

Meiji Holdings Co., Ltd.

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For immediate release

Selected to Next Nadeshiko: Companies Supporting Dual-career and Co-parenting as Outstanding Company for Supporting Work-life Balance

Meiji Holdings Co., Ltd. (CEO, President, and Representative Director: Kazuo Kawamura) is pleased to announce that the company was named to Next Nadeshiko: Companies Supporting Dual-career and Co-parenting, a list of companies selected jointly by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE).



Next Nadeshiko: Companies Supporting Dual-career and Co-parenting

Since 2012, the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) have jointly been selecting companies that are outstanding in terms of encouraging women's empowerment in the workplace and designating them as Nadeshiko Brands.

As a new effort starting this fiscal year, METI and the TSE selected outstanding companies apart from Nadeshiko Brands based on their efforts related to supporting dual-career and co-parenting as Next Nadeshiko: Companies Supporting Dual-career and Co-parenting.

For supporting dual-career and co-parenting, we engage in the following initiatives to develop an environment that promotes balance between work and home life towards enabling employees to continue their careers long-term.

- Adopting part-time working and flex-time system
- Expanding eligibility for telecommuting

We also go beyond supporting dual-career and co-parenting by aggressively supporting empowerment. For example, we provide training for employees with children regardless of gender and their direct supervisors. Through joint work designed to promote an understanding of others,

we strive to create workplace environments that empower employees. Also, we aim to strengthen career-mindedness among employees with infants and improve the management skills of their supervisors.

The Meiji Group believes that promoting diversity and inclusion (D&I) is invaluable to achieving continued growth into the future. This is because the Meiji Group is a company closely connected to the needs and daily lives of a diverse range of customers, from infants to the elderly, throughout the various stages of life.

In April 2022, the Meiji Group established the Group Human Capital Committee as an advisory body to the Executive Committee for discussing agendas related to human capital management. This Committee promotes D&I as a core theme. For promoting women's participation, a particular area of focus, the Committee is simultaneously advancing the following initiatives.

- Expanding the diversity of decision-making personnel
- Creating workplaces and environments that make work comfortable for all employees

We are creating an environment in which all employees, regardless of gender, can maximize their skills and potential by strengthening our pool of female managers, promoting their aggressive hiring, and advancing efforts such as awareness reform through unconscious bias training.

The Meiji Group will continue to promote D&I as we strive to create an energetic and motivating work culture for all employees. We also remain committed to being a corporate group that can provide “Meiji unique value for wellness” to our customers in Japan and around the world.

Reference

- Promoting Diversity and Inclusion
<https://www.meiji.com/global/sustainability/thriving-communities/human-resources.html>
- Meiji Group Diversity and Inclusion Policy
https://www.meiji.com/global/sustainability/policies/pdf/meiji_group_diversity_and_inclusion_policy/meiji_group_diversity_and_inclusion_policy.pdf
- Ratio of Female Managers / Number of Female Managers (including assistant managers)
<https://www.meiji.com/global/sustainability/esg-index.html?tab-active-4#anker-esg-2>
- The Nadeshiko Brands (METI website)
https://www.meti.go.jp/english/press/2023/0927_006.html

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