<p>Corporate Governance > Training for Directors, Audit & Supervisory Board Members, and Executive Officers</p> <p>Sustainability Management</p> <p>Integrated Report 2021 P40-43 : Message from CSO</p> <p>Corporate Governance Report P29 : II > 2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System)</p>

102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice. 	<p>Corporate Governance > Evaluation of Board of Directors</p> <p>Integrated Report 2021 P72 : Evaluations of the Board of Directors</p> <p>Corporate Governance Report P9 : 10. Supplementary Principle 4.11.3 Evaluation of the Board of Directors</p>
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities. 	<p>Sustainability Management</p> <p>Sustainability Management > Environmental Management</p> <p>Society > Respect and Promote Human Rights</p> <p>Risk management</p> <p>Integrated Report 2021 P40-43 : Message from CSO</p> <p>Integrated Report 2021 P46 : Responses to Climate Change > Corporate Governance and Risk Management</p> <p>Integrated Report 2021 P58 : Thriving Communities > Society > The Meiji Group's Initiatives and System for Promoting Respect for Human Rights</p> <p>Integrated Report 2021 P76-78 : Risk Management</p> <p>Corporate Governance Report P38 : IV. Matters Related to the Internal Control System</p>

102-30	Effectiveness of risk management processes	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	<p>Sustainability Management</p> <p>Sustainability Management > Environmental Management</p> <p>Society > Respect and Promote Human Rights</p> <p>Risk management</p> <p>Integrated Report 2021 P68 : Corporate Governance</p> <p>Integrated Report 2021 P76-78 : Risk Management</p> <p>Corporate Governance Report P9 : 10. Supplementary Principle 4.11.3 Evaluation of the Board of Directors</p> <p>Corporate Governance Report P38 : IV. Matters Related to the Internal Control System</p>
102-31	Review of economic, environmental, and social topics	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	<p>Sustainability Management</p> <p>Integrated Report 2021 P46 : Responses to Climate Change > Corporate Governance and Risk Management</p> <p>Integrated Report 2021 P58 : Thriving Communities > Society > The Meiji Group's Initiatives and System for Promoting Respect for Human Rights</p>
102-32	Highest governance body's role in sustainability reporting	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	Sustainability Management

102-33	Communicating critical concerns	<p>a. Process for communicating critical concerns to the highest governance body.</p>	<p>Corporate Governance > Functions and Roles of Respective Committees</p> <p>Sustainability Management</p> <p>Risk management</p> <p>Integrated Report 2021 P46 : Responses to Climate Change > Corporate Governance and Risk Management</p> <p>Integrated Report 2021 P58 : Thriving Communities > Society > The Meiji Group's Initiatives and System for Promoting Respect for Human Rights</p> <p>Integrated Report 2021 P76-78 : Risk Management</p> <p>Corporate Governance Report P29 : II > 2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System)</p>
102-34	Nature and total number of critical concerns	<p>a. Total number and nature of critical concerns that were communicated to the highest governance body.</p> <p>b. Mechanism(s) used to address and resolve critical concerns.</p>	<p>Sustainability Management</p>
102-35	Remuneration policies	<p>a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:</p> <ul style="list-style-type: none"> i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees <p>b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.</p>	<p>Governance > Details of the Compensation of Directors and Audit & Supervisory Board Members</p> <p>Integrated Report 2021 P73-74 : Remuneration for Directors (and Other Officers)</p> <p>Corporate Governance Report P2 : I > 1. Basic Views > Disclosure Based on the Principles of the Corporate Governance Code</p> <p>Corporate Governance Report P22 : II > 1. Organizational Composition and Operation > Incentives / Director Remuneration</p>

102-36	Process for determining remuneration	<p>a. Process for determining remuneration.</p> <p>b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management.</p> <p>c. Any other relationships that the remuneration consultants have with the organization.</p>	<p>Governance > Details of the Compensation of Directors and Audit & Supervisory Board Members</p> <p>Integrated Report 2021 P73-74 : Remuneration for Directors (and Other Officers)</p> <p>Corporate Governance Report P2 : I > 1. Basic Views > Disclosure Based on the Principles of the Corporate Governance Code</p>
102-37	Stakeholders' involvement in remuneration	<p>a. How stakeholders' views are sought and taken into account regarding remuneration.</p> <p>b. If applicable, the results of votes on remuneration policies and proposals.</p>	Corporate Governance Report P22 : II > 1. Organizational Composition and Operation > Incentives / Director Remuneration
102-38	Annual total compensation ratio	<p>a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.</p>	Not Disclosed
102-39	Percentage increase in annual total compensation ratio	<p>a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.</p>	Not Disclosed

Stakeholder engagement

Disclosure Number	Title	Reporting Requirements	Location and Notes
102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the organization.	Sustainability Management Society > Stakeholder Engagement
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements.	Human Resources > Employee-Friendly Workplaces > Labor Relations ESG Data > Social > Union participation rate
102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	Society > Stakeholder Engagement
102-43	Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Sustainability Management Society > Stakeholder Engagement Integrated Report 2021 P48-51 : Healthier Lives Integrated Report 2021 P60-61: Sustainable Sourcing Corporate Governance Report P31 : III. Implementation of Measures for Shareholders and Other stakeholders
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	Sustainability Management Society > Stakeholder Engagement Integrated Report 2021 P48-51 : Healthier Lives Integrated Report 2021 P60-61: Responses to Climate Change > Sustainable Sourcing Corporate Governance Report P31 : III. Implementation of Measures for Shareholders and Other stakeholders

Reporting practice

Disclosure Number	Title	Reporting Requirements	Location and Notes
102-45	Entities included in the consolidated financial statements	<p>a. A list of all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p>	Integrated Report 2021 P130-131 : Operating Bases and Group Companies
102-46	Defining report content and topic Boundaries	<p>a. An explanation of the process for defining the report content and the topic Boundaries.</p> <p>b. An explanation of how the organization has implemented the Reporting Principles for defining report content.</p>	Sustainability Management Integrated Report 2021 P2 : Contents > Editorial Policy
102-47	List of material topics	<p>a. A list of the material topics identified in the process for defining report content.</p>	<p>Sustainability Management > Meiji Group 2026 Vision</p> <p>Integrated Report 2021 P41 : Message from CSO > Identifying Materiality</p> <p>Integrated Report 2021 P44-45 : Sustainability Strategy in Medium-Term Business Plan</p> <p>Integrated Report 2021 P82-84 : Non-Financial Performance (Progress on Materiality)</p>
102-48	Restatements of information	<p>a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.</p>	<p>Integrated Report 2021 P30-31 : Financial and Non-Financial Highlights (Main Indices)</p> <p>Integrated Report 2021 P82-84 : Non-Financial Performance (Progress on Materiality)</p>
102-49	Changes in reporting	<p>a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.</p>	Not Disclosed

102-50	Reporting period	a. Reporting period for the information provided.	Sustainability Management > Editorial Policy > Period Covered Integrated Report 2021 P2 : Editorial Policy > Using the Integrated Report 2021
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	Sustainability website : November, 2021
102-52	Reporting cycle	a. Reporting cycle.	Annual
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	Contact Us
102-54	Claims of reporting in accordance with the GRI Standards	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	Not Disclosed
102-55	GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	ESG Index > GRI Standard

102-56	External assurance	<p>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If the report has been externally assured:</p> <ul style="list-style-type: none"> i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report. 	<p>ESG Data > Environment > Environmental Management > Third-party certification</p> <p>Integrated Report 2021 P85 : Independent Practitioner's Assurance of CO₂ Emission Volume & Water Consumption Volume</p>
103: Management Approach			
103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary. 	<p>Sustainability Management > Materiality and KPIs</p> <p>CEO Message</p> <p>Our Commitment</p> <p>Integrated Report 2021 P10-15 : Message from CEO</p> <p>Integrated Report 2021 P40-43 : Message from CSO</p> <p>Integrated Report 2021 P44-45 : Sustainability Strategy in Medium-Term Business Plan</p> <p>Integrated Report 2021 P82-84 : Non-Financial Performance (Progress on Materiality)</p> <p>Corporate Governance Report P33 : III. Implementation of Measures for Shareholders and Other stakeholders > 3. Measures to Ensure Due Respect for Stakeholders > Other</p>

103-2	The management approach and its components	<ul style="list-style-type: none"> a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	<ul style="list-style-type: none"> Sustainability Management > Group Sustainability System Risk management Sustainability Management > Meiji Group Sustainability 2026 Vision ESG Index > Policies Sustainability Management > Environmental Management CEO Message Our Commitment Health and Nutrition Quality and Safety Climate Change Circular Economy Water Biodiversity Human Resources Society Sustainable Sourcing Pharmaceuticals > Our Approach to Reliability Assurance Compliance > Management System > Contact Information for the Compliance Counseling Desk Integrated Report 2021 P4-5 : Achieving Our Goals in 2026 Vision Integrated Report 2021 P10-15 : Message from CEO Integrated Report 2021 P40-43 : Message from CSO Integrated Report 2021 P44-45 : Sustainability Strategy in Medium-Term Business Plan Integrated Report 2021 P46-47 : Response to Climate Change Integrated Report 2021 P48 : Healthier Lives > Health and Nutrition Integrated Report 2021 P52 : Caring for the Earth > Climate Change
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			<p>Integrated Report 2021 P53 : Caring for the Earth > Circular Economy</p> <p>Integrated Report 2021 P54 : Caring for the Earth > Water</p> <p>Integrated Report 2021 P55 : Caring for the Earth > Biodiversity</p> <p>Integrated Report 2021 P56 : Thriving Communities > Human Resources</p> <p>Integrated Report 2021 P58 : Thriving Communities > Society</p> <p>Integrated Report 2021 P60 : Sustainable Sourcing</p> <p>Integrated Report 2021 P68-75 : Corporate Governance</p> <p>Integrated Report 2021 P76-78 : Risk Management</p> <p>Integrated Report 2021 P79 : Compliance</p> <p>Integrated Report 2021 P82-84 : Non-Financial Performance (Progress on Materiality)</p> <p>Food Development</p>
103-3	Evaluation of the management approach	<p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach. 	<p>Sustainability Management > Group Sustainability System</p> <p>External Recognition</p> <p>Integrated Report 2021 P7 : Recognized for Outstanding Health Management for the Fourth Consecutive Year</p> <p>Integrated Report 2021 P82-84 : Non-Financial Performance (Progress on Materiality)</p> <p>Integrated Report 2021 P133 : External Evaluation of ESG</p>

Topic Specific Standards

Economic

Disclosure Number	Title	Reporting Requirements	Location and Notes
201: Economic Performance			
201-1	Direct economic value generated and distributed	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	<p>Integrated Report 2021 P94-123 : Notes to Consolidated Financial Statements</p> <p>Consolidated Financial Results Results for the Fiscal Year Ended March 31,2021 P18-30 : Consolidated Financial Statements</p>

201-2	Financial implications and other risks and opportunities due to climate change	<p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:</p> <ul style="list-style-type: none"> i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity 	<p>Risk management</p> <p>Sustainability Management > Environmental Management > Approach to climate change and TCFD initiatives</p> <p>Integrated Report 2021 P46-47 : Response to Climate Change</p> <p>Integrated Report 2021 P76-78 : Risk Management</p>
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: <ul style="list-style-type: none"> i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact. 	<p>Integrated Report 2021 P94-123 : Notes to Consolidated Financial Statements</p> <p>Consolidated Financial Results Results for the Fiscal Year Ended March 31,2021 P18-30 : Consolidated Financial Statements</p>

201-4	Financial assistance received from government	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <ul style="list-style-type: none"> i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	Not Disclosed
202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.</p> <p>c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.</p> <p>d. The definition used for 'significant locations of operation'.</p>	Not Disclosed

202-2	Proportion of senior management hired from the local community	<ul style="list-style-type: none"> a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'. 	Not Disclosed
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203: Indirect Economic Impacts

203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements. 	Society > Promote Social Contribution
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203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas. 	<p>Health and Nutrition > Contribute to Healthy Diets</p> <p>Health and Nutrition > Respond to a Super-Aged Society</p> <p>Health and Nutrition > Health and Nutrition > Improve Nutrition in Emerging Countries</p> <p>Health and Nutrition > Ensure the Sustainable Supply of Pharmaceuticals</p> <p>Health and Nutrition > Measures Against Infectious Diseases</p> <p>Integrated Report 2021 P48-49 : Healthier Lives > Health and Nutrition > Contribute to healthy diets</p> <p>Integrated Report 2021 P49 : Healthier Lives > Health and Nutrition > Nutrition improvements in developing countries</p> <p>Integrated Report 2021 P50-51 : Healthier Lives > Health and Nutrition > Countermeasures against Emerging and Re-emerging Infectious Diseases</p>
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204: Procurement Practices			
204-1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'. 	Not Disclosed
205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment. 	Not Disclosed
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. 	<p>Philosophy > Corporate Behavior Charter</p> <p>Meiji Group Anti-Corruption Policy</p> <p>Compliance > Management System > Anti-Corruption</p> <p>Integrated Report 2021 P79 : Compliance > Anti-Corruption</p>

205-3	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. 	Not Disclosed
206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments. 	Not Disclosed
207: Tax 2019			
207-1	Approach to tax	<ul style="list-style-type: none"> a. A description of the approach to tax, including: <ul style="list-style-type: none"> i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization. 	<p>Meiji Group Tax Policy</p> <p>Compliance > Management System > Tax Compliance</p> <p>Integrated Report 2021 P79 : Compliance > Tax Compliance</p>

207-2	Tax governance, control, and risk management	<p>a. A description of the tax governance and control framework, including:</p> <ul style="list-style-type: none"> i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. <p>b. A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax.</p> <p>c. A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion.</p>	<p>Meiji Group Tax Policy</p> <p>Compliance > Management System > Tax Compliance</p> <p>Integrated Report 2021 P79 : Compliance > Tax Compliance</p>
207-3	Stakeholder engagement and management of concerns related to tax	<p>a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including:</p> <ul style="list-style-type: none"> i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders. 	Not Disclosed

207-4

Country-by-country reporting

- a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.
- b. For each tax jurisdiction reported in Disclosure 207-4-a:
 - i. Names of the resident entities;
 - ii. Primary activities of the organization;
 - iii. Number of employees, and the basis of calculation of this number;
 - iv. Revenues from third-party sales;
 - v. Revenues from intra-group transactions with other tax jurisdictions;
 - vi. Profit/loss before tax;
 - vii. Tangible assets other than cash and cash equivalents;
 - viii. Corporate income Taxes Paid on a cash basis;
 - ix. Corporate income tax accrued on profit/loss;
 - x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax.
- c. The time period covered by the information reported in Disclosure 207-4.

ESG Data > Governance > Taxes Paid

Environmental

Disclosure Number	Title	Reporting Requirements	Location and Notes
301: Materials			
301-1	Materials used by weight or volume	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: <ul style="list-style-type: none"> i. non-renewable materials used; ii. renewable materials used. 	Sustainability Management > Environmental Management > Material Balance (FYE 3/2021) ESG Data > Environment > Circular Economy
301-2	Recycled input materials used	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	Not Disclosed
301-3	Reclaimed products and their packaging materials	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.	Not Disclosed

302: Energy			
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used. 	<p>Sustainability Management > Environmental Management > Material Balance (FYE 3/2021)</p> <p>Climate Change > Reduce CO₂ Emissions</p> <p>ESG Data > Environment > Climate Change</p> <p>Integrated Report 2021 P52 :</p> <p>Climate Change > Energy Consumption Volume and CO₂ Emissions Volume for FY2020</p> <p>Integrated Report 2021 P52-53 : Caring for the Earth > Climate Change > Promoting Use of Renewable Energy</p> <p>Integrated Report 2021 P31/80-81 : Financial and Non-Financial Highlights > Energy consumption volume</p>
302-2	Energy consumption outside of the organization	<ul style="list-style-type: none"> a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used. 	Not Disclosed
302-3	Energy intensity	<ul style="list-style-type: none"> a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both. 	<p>Climate Change > Reduce CO₂ Emissions</p> <p>Integrated Report 2021 P31 : Financial and Non-Financial Highlights > Energy Consumption Volume per Unit of Sales</p>

302-4	Reduction of energy consumption	<ul style="list-style-type: none"> a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>Climate Change > Reduce CO₂ Emissions</p> <p>Integrated Report 2021 P31/80-81 : Financial and Non-Financial Highlights > Energy Consumption Volume</p>
302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used. 	Not Disclosed

303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress. 	<p>Sustainability Management > Environmental Management > Meiji Group Long-Term Environmental Vision > Water</p> <p>Water</p> <p>Integrated Report 2021 P54 : Water</p>
303-2	Management of water discharge-related impacts	<ul style="list-style-type: none"> a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: <ul style="list-style-type: none"> i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered. 	<p>Water > Secure Water Resources</p> <p>Integrated Report 2021 P54 : Water</p>

303-3	Water withdrawal	<p>a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. <p>b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. <p>c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:</p> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>Sustainability Management > Environmental Management > Material Balance (FYE 3/2021)</p> <p>ESG Data > Environment > water</p> <p>Integrated Report 2021 P54 : Water > Water Consumption Volume for FY2020</p> <p>Integrated Report 2021 P31/80-81 : Financial and Non-Financial Highlights > Water consumption volume</p>
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303-4	Water discharge	<p>a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:</p> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. <p>b. A breakdown of total water discharge to all areas in megaliters by the following categories:</p> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). <p>c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:</p> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). <p>d. Priority substances of concern for which discharges are treated, including:</p> <ul style="list-style-type: none"> i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>Sustainability Management > Environmental Management > Material Balance (FYE 3/2021)</p> <p>ESG Data > Environment > water</p> <p>Integrated Report 2021 P80-81 : Financial and Non-Financial Highlights > Total water discharge volume</p>
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303-5	Water consumption	<ul style="list-style-type: none"> a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors. 	<p>Sustainability Management > Environmental Management > Material Balance (FYE 3/2021)</p> <p>ESG Data > Environment > water</p> <p>Integrated Report 2021 P54 : Water > Water Consumption Volume for FY2020</p> <p>Integrated Report 2021 P31/80-71 : Financial and Non-Financial Highlights > Water consumption volume</p>
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304: Biodiversity

<p>304-1</p>	<p>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p>	<p>a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:</p> <ul style="list-style-type: none"> i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km² (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation). 	<p>Biodiversity</p> <p>Integrated Report 2021 P55 : Caring for the Earth > Biodiversity</p>
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304-2	Significant impacts of activities, products, and services on biodiversity	<p>a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). <p>b. Significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts. 	<p>Biodiversity</p> <p>Integrated Report 2021 P55 : Caring for the Earth > Biodiversity</p>
304-3	Habitats protected or restored	<ul style="list-style-type: none"> a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals. b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. c. Status of each area based on its condition at the close of the reporting period. d. Standards, methodologies, and assumptions used. 	<p>Biodiversity</p> <p>Integrated Report 2021 P55 : Caring for the Earth > Biodiversity</p>

304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p> <ul style="list-style-type: none"> i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern 	<p>Biodiversity > Activities in Meiji Group Sites and Surrounding Areas / Activities in Cooperation with Local Governments and NPOs</p> <p>Integrated Report 2021 P55 : Caring for the Earth > Biodiversity</p>
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305: Emissions

305-1	Direct (Scope 1) GHG emissions	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>ESG Data > Environment > Climate Change₂ emissions</p> <p>Integrated Report 2021 P52 : Caring for the Earth > Climate Change > CO₂ Emission Volume for FY2020</p> <p>Integrated Report 2021 P31/80-71 : Financial and Non-Financial Highlights > CO₂ emissions</p>
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305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. d. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>ESG Data > Environment > Climate Change₂ emissions</p> <p>Integrated Report 2021 P52 : Caring for the Earth > Climate Change > CO₂ Emission Volume for FY2020</p> <p>Integrated Report 2021 P31/80-71 : Financial and Non-Financial Highlights > CO₂ emissions</p>
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305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>ESG Data > Environment > Climate Change₂ emissions</p> <p>Integrated Report 2021 P52 : Caring for the Earth > Climate Change > CO₂ Emission Volume for FY2020</p> <p>Integrated Report 2021 P80-71 : Financial and Non-Financial Highlights > CO₂ emissions</p>
305-4	GHG emissions intensity	<ul style="list-style-type: none"> a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. 	<p>ESG Data > Environment > Climate Change Co₂ emissions > Japan > Per unit of sales</p> <p>Integrated Report 2021 P31 : Financial and Non-Financial Highlights > CO₂ Emission Volume per Unit of Sales</p>

305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>Climate Change > Eliminate Specific CFCs</p> <p>ESG Data > Environment > Climate Change CO₂ emissions</p> <p>Integrated Report 2021 P52 : Caring for the Earth > Climate Change > CO₂ Emission Volume for FY2020</p> <p>Integrated Report 2021 P80-81 : Financial and Non-Financial Highlights > CO₂ emissions</p>
305-6	Emissions of ozone-depleting substances (ODS)	<ul style="list-style-type: none"> a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichloro uoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>ESG Data > Environment > Appropriate management of chemical substances</p>
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<ul style="list-style-type: none"> a. <ul style="list-style-type: none"> i. Significant air emissions, in kilograms or multiples, for each of the following: ii. NO_x iii. SO_x iv. Persistent organic pollutants (POP) v. Volatile organic compounds (VOC) vi. Hazardous air pollutants (HAP) vii. Particulate matter (PM) viii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>Sustainability Management > Environmental Management > Material Balance (FYE 3/2021)</p> <p>ESG Data > Environment > Appropriate management of chemical substances</p>

306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	<p>a. For the organization's significant actual and potential waste-related impacts, a description of:</p> <ul style="list-style-type: none"> i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. 	<p>Sustainability Management > Environmental Management > Meiji Group Long-Term Environmental Vision > Circular Economy</p> <p>Circular Economy</p> <p>Integrated Report 2021 P53 : Circular Economy</p>
306-2	Management of significant waste-related impacts	<p>a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.</p> <p>b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.</p> <p>c. The processes used to collect and monitor waste-related data.</p>	<p>Sustainability Management > Environmental Management > Meiji Group Long-Term Environmental Vision > Circular Economy</p> <p>Circular Economy</p> <p>Integrated Report 2021 P53 : Circular Economy</p>
306-3	Waste generated	<p>a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>ESG Data > Environment > Circular Economy</p> <p>Integrated Report 2021 P31/80-81 : Financial and Non-Financial Highlights > Industrial Waste Volume</p>

<p>306-4</p>	<p>Waste diverted from disposal</p>	<ul style="list-style-type: none"> a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. 	<p>ESG Data > Environment > Circular Economy</p>
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306-5	Waste directed to disposal	<ul style="list-style-type: none"> a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. 	<p>ESG Data > Environment > Circular Economy</p> <p>Integrated Report 2021 P31/80-81 : Financial and Non-Financial Highlights > Waste Volume</p>
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307: Environmental Compliance

307-1	Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: <ul style="list-style-type: none"> i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient. 	<p>Sustainability Management > Environmental Management > Response to environmental laws and accidents</p> <p>ESG Data > Environment > Environmental Management</p>
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308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	a. Percentage of new suppliers that were screened using environmental criteria.	Not Disclosed
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why. 	<p>Sustainable Sourcing > Procure Raw Materials With Consideration Toward Human Rights and the Environment</p> <p>Integrated Report 2021 P59 : Thriving Communities > Society > Respect and promote human rights > Initiatives to Develop a Responsible Supply Chain</p>

Social

Disclosure Number	Title	Reporting Requirements	Location and Notes
401: Employment			
401-1	New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	ESG Data > Society > Human Resources
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'.	Not Disclosed
401-3	Parental leave	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	ESG Data > Society > Human Resources Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Work-life Balance

402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	<ul style="list-style-type: none"> a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements. 	Not Disclosed
403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> a. A statement of whether an occupational health and safety management system has been implemented, including whether: <ul style="list-style-type: none"> i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. 	Sustainability Management Human Resources > Employee-Friendly Workplaces > Occupational Health and Safety > Management System / Certification Status of ISO45001

403-2	Hazard identification, risk assessment, and incident investigation	<p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <ul style="list-style-type: none"> i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p>	Human Resources > Employee-Friendly Workplaces > Occupational Health and Safety > Measures for maintaining safe workplaces
403-3	Occupational health services	<p>a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.</p>	Not Disclosed

403-4	Worker participation, consultation, and communication on occupational health and safety	<p>a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.</p> <p>b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.</p>	Human Resources > Employee-Friendly Workplaces > Occupational Health and Safety > Maintaining positive relations between management and labor
403-5	Worker training on occupational health and safety	<p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p>	Human Resources > Employee-Friendly Workplaces > Occupational Health and Safety > Occupational Safety and Health Training at Each Business and Operating Base
403-6	Promotion of worker health	<p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.</p>	<p>Human Resources > Employee-Friendly Workplaces > Promoting Health Management</p> <p>Integrated Report 2021 P57 : Thriving Communities > Human Resources > Employee-friendly workplaces</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.</p>	Not Disclosed

<p>403-8</p>	<p>Workers covered by an occupational health and safety management system</p>	<p>a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</p> <ul style="list-style-type: none"> i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>Human Resources > Employee-Friendly Workplaces > Occupational Health and Safety > ManagementsSystem/ISO45001 certified factories and companies</p>
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403-9

Work-related injuries

- a. For all employees:
 - i. The number and rate of fatalities as a result of work-related injury;
 - ii. The number and rate of high-consequence work-related injuries (excluding fatalities);
 - iii. The number and rate of recordable work-related injuries;
 - iv. The main types of work-related injury;
 - v. The number of hours worked.
- b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:
 - i. The number and rate of fatalities as a result of work-related injury;
 - ii. The number and rate of high-consequence work-related injuries (excluding fatalities);
 - iii. The number and rate of recordable work-related injuries;
 - iv. The main types of work-related injury;
 - v. The number of hours worked.
- c. The work-related hazards that pose a risk of high-consequence injury, including:
 - i. how these hazards have been determined;
 - ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;
 - iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.
- d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.
- e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.
- f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Human Resources > Employee-Friendly Workplaces > Occupational Health and Safety > Measures for maintaining safe workplaces

ESG Data > Society > Employee-Friendly Workplaces

Integrated Report 2021 P31 : Financial and Non-Financial Highlights > Lost Time Injury Frequency Rate (LTIFR)

		g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	
403-10	Work-related ill health	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>c. The work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	Not Disclosed
404: Training and Education			
404-1	Average hours of training per year per employee	<p>a. Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> i. gender; ii. employee category. 	Not Disclosed

404-2	Programs for upgrading employee skills and transition assistance programs	<p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Strengthening Human Resource Development
404-3	Percentage of employees receiving regular performance and career development reviews	<p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Strengthening Human Resource Development > Facilitating career planning through self-assessments
405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). 	<p>Human Resources > Promote Diversity and Inclusion, and Provide Training to Employees > Promoting Diversity in the Workplace</p> <p>ESG Data > Social > Human Resources</p> <p>Corporate Governance > Corporate Governance System</p> <p>Integrated Report 2021 P64-65 : Members of the Board</p> <p>Integrated Report 2021 P68 : Corporate Governance > Corporate Governance Data</p> <p>Integrated Report 2021 P84 : Non-Financial Performance > Thriving Communities > Human Resources</p>
405-2	Ratio of basic salary and remuneration of women to men	<p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. The definition used for 'significant locations of operation'.</p>	Not Disclosed

406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	<p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <ul style="list-style-type: none"> i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action. 	<p>Society > Respect and Promote Human Rights > Implementing Human Rights Due Diligence</p> <p>Integrated Report 2021 P58-59 : Thriving Communities > Society > Respect and promote human rights > Initiatives for Foreign Workers > Human Rights Initiatives Implemented Overseas > Initiative to Develop a Responsible Supply Chain</p> <p>Sustainable Sourcing > Procure Raw Materials With Consideration Toward Human Rights and the Environment</p> <p>Compliance</p>
407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</p>	Not Disclosed

408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> i. child labor; ii. young workers exposed to hazardous work. <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<p>Society > Respect and Promote Human Rights > Implementing Human Rights Due Diligence</p> <p>Sustainable Sourcing > Procure Raw Materials With Consideration Toward Human Rights and the Environment</p> <p>Integrated Report 2021 P58-59 : Thriving Communities > Society > Respect and promote human rights > Human Rights Initiatives Implemented Overseas / Initiative to Develop a Responsible Supply Chain</p> <p>Integrated Report 2021 P60 : Sustainable Sourcing > Sourcing > Cocoa Sourcing / Palm Oil Sourcing</p> <p>Collaboration > International Cocoa Initiative</p>
409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p>Society > Respect and Promote Human Rights > Implementing Human Rights Due Diligence</p> <p>Sustainable Sourcing > Procure Raw Materials With Consideration Toward Human Rights and the Environment</p> <p>Integrated Report 2021 P58-59 : Thriving Communities > Society > Respect and promote human rights > Human Rights Initiatives Implemented Overseas / Initiative to Develop a Responsible Supply Chain</p> <p>Integrated Report 2021 P60 : Sustainable Sourcing > Sourcing > Cocoa Sourcing / Palm Oil Sourcing</p> <p>Collaboration > International Cocoa Initiative</p>

410: Security Practices			
410-1	Security personnel trained in human rights policies or procedures	<ul style="list-style-type: none"> a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel. 	Not Disclosed
411: Management approach disclosures			
411-1	Incidents of violations involving rights of indigenous peoples	<ul style="list-style-type: none"> a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: <ul style="list-style-type: none"> i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action. 	<p>Meiji Group Policy on Human Rights</p> <p>Sustainable Sourcing</p> <p>Integrated Report 2021 P58-59 : Thriving Communities > Society > Respect and promote human rights > Human Rights Initiatives Implemented Overseas / Initiative to Develop a Responsible Supply Chain</p> <p>Integrated Report 2021 P60 : Sustainable Sourcing > Sourcing > Cocoa Sourcing / Palm Oil Sourcing</p>
412: Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country. 	<p>Society > Respect and Promote Human Rights > Implementing Human Rights Due Diligence</p> <p>Sustainable Sourcing</p> <p>Integrated Report 2021 P58-59 : Thriving Communities > Society > Respect and promote human rights > Initiatives for Foreign Workers / Human Rights Initiatives Implemented Overseas / Initiative to Develop a Responsible Supply Chain</p> <p>Integrated Report 2021 P60 : Sustainable Sourcing > Sourcing > Cocoa Sourcing / Palm Oil Sourcing</p>

412-2	Employee training on human rights policies or procedures	<p>a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p> <p>b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p>	<p>Society > Respect and Promote Human Rights > Human Rights Education and Training</p> <p>ESG Data > Society > Human Resources</p> <p>Integrated Report 2021 P58 : Thriving Communities > Society > Respect and promote human rights > Promotion of Human Rights Education to Employees</p> <p>Integrated Report 2021 P84 : Thriving Communities > Society > Respect and promote human rights > Attendance rate at human rights training among new employees and those promoted to managing positions</p>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</p> <p>b. The definition used for 'significant investment agreements'.</p>	Not Disclosed

413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	<p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes. 	<p>Society > Stakeholder Engagement</p> <p>Society > Promote Social Contribution</p> <p>Sustainable Sourcing > Procure Raw Materials With Consideration Toward Human Rights and the Environment > Sourcing of Cocoa / Sourcing of Palm Oil / Sourcing of Paper / Sourcing of Raw Milk</p> <p>Integrated Report 2021 P60-61 : Sustainable Sourcing > Sourcing > Cocoa Sourcing / Palm Oil Sourcing / Paper Sourcing / Raw Milk Sourcing</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> i. the location of the operations; ii. the significant actual and potential negative impacts of operations. 	Not Disclosed
414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	<p>a. Percentage of new suppliers that were screened using social criteria.</p>	Not Disclosed

414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why. 	<p>Meiji Group Procurement Policy</p> <p>Integrated Report 2021 P58-59 : Thriving Communities > Society > Respect and promote human rights > Initiatives for Foreign Workers > Human Rights Initiatives Implemented Overseas / Initiative to Develop a Responsible Supply Chain</p>
415: Public Policy			
415-1	Political contributions	<ul style="list-style-type: none"> a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated. 	Not Disclosed
416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement. 	<p>Health and Nutrition > Quality and Safety > Ensure Product Quality and Safety</p> <p>Food Development</p> <p>Integrated Report 2021 P78 : Risk Management</p> <p>Integrated Report 2021 P82 : Healthier Lives > Quality and Safety</p>

416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	Integrated Report 2021 P78 : Risk Management
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417: Marketing and Labeling

417-1	Requirements for product and service information and labeling	<p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:</p> <ul style="list-style-type: none"> i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). <p>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	<p>Society > Stakeholder Engagement > Communicate with Our Customers</p> <p>Meiji Group Food Nutrition Labeling Policy:</p>
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417-2	Incidents of non-compliance concerning product and service information and labeling	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	Not Disclosed
417-3	Incidents of non-compliance concerning marketing communications	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	Not Disclosed

418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: <ul style="list-style-type: none"> i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient. 	Not Disclosed
419: Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	<ul style="list-style-type: none"> a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: <ul style="list-style-type: none"> i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred. 	Not Disclosed

SASB (Sustainability Accounting Standard Board)

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. This table below references the Standard for the Processed Foods industry as defined by SASB's Sustainable Industry Classification System (SICS) and identifies where Meiji Holdings addresses each topic.

Topic	Accounting Metric	SASB Code	Location	Notes
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-PF-130a.1	<p>ESG Data > Environment > Climate Change > Energy consumption</p> <p>Integrated Report 2021 P31/80-81 : Financial and Non-Financial Highlights > Energy Consumption Volume</p> <p>Integrated Report 2021 P52 :Caring for the Earth > Climate Change > Energy consumption volume CO₂ Emissions Volume for FY2020</p> <p>Climate Change > Reduce CO₂ Emissions > Promotion of Renewable Energy</p> <p>Integrated Report 2021 P52-53 : Caring for the Earth > Climate Change > Promoting Use of Renewable Energy</p> <p>CDP 2021</p>	The Meiji Group has set the goal of increasing the share of renewable energy to 100% of power usage at company sites by 2050. To achieve our goal, we will continue to expand the use of renewable energy while strengthening our energy creation activities.

Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-PF-140a.1	<p>Water > Secure Water Resources</p> <p>Integrated Report 2021 P54 : Water > Water Consumption Volume for FY2020</p> <p>Integrated Report 2021 P31/80-71 : Financial and Non-Financial Highlights > Water consumption volume</p>	<p>From our FY2020 results, we can see that water consumption in areas with relatively high risks to water resources* has dropped to 3% or below of total water consumption. *Using Aqueduct, we analyzed severity of stress on water resources (including Baseline Water Stress and Baseline Water Depletion), as well as Seasonal Variability. The term "areas with relatively high risks to water resources" above refers to areas where Aqueduct's risk analysis pointed to a high current or future risk.</p>
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-PF-140a.2	No incident of non-compliance in FY2020	
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	<p>Water > Secure Water Resources</p> <p>Integrated Report 2021 P54 : Water</p>	

Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-250a.1	Zero critical non-conformance found in FY2020	
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-PF-250a.2	Quality and Safety > Ensure Product Quality and Safety	We currently do not disclose the percentage of ingredients; however, as part of our food safety efforts, we have already introduced HACCP-based techniques at all our plants. Additionally, we obtained certification from the global third-party food safety management system Global Food Safety Initiative (GFSI) for all food plants in Japan and overseas by FY2020.
	(1) Total number of notices of food safety violation received, (2) percentage corrected	FB-PF-250a.3	Integrated Report 2021 P78 : Risk Management	
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4	Integrated Report 2021 P78 : Risk Management	
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-PF-260a.1	Integrated Report 2021 P33 : Strategy by Business / Food Segment > Net Sales in Core Businesses	
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2	Health and Nutrition Integrated Report 2021 P22-23 : Health Values, the Meiji Group is Seeking	

Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-PF-270a.1	Not disclosed	
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF-270a.2	Not disclosed	
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-PF-270a.3	Not disclosed	
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	FB-PF-270a.4	Not disclosed	
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	FB-PF-410a.1	Not disclosed	
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2	Circular Economy Integrated Report 2021 P53 : Circular Economy > Reducing Plastic Usage	In accordance with the Meiji Group Plastic Policy, we have set the target of reducing plastic usage, including packaging, by at least 25% compared to FY2017 by FY2030. Based on the Design for the Environment (DfE) approach, we are reviewing our product designs to reduce plastic usage as much as possible. We also intend to increase use of bioplastics going forward.

Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	FB-PF-430a.1	Sustainable Sourcing	
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-430a.2	Sustainable Sourcing	
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-PF-440a.1	Not disclosed	
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	FB-PF-440a.2	Sustainable Sourcing Thriving Communities > Respect and Promote Human Rights Integrated Report 2020 P58-59 : Thriving Communities > Society > Respect and promote human rights > Initiative to Develop a Responsible Supply Chain Integrated Report 2021 P60-61 : Sustainable Sourcing	

Activity Metric	Code	Location
Weight of products sold	FB-PF-000.A	Sustainability Management > Environmental Management>Material Balance (FYE 3/2021)
Number of production facilities	FB-PF-000.B	Integrated Report 2021 P130-131 : Operating Bases and Group Companies

UN Global Compact

	UN Global Compact Principles	Location
Human Rights	<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights.</p>	Society
	<p>Principle 2 Businesses should make sure that they are not complicit in human rights abuses.</p>	
Labour	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	Society Human Resources Sustainable Sourcing
	<p>Principle 4 Businesses should support the elimination of all forms of forced and compulsory labour.</p>	
	<p>Principle 5 Businesses should support the effective abolition of child labour.</p>	
	<p>Principle 6 Businesses should support the elimination of discrimination in respect of employment and occupation.</p>	
Environment	<p>Principle 7 Businesses should support a precautionary approach to environmental challenges.</p>	Sustainability Management Climate Change Circular Economy Water Biodiversity
	<p>Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility.</p>	
	<p>Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	
Anti-Corruption	<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.</p>	Compliance

Sustainable Development Goals (SDGs)

Goal	Description	Location
 <p>2 ZERO HUNGER</p>	<p>Goal 2</p> <p>End hunger, achieve food security and improved nutrition and promote sustainable agriculture</p>	Health and Nutrition
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Goal 3</p> <p>Ensure healthy lives and promote well-being for all at all ages</p>	Health and Nutrition Quality and Safety
 <p>4 QUALITY EDUCATION</p>	<p>Goal 4</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	Health and Nutrition
 <p>5 GENDER EQUALITY</p>	<p>Goal 5</p> <p>Achieve gender equality and empower all women and girls</p>	Human Resources
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Goal 6</p> <p>Ensure availability and sustainable management of water and sanitation for all</p>	Water Biodiversity
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Goal 7</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	Climate Change
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Goal 8</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	Human Resources Society Sustainable Sourcing
 <p>10 REDUCED INEQUALITIES</p>	<p>Goal 10</p> <p>Reduce inequality within and among countries</p>	Human Resources Society

 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Goal 12 Ensure sustainable consumption and production patterns</p>	<p>Quality and Safety Circular Economy Sustainable Sourcing</p>
 <p>13 CLIMATE ACTION</p>	<p>Goal 13 Take urgent action to combat climate change and its impacts</p>	<p>Climate Change</p>
 <p>14 LIFE BELOW WATER</p>	<p>Goal 14 Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>Water</p>
 <p>15 LIFE ON LAND</p>	<p>Goal 15 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<p>Biodiversity Sustainable Sourcing</p>
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>Goal 17 Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>	<p>Society Sustainable Sourcing Collaboration</p>

Health and Nutrition

SUSTAINABILITY MANAGEMENT

HEALTH & NUTRITION

Climate Change

SUSTAINABILITY MANAGEMENT

CLIMATE CHANGE

Water Resources

SUSTAINABILITY MANAGEMENT

WATER

Plastic Resource Circulation

SUSTAINABILITY MANAGEMENT

CIRCULAR ECONOMY

Food Loss

CIRCULAR ECONOMY

Human Rights

SUSTAINABILITY MANAGEMENT

SOCIETY

SUSTAINABLE SOURCING

INNOVATION

Diversity

SUSTAINABILITY MANAGEMENT

HUMAN RESOURCES

Supply Chain Management

SUSTAINABILITY MANAGEMENT

SUSTAINABLE SOURCING

QUALITY AND SAFETY

SUSTAINABILITY VIDEO

Corporate Governance

Meiji Group Tax Policy (PDF 14KB)



Meiji Group Anti-Corruption Policy (PDF 14KB)



Health and Nutrition

Meiji Group Food Nutrition Labeling Policy (PDF 10KB)



Meiji Group Marketing Communication to Children Policy (PDF 134KB)



Meiji Group Policy for the Marketing of Breast-Milk Substitutes (BMS Policy) (PDF 50KB)



Environmental Sustainability

Meiji Group Environmental Policy (PDF 48KB)



Meiji Group Water Resources Policy (PDF 237KB)



Meiji Group Plastic Policy (PDF 13KB)



Meiji Group Biodiversity Conservation Activity Policy (PDF 138KB)



People and Society

Meiji Group Policy on Human Rights (PDF 184KB)



Meiji Group Policy on Occupational Health and Safety (PDF 10KB)



Meiji Group Social Contribution Activities Policy (PDF 100KB)



Supply Chain

Meiji Group Procurement Policy (PDF 14KB)



Cocoa Procurement Guideline (PDF 11KB)



Palm Oil Procurement Guideline (PDF 103KB)



Paper Procurement Guideline (PDF 48KB)



Raw Milk Procurement Guideline (PDF 131KB)



Meiji Group Supplier Code of Conduct (PDF 156KB)



Meiji Group Farm Animal Welfare Policy (PDF 23KB)



Sustainability

Our Commitment

Sustainability Management

ISO Certification

Healthier Lives

Health & Nutrition

Quality & Safety

Caring for the Earth

Climate Change

Circular Economy

Water

Biodiversity

Thriving Communities

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Meiji Group Sustainability 2026 Vision



Meiji Cocoa Support

Meiji Cocoa Support helps us to source cocoa sustainably.