

Meiji Holdings Co., Ltd.

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For Immediate Release

Meiji Holdings 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: Katsunari Matsuda) is pleased to announce that the company has been 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).



The Meiji Group offers a wide range of products and services that support the daily lives of customers in all age ranges, from infants to elderly persons. As diversifying values increasingly influence consumer markets and labor environments, we believe that promoting Diversity, Equity, and Inclusion (DE&I) to leverage diverse human capital and perspectives is indispensable to pursuing continuous growth. We formulated the Meiji Group Policy on Diversity, Equity & Inclusion to outline our methods of accelerating DE&I promotion. Under this Policy, we apply three complementary approaches—Creating diversity, Leveraging diversity, and Expanding diversity—towards cultivating a culture of DE&I within the Meiji Group.

To address the particularly important theme of encouraging women's empowerment in the workplace, we are taking a two-tiered approach: expand the diversity of decision-making personnel and create workplaces and environments that make work comfortable for all employees. By strengthening our pool of female managers, aggressively promoting their advancement, and advancing efforts such as awareness reform through unconscious bias training, we are creating an environment in which all employees can maximize their skills and potential, regardless of their gender.

Meiji's efforts to support dual-career and co-parenting, for which we were recognized through this selection, include creating environments that support work-life balance while also enabling employees to continue their careers long-term. We adopted a part-time work program and a flex-time system, and have expanded eligibility for telecommuting. We also go beyond work-life balance by supporting employee empowerment. For example, we support employees on childcare leave who desire to take promotion exams to advance their career.

The Meiji Group will continue to promote DE&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 the "Meiji unique value for wellness" to our customers in Japan and around the world.

Reference

- Meiji Group Promotion of Diversity, Equity, and Inclusion
<https://www.meiji.com/global/sustainability/thriving-communities/human-resources.html#5>
- Meiji Group Diversity, Equity, and Inclusion Policy
https://www.meiji.com/global/sustainability/policies/pdf/meiji_group_diversity_and_inclusion_policy/meiji_group_diversity_and_inclusion_policy.pdf
- Meiji Group Ratio of Female Managers / Number of Female Managers
<https://www.meiji.com/global/sustainability/esg-index.html?tab-active-4#anker-esg-2>

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