

Environment

Environmental investments								
		Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	
Environmental protection investments*1		million yen	698	621	837	1,272	TBC	
Environmental management								
		FYE 3/2020						
Third-party certification	ISO14001	Japan	-	30 plants, 4 laboratories, and 18 group companies				
		Overseas	-	three group companies				
	EcoAction 21	Japan	-	one group company				
		Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	
Number of violation of environmental laws and regulations		incidents	-	-	-	0	0	
Circular Economy								
		Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	
Raw materials*11		ten thousands of tons	158	224	221	203	172	
Total waste	Waste amount (Japan)		ten thousands of tons	7.6	5.4	6.3	6.2	6.5
	Per unit of sales (Japan)		tons/hundred million yen	6.6	4.6	5.4	5.4	5.6
	Waste amount (Global)		ten thousands of tons	-	-	-	-	7.2
	Per unit of sales (Global)		tons/hundred million yen	-	-	-	-	5.8
Reduction of food product waste		%	-	base year	△ 15.3	△ 21.9	△ 25.1	
Recycling volume*11		ten thousands of tons	3.3	5.1	5.9	6.0	6.1	
Reduction of plastic usage		%	-	-	base year	△8.2	△9.8	

Environment

Water						
	Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020
Total water used	thousands of m ³	24,375	24,104	24,082	23,483	23,239
Japan	thousands of m ³	24,375	24,104	22,305	22,056	21,822
Mainland China ^{*4}	thousands of m ³	-	-	1,192	878	903
Asia ^{*5}	thousands of m ³	-	-	511	487	459
The U.S. and Europe ^{*6}	thousands of m ³	-	-	74	62	56
Discharged water ^{*12}	thousands of m ³	21,214	20,255	17,914	20,586	19,445
Japan	thousands of m ³	21,214	20,255	17,914	19,702	18,423
Mainland China ^{*4}	thousands of m ³	-	-	-	696	790
Asia ^{*5}	thousands of m ³	-	-	-	141	180
The U.S. and Europe ^{*6}	thousands of m ³	-	-	-	47	53
Biodiversity						
Policy of biodiversity conservation	Can be found at section four (Biodiversity Conservation) of Meiji Group environmental policy.					
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We established a bird sanctuary in the Nemuro Nature Conservation Area, which we own, in Nemuro-shi, Hokkaido. In the conservation area, our employees volunteer to protect the environment.					
	Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020
Implementation rate of biodiversity conservation activities at plants	%	-	-	-	-	-
Japan	%	-	-	-	62.0	80.8
Overseas	%	-	-	-	-	-

Environment

Climate Change

			Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020
Energy consumption			oil:10,000 kL	24.9	24.5	24.0	24.6	26.0
			TJ	9,614	9,462	9,281	9,845	10,714
			Per unit of sales	tons/hundred million of yen	21.7	21.0	20.7	21.1
CO ₂ emissions	Japan	Scope 1* ²	ten thousands of tons	55.0	23.6	23.0	22.8	22.2
		Scope 2	ten thousands of tons		28.7	27.4	28.2	28.0
		Per unit of sales* ³	ten thousands of tons/hundred million of yen	48.0* ²	44.8* ²	43.4* ²	44.0	43.3
	Mainland China* ⁴	Scope 1	ten thousands of tons	4.1	0.5	0.3	0.5	0.5
		Scope 2	ten thousands of tons		3.5	3.0	2.5	2.2
	Asia* ⁵	Scope 1	ten thousands of tons	6.1	1.5	1.3	1.1	1.0
		Scope 2	ten thousands of tons		5.3	5.5	5.2	4.7
	The U.S. and Europe* ⁶	Scope 1	ten thousands of tons	2.6* ²	1.1* ²	1.3* ²	1.1* ²	1.1
		Scope 2	ten thousands of tons		0.9* ²	0.9* ²	0.9* ²	0.7
	Japan	Scope 3	ten thousands of tons	-	-	203.5	318.9	303.5
		1. Purchased goods and services	ten thousands of tons	-	-	176.3	243.7	234.3
		2. Capital goods	ten thousands of tons	-	-	22.5	22.4	22.3
		3. Fuel- and energy-related activities (not included in Scope 1 or 2)	ten thousands of tons	-	-	1.9	2.0	2.2
		4. Upstream transportation and distribution	ten thousands of tons	-	-	-	25.2	24.4
		5. Waste generated in operations	ten thousands of tons	-	-	1.6	1.2	1.7
		6. Business travel	ten thousands of tons	-	-	0.2	0.2	0.2
		7. Employee commuting	ten thousands of tons	-	-	0.4	0.4	0.4
		8. Upstream leased assets	ten thousands of tons	-	-	Not calculated	Not calculated	Not calculated
		9. Downstream transportation and distribution	ten thousands of tons	-	-	-	17.7	13.5
		10. Processing of sold products	ten thousands of tons	-	-	Not calculated	Not calculated	Not calculated
11. Use of sold products		ten thousands of tons	-	-	Not calculated	Not calculated	Not calculated	
12. End-of-life treatment of sold products		ten thousands of tons	-	-	0.6	6.1	4.4	
13. Downstream leased assets		ten thousands of tons	-	-	Not calculated	Not calculated	Not calculated	
14. Franchises		ten thousands of tons	-	-	Not calculated	Not calculated	Not calculated	
15. Investments	ten thousands of tons	-	-	Not calculated	Not calculated	Not calculated		
Global	Scope 3	ten thousands of tons	-	-	-	-	325.3	
Use of eco-friendly car* ¹			vehicles	549	629	508	558	574
Solar power CO ₂ emissions			t-CO ₂	609	590	595	570	670

Environment

Calculation Method for Scope 3 Emissions

Categories	Basis for calculation and calculation method	Emission source unit
1. Purchased goods and services	Based on: Purchase price (million yen) Purchase monetary amount of raw material x emission source unit of each raw material	Coverage: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd.) -Included all plants of KM Biologics Co., Ltd., from FY3/2020 Emission source unit: - Source: The Ministry of the Environment's database ^{*9} ; emission source units based on the industry-related table Emission source unit on monetary basis for each raw material (purchaser price basis)
2. Capital goods	Based on: Capital expenditures (million yen) Facility investment amount x emission source unit per price of capital goods	Coverage: all Meiji Group companies in Japan ^{*10} Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units per price of capital goods
3. Fuel- and energy-related activities (not included in Scope 1 or 2)	Based on: Consumption of each type of energy (GJ) Usage amount of purchased fuel, electricity, heat, etc. x emission source units per usage amount for each energy type	Coverage: all Meiji Group companies in Japan ^{*10} Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units per usage amount of electricity and heat
4. Upstream transportation and distribution	Based on: Purchase weight (t) 1. Purchase weight x coefficient by transportation scenario (10 t truck of 500km distance and 60% loading ratio) 2. the amount of CO ₂ emissions based on the distribution of Meiji Co., Ltd. calculated by 1 and 2	Coverage: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FYE 3/2020 Emission source unit during transportation: •Source: The Ministry of the Environment's database ^{*9} ; Calculation of Greenhouse Gas Emissions Calculation
5. Waste generated in operations	Based on: Waste weight by waste type (t) Waste weight by waste type (t) x emission source units by waste type	Coverage: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FYE 3/2020 Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units by waste type
6. Business travel	Based on: Number of Meiji Group employees Number of Meiji Group employees x emission source units per employee	Coverage: Meiji Group including consolidated subsidiaries in Japan ^{*10} Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units per employee
7. Employee commuting	Based on: Number of Meiji Group employees, number of work day per year Number of Meiji Group employees × number of work day per year x emission source units per number of work day	Coverage: Meiji Group including consolidated subsidiaries in Japan ^{*10} Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units per employee-number of work day
8. Upstream leased assets	Not calculated	-
9. Downstream transportation and distribution	Based on: Product sales weight (t) Product sales weight x coefficient by transportation scenario (10 t truck of 500km distance and 60% loading ratio)	Coverage: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FY3/2020 Emission source unit during transportation: •Source: The Ministry of the Environment's database ^{*9} ; Calculation of Greenhouse Gas Emissions Calculation
10. Processing of sold products	Not calculated because of low amount	-
11. Use of sold products	Not calculated	-
12. End-of-life treatment of sold products	Based on: Weight of materials for the container and of the sold product (t) Weight of materials for the container of the sold product (t) x emission source units by waste type	Coverage: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FY3/2020 Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units by waste type
13. Downstream leased assets	Not calculated	-
14. Franchises	Not calculated	-
15. Investments	Not calculated	-

Environment

Appropriate management of chemical substances ^{*12}						
	Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020
PRTR emissions ^{*11}	tons	9.8	15.1	16.1	1.2	9.4
(13) Acetonitrile	tons	2.5	0.4	0.1	0.0	0.1
(127) Chloroform	tons	1.2	4.5	4.2	0.0	1.3
(150) 1,4-Dioxane	tons	0.0	0.1	1.9	-	-
(186) Methylene chloride	tons	4.9	9.2	8.5	-	7.3
(232) N,N-Dimethylformamide	tons	0.4	0.2	0.1	0.0	0.0
(342) Pyridine	tons	0.0	0.0	-	0.0	-
(411) formaldehyde	tons	-	-	-	0.5	-
(438) Methyl naphthalene	tons	0.8	0.7	0.6	0.7	0.8
PRTR transfer volume ^{*11}	tons	403.1	625.8	386.0	291.8	56.4
(13) Acetonitrile	tons	42.3	25.5	32.8	7.4	2.5
(127) Chloroform	tons	6.5	1.5	2.8	53.0	0.0
(150) 1,4-Dioxane	tons	1.3	1.9	2.7	-	-
(186) Methylene chloride	tons	17.5	110.0	107.9	-	32.9
(232) N,N-Dimethylformamide	tons	331.2	478.0	239.4	231.3	20.9
(342) Pyridine	tons	4.3	8.9	-	-	-
(411) formaldehyde	tons	-	-	-	0.1	-
(438) Methyl naphthalene	tons	0.0	0.0	0.0	0.0	-
NOx emissions ^{*11}	tons	240	139	136	135	141
SOx emissions ^{*11}	tons	88	76	65	64	69

* The environment information of Meiji Group covers only consolidated subsidiaries in Japan.

FYE 3/2019 figures include Kumamoto Production Center of KM Biologics Co., Ltd., and FYE 3/2020 figures include all business locations of KM biologics Co., Ltd..

*1 From FYE 3/2016 to 3/2018, figures are the sum of figures for Meiji Co., Ltd., and Meiji Seika pharma Co., Ltd, Ltd. and from FYE 3/2019, figures also include KM biologics Co., Ltd.

*2 Figures are changed based on the change of coverage.

*3 Per unit of sales of Domestic CO₂ emissions (Scope 1, 2)

*4 Covers five production plants

*5 Covers four production plants

*6 Covers three production plants

*7 The information concerns Meiji Co., Ltd. including consolidated subsidiaries

*8 The information concerns Meiji Seika pharma Co., Ltd. including consolidated subsidiaries

*9 The Ministry of the Environment's database: The Ministry of the Environment's emission source unit database (ver. 2.4) for calculating greenhouse gas emissions through the supply chain

*10 Figures for Meiji Group covers only consolidated subsidiaries in Japan, including KM Biologics Co., Ltd. from FYE 3/2019.

*11 Figures for FYE 3/2016 are the sum of figures for Meiji Co., Ltd., and Meiji Seika pharma Co., Ltd. From FYE 3/2019, KM Biologics Co., Ltd. is included.

*12 "-" indicates the amount of chemical substance use is below 1t (the reporting requirement amount).

Society

Human Resources						
	Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020
Number of Meiji Group employees	persons	16,456	16,726	16,296	17,608	17,571
Number of temporary Meiji Group employees	persons	10,003	9,654	9,257	9,723	9,234
Number of employees ^{*1}	persons	8,546	8,517	8,538	9,501	9,463
Male	persons	6,702	6,657	6,676	7,223	7,140
Female	persons	1,844	1,860	1,862	2,278	2,323
Number of temporary employees	persons	4,261	4,087	3,899	4,625	4,576
Male	persons	1,560	1,558	1,506	1,672	1,709
Female	persons	2,701	2,529	2,393	2,953	2,867
Average number of consecutive years served	years, months	16.05	16.07	16.11	16.10	17.02
Male	years, months	17.02	17.05	17.09	17.11	18.03
Female	years, months	13.08	13.10	13.11	13.06	13.12
Average age of employees	age	39.03	39.07	39.11	39.12	40.05
Male	age	40.02	40.05	40.10	41.01	41.05
Female	age	36.01	36.04	36.06	36.06	37.03
Turnover rate (less than 3 years for new graduates)	%	6.4	9.5	9.3	8.9	8.9
Number of new employees	persons	196	244	278	356	342
Male	persons	114	141	174	210	198
Female	persons	82	103	104	146	144
Female manager ratio as percentage of total	%	2.0	2.1	2.6	3.1	3.4
the number of female leaders	persons	98	109	119	171	189
Female executive officers ratio as percentage of total (%) ^{*2}	%	6.7	14.3	14.3	14.3	14.3
Employee training expenses ^{*3}	hundred million yen	-	3.04	2.74	2.96	3.19
Number of employees participated in human rights training ^{*3 *4}	persons	-	375	431	372	326
Employees rate for people with disabilities ^{*3}	%	2.10	2.10	2.20	2.29	2.28
Number seeking reemployment ^{*3}	persons	72	128	93	83	118
Percentage of applicants reemployed ^{*3}	%	100	100	100	100	100

Society

Employee-Friendly Workplaces							
	Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020	
Overtime work(per employee)	times/months	11.9	12.5	12.8	13.0	12.7	
Percentage of paid vacation taken(days taken/days granted)	%	52.5	56.8	63.8	67.0	71.5	
Child care leave	Female	persons	169	178	222	248	335
	Male		24	24	30	40	68
Shortened working hours for child purposes	Female	persons	180	200	229	262	385
	Male		2	2	2	3	6
Return to work rates after child care leave	%	100	100	100	100	100	
Retention rates after two months of child care leave	%	100	100	100	98	99	
Number of employees taking nursing-care leave	persons	5	6	5	7	12	
Number of employees taking refreshment leave	persons	664	644	798	798	981	
Number of volunteer breaks taken	persons	7	3	1	5	4	
Union participation rate ^{*5}	%	100	100	100	100	100	
Frequency rate of lost-worktime injuries		-	-	-	-	1.12 ^{*6}	
	Japan	-	0.47	0.69	0.71	0.87 ^{*6}	
	Overseas	-	-	-	-	1.72 ^{*6}	
Lost-Time Injury Severity Rate		-	-	-	-	0.0479 ^{*7}	
	Japan	-	0.0117	0.0328	0.0348	0.0475 ^{*7}	
	Overseas	-	-	-	-	0.0518 ^{*7}	
Number of Work-Related Fatalities		persons	-	-	-	0 ^{*6}	
	Japan	persons	-	0	0	0 ^{*6}	
	Overseas	persons	-	-	-	0 ^{*6}	

Society

Society					
	Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020
Nutrition seminar participants	ten thousand persons	13.8	17.3	19.6	21.2
Plant tour participants	ten thousand persons	17.0	20.5	21.2	21.3
Development of health-conscious products	number of products	-	-	47	20
Development of value-added nutrition products	number of products	-	-	32	45
Development of products that contribute to a super-aged society	number of products	-	-	6	2
Accreditation in animal testing	-	Yes	Yes ^{*8}	Yes ^{*9}	Yes ^{*9}
Use of certified sustainable palm oil	%	-	-	2	10
Use of FSC or PEFC certified and post-consumer paper ^{*10}	%	-	-	55.3	60.3

* Until FYE 3/2018, the information of Human Resources in society section covers regular employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. From FYE 3/2019, KM Biologics Co., Ltd was also included.

* Until FYE 3/2018, the information of Human Resources in society section covers regular employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. From FYE 3/2020, KM Biologics Co., Ltd was also included.

*1 Employees: regular employees in Japan for Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. on a stand-alone basis

*2 Figures of Meiji Holdings Co., Ltd.

*3 Figures for Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. It also covers KM Biologics Co., Ltd. from FYE 3/2019

*4 The training designed for new employees and promoted employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.

*5 We adopt union shop system in which all employees, except management level employees, of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. are covered.

*6 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 Co., Ltd. (excluding KM Biologics Co., Ltd., Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.) Figures for FYE 3/2020 cover the Meiji Group including consolidated subsidiaries in Japan, Okinawa Meiji Milk Products Co., Ltd. and production the Meiji Group companies overseas.

Frequency rate of lost-worktime injuries: Lost-worktime accidents/ total labor hour x 1 million

*7 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 Co., Ltd. (excluding KM Biologics Co., Ltd., Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.) Figures for FYE 3/2020 cover the Meiji Group including consolidated subsidiaries in Japan, Okinawa Meiji Milk Products Co., Ltd. and production Meiji Co., Ltd., Group companies overseas.

Lost-Time Injury Severity Rate: Number of lost days / total working hours x 1,000

*8 The information concerns for Meiji Seika Pharma Co., Ltd.

*9 The information concerns for Meiji Seika Pharma Co., Ltd. and KM Biologics Co., Ltd.

*10 Covers only Meiji Group in Japan, which includes KM biologics from FYE 3/2020.

Governance

Independence of Board of Directors			Unit	FYE 3/2019	FYE 3/2020		
Number of Board of Directors	Internal directors	Male	persons	8	7		
		Female		0	0		
		Total		8	7		
	Independent outside directors	Male		2	2		
		Female		1	1		
		Total		3	3		
Total		11	10				
Rate of independent outside directors on the Board			%	27.3	30.0		
Number of Board meetings			times	16	16		
Board Meeting attendance			%	99.4	99.4		
Attendance of outside directors at Board meeting			%	100	100		
Audit & Supervisory Board							
Number of Audit & Supervisory Board Members	Internal Audit & Supervisory Board Members	Male	persons	2	2		
		Female		0	0		
		Total		2	2		
	Independent outside Audit & Supervisory Board Members	Male		1	1		
		Female		1	1		
		Total		2	2		
Total		4	4				
Number of Audit Committee meetings			times	15	15		
Audit Committee meeting attendance			%	100	98.3		
Attendance of Independent outside Auditors at Board meetings			%	100	96.7		
Nomination Committee							
Number of Nomination Committee Members	Internal directors	Male	persons	2	2		
		Female		0	0		
		Total		2	2		
	Independent outside directors	Male		2	2		
		Female		1	1		
		Total		3	3		
Total		5	5				
Chairperson of Nomination Committee			-	Internal Director	Internal Director		
Compensation of Directors Auditors*1							
			FYE 3/2020				
Officer category	Remuneration amount (million yen)	Monetary compensation				Stock compensation	
		Base Compensation		Performance-based compensation		Amount (million yen)	Number of officers
		Amount (million yen)	Number of officers	Amount (million yen)	Number of officers		
Directors (exclude outside directors)	401	196	8	155	6	49	6
Auditors and supervisory board members (exclude outside auditors and supervisory board members)	55	55	2	-	-	-	-
Outside directors	43	43	3	-	-	-	-
Outside auditors and supervisory board members	26	26	2	-	-	-	-
Total	526	321	15	155	6	49	6

*1 The amount of remuneration for directors is capped at 1 billion yen per year. The amount of remuneration for Audit & Supervisory Board Members is capped at 300 million yen per year. 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.

Governance

Compensation Committee			Unit	FYE 3/2019	FYE 3/2020
Number of Compensation Committee Members	Internal directors	Male	persons	2	2
		Female		0	0
		Total		2	2
	Independent outside directors	Male		2	2
		Female		1	1
		Total		3	3
	Total			5	5
Chairperson of Compensation Committee			-	Internal Director	Internal Director
Shareholder rights					
Introduction of poison pill			-	None	None

IR Activities for Institutional Investors and Analysts*2						
	Unit	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	FYE 3/2020
Financial results briefing	times	2	2	2	3	4
Roundtable meeting attended by president, institutional investors, and asset owners	persons	36	53	44	36	36
IR attended by president in Japan	times	5	6	7	4	6
IR overseas roadshow	times	26	46	47	42	42
One-on-one meetings with institutional investors and analysts from Japan and overseas, including telephone interviews	times	354	363	299	257	213
	persons	578	606	494	448	401
Conference organized separately by securities company	times	24	32	27	31	17
	persons	39	51	37	36	24
Facility tours and briefings on business segment	times	3	2	2	5	2

*2 Above date represent the results from the period covering August to July.

Compliance*3	
Whistleblower system	Yes
Whistle-blower immunity rule	Yes

*3 Both internal and external whistleblower services are available. Users are guaranteed anonymity.

Taxes Paid			
	Unit	FYE 3/2018	FYE 3/2019
Japan	million yen	29,143	30,721
Overseas	million yen	1,419	1,780