

Environment

| Environmental management | | | | | FYE 3/2022 | | | | |
|---|---|----------|--------------------------|---|------------|------------|------------|------------|--|
| Third-party certification | ISO14001 | Japan | - | Certified at 31 factories, 2 laboratories, and 12 group companies | | | | | |
| | | Overseas | - | Certified at 3 group companies | | | | | |
| | Percentage of sites covered by ISO14001*1 | Global | % | 71.2 | | | | | |
| | | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 | |
| Number of violation of environmental laws and regulations | | | incidents | - | 0 | 0 | 0 | 0 | |
| Number of major environmental accidents | | | incidents | 4 | 4 | 2 | 2 | 1 | |
| Circular Economy | | | | | | | | | |
| | | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 | |
| Raw materials used | Total※2 | Global | ten thousands of tons | 221.2 | 203.4 | 172.2 | 173.0 | 176.2 | |
| | Raw Milk | | ten thousands of tons | - | - | - | - | 134.6 | |
| | Wheat, starch | | ten thousands of tons | - | - | - | - | 12.6 | |
| | Sugar | | ten thousands of tons | - | - | - | - | 10.0 | |
| | Milk-Derived Raw Materials | | ten thousands of tons | - | - | - | - | 4.6 | |
| | Others | | ten thousands of tons | - | - | - | - | 14.3 | |
| packaging used | Total | Global | ten thousands of tons | - | - | - | - | 18.1 | |
| | Paper | | ten thousands of tons | - | - | - | - | 6.1 | |
| | Cardboard | | ten thousands of tons | - | - | - | - | 6.4 | |
| | Plastic ,PET bottles | | ten thousands of tons | - | - | - | - | 4.1 | |
| | Steel | | ten thousands of tons | - | - | - | - | 0.7 | |
| | Others | | ten thousands of tons | - | - | - | - | 0.7 | |
| Total waste*3 | Waste amount (Japan) | | ten thousands of tons | 6.3 | 2.8 | 2.8 | 2.6 | 2.4 | |
| | Waste amount per unit of sales (Japan) | | tons/hundred million yen | 5.4 | 2.4 | 2.4 | 2.4 | 2.2 | |
| | Waste amount (Global) | | ten thousands of tons | - | - | 3.1 | 3.0 | 2.7 | |
| | Waste amount per unit of sales (Global) | | tons/hundred million yen | - | - | 2.5 | 2.5 | 2.3 | |
| Hazardous Waste | | | ten thousands of tons | - | - | - | 0.2 | 0.1 | |
| Recycled volume*3 | | | ten thousands of tons | 5.9 | 2.4 | 2.3 | 2.0 | 2.0 | |
| Final Disposal Volume (Landfill) | | | ten thousands of tons | - | - | - | 0.1 | 0.1 | |
| Reduction of food product waste | | | % | △ 15.3 | △ 21.9 | △ 25.1 | △ 29.3 | △ 34.1 | |
| Reduction of plastic usage | | | % | base year | △ 8.2 | △ 9.8 | △ 11.7 | △ 16.0 | |

Environment

| Water | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 | |
|--|--|---|------------|------------|------------|--------------------|--------------------|------------|
| Water extraction volume ^{*4} | Extraction total | thousand m ³ | 24,082 | 23,483 | 23,397 | 22,571 | 21,255 | |
| | Extraction total per unit of sales | m ³ per hundred thousand yen | 1.94 | 1.87 | 1.87 | 1.89 | 1.78 | |
| | Japan | thousand m ³ | 22,305 | 22,056 | 21,979 | 21,189 | 19,808 | |
| | Japan (per unit of sales) | m ³ per hundred thousand yen | 1.92 | 1.89 | 1.89 | 1.92 | 1.83 | |
| | China ^{*5} | thousand m ³ | 1,192 | 878 | 903 | 845 | 879 | |
| | Asia (excluding Japan and China) ^{*6} | thousand m ³ | 511 | 487 | 459 | 479 | 497 | |
| | North America and Europe ^{*7} | thousand m ³ | 74 | 62 | 56 | 58 | 71 | |
| Water extraction volume by water source ^{*4} | Fresh water total | thousand m ³ | - | - | 23,397 | 22,571 | 21,255 | |
| | | % | - | - | 100 | 100 | 100 | |
| | Tap water | thousand m ³ | - | - | 2,619 | 2,391 | 2,259 | |
| | | % | - | - | 11 | 11 | 11 | |
| | Water for industrial use | thousand m ³ | - | - | 5,329 | 4,888 | 4,680 | |
| | | % | - | - | 23 | 22 | 22 | |
| | Rivers lakes, and marshes | thousand m ³ | - | - | 0 | 0 | 0 | |
| | | % | - | - | 0 | 0 | 0 | |
| | Ground water | thousand m ³ | - | - | 15,446 | 15,289 | 14,313 | |
| | | % | - | - | 66 | 67 | 67 | |
| | Rainwater | thousand m ³ | - | - | 3 | 3 | 3 | |
| | | % | - | - | 0 | 0 | 0 | |
| Water Drainage Volume ^{*4} | Drainage total | thousand m ³ | - | 20,586 | 19,437 | 18,225 | 17,397 | |
| | Japan | thousand m ³ | 17,914 | 19,702 | 18,415 | 17,248 | 16,450 | |
| | China ^{*5} | thousand m ³ | - | 696 | 790 | 761 | 739 | |
| | Asia (excluding Japan and China) ^{*6} | thousand m ³ | - | 141 | 180 | 162 | 178 | |
| | North America and Europe ^{*7} | thousand m ³ | - | 47 | 53 | 54 | 31 | |
| Water drainage volume by destination ^{*4} | Drainage total | thousand m ³ | - | - | 19,437 | 18,225 | 17,397 | |
| | | % | - | - | 100 | 100 | 100 | |
| | Sewerage | thousand m ³ | - | - | 8,729 | 8,156 | 7,979 | |
| | | % | - | - | 45 | 45 | 46 | |
| | Discharge into rivers | thousand m ³ | - | - | 10,614 | 9,991 | 9,324 | |
| | | % | - | - | 55 | 55 | 54 | |
| | Discharge into ocean | thousand m ³ | - | - | 0 | 0 | 0 | |
| | | % | - | - | 0 | 0 | 0 | |
| | Discharge into ground water (including irrigation) | thousand m ³ | - | - | 94 | 78 | 94 | |
| | | % | - | - | 0 | 0 | 1 | |
| | Biodiversity | | | | | | | |
| | | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
| Implementation rate of biodiversity conservation activities at manufacturing sites | | % | - | - | - | 38.8 ^{*8} | 61.9 ^{*8} | |
| | Japan | % | - | 62.0 | 80.8 | 36.2 ^{*8} | 67.4 ^{*8} | |
| | Overseas | % | - | - | - | 45.0 ^{*8} | 50.0 ^{*8} | |

Environment

| Climate Change | | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
|--|--|---|---|------------|------------|------------|------------|------------|
| Energy consumption volume | | | oil:10,000 kL | 24 | 24.6 | 26.0 | 24.8 | 24.0 |
| | | | TJ | 9,281 | 9,845 | 10,714 | 9,766 | 9,424 |
| | Per unit of sales | | TJ/hundred million of yen | 0.8 | 0.8 | 0.9 | 0.9 | 0.9 |
| CO ₂ emissions | Japan | Scope 1 | ten thousands of tons | 23.0 | 22.8 | 22.2 | 21.5 | 22.1 |
| | | Scope 2 ^{*4} | ten thousands of tons | 27.4 | 28.2 | 27.9 | 25.4 | 21.6 |
| | | Per unit of sales ^{*9} | t-CO ₂ /hundred million of yen | 43.4 | 43.7 | 43.2 | 42.4 | 40.3 |
| | China ^{*5} | Scope 1 | ten thousands of tons | 0.3 | 0.5 | 0.5 | 0.3 | 0.3 |
| | | Scope 2 | ten thousands of tons | 3.0 | 2.5 | 2.2 | 2.6 | 2.7 |
| | Asia (excluding Japan and China) ^{*6} | Scope 1 | ten thousands of tons | 1.3 | 1.1 | 1.0 | 1.0 | 1.0 |
| | | Scope 2 | ten thousands of tons | 5.5 | 5.2 | 4.7 | 3.6 | 3.9 |
| | North America and Europe ^{*7} | Scope 1 | ten thousands of tons | 1.3 | 1.1 | 1.1 | 1.1 | 1.1 |
| | | Scope 2 | ten thousands of tons | 0.9 | 0.9 | 0.7 | 0.8 | 0.8 |
| | Japan | Scope 3 | ten thousands of tons | 203.5 | 318.9 | 303.5 | 294.8 | 302.7 |
| | | 1. Purchased goods and services | ten thousands of tons | 176.3 | 243.7 | 234.3 | 225.9 | 228.4 |
| | | 2. Capital goods | ten thousands of tons | 22.5 | 22.4 | 22.3 | 21.3 | 29.2 |
| | | 3. Fuel- and energy-related activities (not included in Scope 1 or 2) | ten thousands of tons | 1.9 | 2.0 | 2.2 | 2.1 | 1.9 |
| | | 4. Upstream transportation and distribution | ten thousands of tons | - | 25.2 | 24.4 | 24.3 | 23.7 |
| | | 5. Waste generated in operations | ten thousands of tons | 1.6 | 1.2 | 1.7 | 1.1 | 0.8 |
| | | 6. Business travel | ten thousands of tons | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| | | 7. Employee commuting | ten thousands of tons | 0.4 | 0.4 | 0.4 | 0.4 | 0.4 |
| | | 8. Upstream leased assets | ten thousands of tons | N/A | N/A | N/A | N/A | N/A |
| | | 9. Downstream transportation and distribution | ten thousands of tons | - | 17.7 | 13.5 | 15.6 | 14.7 |
| | | 10. Processing of sold products | ten thousands of tons | N/A | N/A | N/A | N/A | N/A |
| 11. Use of sold products | | ten thousands of tons | N/A | N/A | N/A | N/A | N/A | |
| 12. End-of-life treatment of sold products | | ten thousands of tons | 0.6 | 6.1 | 4.4 | 3.9 | 3.6 | |
| 13. Downstream leased assets | | ten thousands of tons | N/A | N/A | N/A | N/A | N/A | |
| 14. Franchises | | ten thousands of tons | N/A | N/A | N/A | N/A | N/A | |
| 15. Investments | ten thousands of tons | N/A | N/A | N/A | N/A | N/A | | |
| Global | Scope 3 | ten thousands of tons | - | - | 325.3 | 313.5 | 322.7 | |

| Climate Change | | | | | | |
|--|-------------------|------------|------------|------------|------------|------------|
| | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
| Reduction of CFC-using ^{*10} | % | - | - | - | base year | 54.2 |
| Japan ^{*10} | % | - | - | - | base year | 56.1 |
| Overseas ^{*10} | % | - | - | - | base year | 47.8 |
| Use of eco-friendly car ^{*11} | vehicles | 508 | 558 | 574 | 660 | 772 |
| CO ₂ emission reduction by use of solar power | t-CO ₂ | 595 | 570 | 670 | 1,467 | 1,774 |

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 (Meiji Co., Ltd. including consolidated subsidiaries ^{*12} Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*13} 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 ^{*14} , 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 ^{*15} Emission sourced unit: *Source: The Ministry of the Environment's database ^{*14} ; 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 ^{*15} Emission sourced unit: *Source: The Ministry of the Environment's database ^{*14} ; 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 (Meiji Co., Ltd. including consolidated subsidiaries ^{*12} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*13} 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 ^{*14} ; 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 (Meiji Co., Ltd. including consolidated subsidiaries ^{*12} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*13} 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 ^{*14} ; 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 ^{*15} Emission sourced unit: *Source: The Ministry of the Environment's database ^{*14} ; 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 x number of work day per year x emission source units per number of work day | Coverage: Meiji Group including consolidated subsidiaries ^{*15} Emission sourced unit: *Source: The Ministry of the Environment's database ^{*14} ; emission source units per employee-number of work day |
| 8. Upstream leased assets | Not calculated | - |

| Calculation Method for Scope 3 Emissions | | |
|---|--|---|
| Categories | Basis for calculation and calculation method | Emission source unit |
| 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 (Meiji Co., Ltd. including consolidated subsidiaries ^{*12} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*13} 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 ^{*14} ; 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 (Meiji Co., Ltd. including consolidated subsidiaries ^{*12} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*13} 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 ^{*14} ; 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 ^{*16} | | | | | | |
|--|------|------------|------------|------------|------------|------------|
| | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
| PRTR emissions | tons | 16.1 | 1.2 | 9.4 | 9.8 | 10.0 |
| (13) Acetonitrile | tons | 0.1 | 0.0 | 0.1 | 0.2 | 0.0 |
| (127) Chloroform | tons | 4.2 | 0.0 | 1.3 | 1.6 | - |
| (150) 1,4-Dioxane | tons | 1.9 | - | - | - | - |
| (186) Methylene chloride | tons | 8.5 | - | 7.3 | 7.2 | 9.1 |
| (232) N,N-Dimethylformamide | tons | 0.1 | 0.0 | 0.0 | 0.0 | 0.1 |
| (342) Pyridine | tons | - | 0.0 | - | - | - |
| (411) formaldehyde | tons | - | 0.5 | - | - | - |
| (438) Methylnaphthalene | tons | 0.6 | 0.7 | 0.8 | 0.8 | 0.8 |
| PRTR transfer volume | tons | 386.0 | 291.8 | 56.4 | 394.6 | 64.2 |
| (13) Acetonitrile | tons | 32.8 | 7.4 | 2.5 | 3.6 | 2.2 |
| (127) Chloroform | tons | 2.8 | 53.0 | 0.0 | 29.8 | - |
| (150) 1,4-Dioxane | tons | 2.7 | - | - | - | - |
| (186) Methylene chloride | tons | 107.9 | - | 32.9 | 25.0 | 29.2 |
| (232) N,N-Dimethylformamide | tons | 239.4 | 231.3 | 20.9 | 336.2 | 32.8 |
| (342) Pyridine | tons | - | - | - | - | - |
| (411) formaldehyde | tons | - | 0.1 | - | - | - |
| (438) Methylnaphthalene | tons | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| BOD emissions ^{*17} | tons | - | - | - | - | 18.0 |
| COD emissions ^{*17} | tons | - | - | - | - | 36.0 |
| NOx emissions | tons | 136 | 135 | 141 | 141 | 164 |
| SOx emissions | tons | 65 | 64 | 69 | 66 | 96 |
| VOC (Atmosphere emissions figures) ^{*18} | tons | - | - | - | 561.7 | 102.6 |

* 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..

The accounting standard for revenue recognition is not applied to sales used in the calculation of the per sales unit.
 The per sales unit is calculated from consolidated sales.

*1 The scope of Percentage of sites covered by ISO14001 is limited to production plants.

*2 From FYE 3/2018 to 3/2021, covers only consolidated subsidiaries in Japan.

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

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

*5 Covers six production plants

*6 Covers four production plants

*7 Covers four production plants. From FYE 3/2017 to 3/2020, covers three production plants

*8 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

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

*10 Data for Meiji Co., Ltd. are as of September 30, 2022.

*11 From FYE 3/2017 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.

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

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

*14 The Ministry of the Environment's database: The Ministry of the Environment's emission source unit database for calculating greenhouse gas emissions through the supply chain

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

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

*17 The scope: wastewater discharged into public waters.

*18 Including substances subject to PRTR law (VOC emissions decrease significantly in FY2021 due to decrease in production volume)

Society

| Human Resources | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 | |
|---|---|---------------|------------|------------|------------|------------|------------|--------|
| Number of employees | Global*1 | persons | 16,296 | 17,608 | 17,571 | 17,832 | 17,336 | |
| | | Male | persons | - | - | - | 12,585 | 12,199 |
| | | % | - | - | - | 71 | 70 | |
| | Female | persons | - | - | - | 5,247 | 5,137 | |
| | | % | - | - | - | 29 | 30 | |
| | Japan*2 | persons | 8,538 | 9,501 | 9,463 | 9,537 | 9,309 | |
| | | Male | persons | 6,676 | 7,223 | 7,140 | 7,148 | 6,954 |
| | | Female | persons | 1,862 | 2,278 | 2,323 | 2,389 | 2,355 |
| Number of temporary employees | Global*1 | persons | 9,257 | 9,723 | 9,234 | 8,369 | 7,864 | |
| | Japan*2 | persons | 3,899 | 4,625 | 4,576 | 4,659 | 4,552 | |
| | | Male | persons | 1,506 | 1,672 | 1,709 | 1,812 | 1,778 |
| | | Female | persons | 2,393 | 2,953 | 2,867 | 2,847 | 2,774 |
| Number of employees by country of main operations | | persons | 4,755 | 5,100 | 5,267 | 5,478 | 5,467 | |
| | United States | persons | 567 | 561 | 571 | 627 | 636 | |
| | Spain | persons | 288 | 281 | 277 | 272 | 243 | |
| | China | persons | 953 | 1,094 | 1,092 | 1,071 | 1,157 | |
| | Indonesia | persons | 648 | 648 | 730 | 781 | 769 | |
| | Singapore | persons | 279 | 282 | 316 | 293 | 277 | |
| | Thailand | persons | 394 | 394 | 407 | 430 | 419 | |
| | India | persons | 1,626 | 1,840 | 1,874 | 2,004 | 1,966 | |
| Average number of consecutive years served | | years, months | 16.11 | 16.10 | 17.02 | 17.04 | 17.09 | |
| | Male | years, months | 17.09 | 17.11 | 18.03 | 18.04 | 18.11 | |
| | Female | years, months | 13.11 | 13.06 | 13.12 | 14.00 | 14.06 | |
| Average age of employees | | age(YY.MM) | 39.11 | 39.12 | 40.05 | 40.09 | 41.04 | |
| | Male | age(YY.MM) | 40.10 | 41.01 | 41.05 | 41.10 | 42.05 | |
| | Female | age(YY.MM) | 36.06 | 36.06 | 37.03 | 37.07 | 38.02 | |
| Voluntary resignation rate | | % | - | - | - | 1.60 | 2.10 | |
| | Male | % | - | - | - | - | 1.7 | |
| | Female | % | - | - | - | - | 3.2 | |
| | Voluntary resignation rate for young employees less than 3 years from graduates | % | 9.3 | 8.9 | 8.9 | 11.4 | 13.4 | |
| Number of new employees | | persons | 278 | 356 | 342 | 395 | 192 | |
| | Male | persons | 174 | 210 | 198 | 256 | 105 | |
| | Female | persons | 104 | 146 | 144 | 139 | 87 | |

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| Human Resources | | | | | | | |
|---|------------------------------|---------|------------|------------|------------|------------|------------|
| | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
| Percentage of mid-career workers as full-time employees | Meiji Co., Ltd. | % | - | 14.7 | 18.0 | 48.8 | 7.3 |
| | Meiji Seika Pharma Co., Ltd. | % | - | 21.8 | 21.5 | 34.4 | 28.2 |
| | KM Biologics Co., Ltd. | % | - | 27.3 | 65.0 | 44.4 | 44.0 |
| Ratio of female managers | | % | 2.6 | 3.1 | 3.4 | 3.7 | 4.7 |
| Number of female managers (including assistant managers) | | persons | 119 | 171 | 189 | 208 | 237 |
| Ratio of female executive officers ^{*3} | | % | 14.3 | 14.3 | 14.3 | 14.3 | 14.3 |
| Education and training expense per employee ^{*4*5} | | yen | 32,000 | 21,000 | 34,000 | 16,000 | 22,000 |
| Total Education and training hours ^{*5} | | hours | - | - | - | 2,583 | 9,090 |
| Education and training hours per employee ^{*5} | | hours | - | - | - | 0.27 | 0.98 |
| Ratio of employees with disabilities ^{*6} | | % | 2.20 | 2.29 | 2.28 | 2.47 | 2.51 |
| Retirement-age employees requesting re-employment ^{*4} | | persons | 93 | 83 | 118 | 126 | 113 |
| Ratio of approved requests of re-employment ^{*4} | | % | 100 | 100 | 100 | 100 | 100 |

Society

| Employee-Friendly Workplaces | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
|--|--------|---|------------|------------|------------|------------|------------|
| Average monthly hours of overtime per employee | | hours | 12.8 | 13.0 | 12.7 | 10.1 | 12.7 |
| Percentage of annual paid vacation days taken by employees | | % | 63.8 | 67.0 | 71.5 | 67.3 | 68.5 |
| Number of employees taking childcare leave | Male | persons | 30 | 40 | 68 | 90 | 190 |
| | Female | | 222 | 248 | 335 | 330 | 332 |
| Number of employees opting for shortened work hours for childcare | Male | persons | 2 | 3 | 6 | 7 | 6 |
| | Female | | 229 | 262 | 385 | 402 | 458 |
| 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 | 98 | 99 | 100 | 100 |
| Number of employees taking nursing-care leave | | persons | 5 | 7 | 12 | 13 | 8 |
| Union participation rate ^{*7} | | % | 100 | 100 | 100 | 100 | 100 |
| Number of lost time injuries ^{*8} | | incidents | - | - | - | - | - |
| | | Japan | - | 14 | 32 | 30 | 34 |
| | | Overseas | - | - | - | - | - |
| Lost-time injury frequency rate (LTIFR) ^{*9} | | - | - | - | 1.14 | 1.03 | 1.09 |
| | | Japan | - | 0.69 | 0.71 | 0.86 | 0.86 |
| | | Overseas | - | - | 1.82 | 1.52 | 1.16 |
| | | Average value of Japanese manufacturing industry ^{*10} | - | 1.02 | 1.20 | 1.20 | 1.21 |
| Lost-time injury severity rate ^{*11} | | - | - | - | 0.0534 | 0.0198 | 0.0211 |
| | | Japan | - | 0.0328 | 0.0494 | 0.0523 | 0.0214 |
| | | Overseas | - | - | 0.0630 | 0.0031 | 0.0164 |
| | | Average value of Japanese manufacturing industry ^{*10} | - | 0.08 | 0.10 | 0.10 | 0.07 |
| Number of work related fatalities ^{*9} | | persons | - | - | 0 | 0 | 0 |
| | | Japan | 0 | 0 | 0 | 0 | 0 |
| | | Japan (Subcontractors) | - | - | 0 | 0 | 0 |
| | | Overseas | - | - | 0 | 0 | 0 |
| Percentage of sites covered by ISO45001 ^{*12} | | % | - | - | - | - | 40.6 |

Society

| Employee Health Indicators | | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
|--|--|--------------------------------|---------|------------|------------|------------|------------|------------|
| Employees with the Risk of Lifestyle-related Disease | Percentage of employees undergoing periodic health examinations | | % | 100 | 100 | 100 | 100 | 100 |
| | Follow up rate of employees subject to secondary healthcheckups | | % | - | - | 100 | 100 | 100 |
| | Percentage of employees receiving secondary medical examinations | | % | - | - | 80.8 | 83.9 | 87 |
| | Rate of implementation of specified health guidance | | % | - | - | - | 29.2 | 41.3 |
| | Percentage of employees who maintains desirable weight ^{*13} | | % | 66.8 | 66 | 65.1 | 65.5 | 65.7 |
| | Percentage of abdominal circumference standard values exceeded ^{*14} | | % | - | - | 37.9 | 37.5 | 35.3 |
| Other medical examinations | Gastric cancer screening uptake rate | | % | 83.9 | 83 | 82.6 | 82 | 84.4 |
| | Colorectal cancer screening uptake rate | | % | 93.2 | 93.4 | 93.5 | 94.3 | 95.5 |
| | Colorectal cancer screening uptake rate | | % | 52.2 | 54.8 | 67.4 | 64.2 | 64.1 |
| Productivity | Absentysms ^{*15} | | % | - | - | 0.41 | 0.37 | 0.15 |
| | Presentism (loss) ^{*16} | | % | - | - | - | 21.6 | 20.8 |
| Stress Check | Participation rate | | % | 94.6 | 93.8 | 93.5 | 93.4 | 94.2 |
| | Percentage of employees with high stress | | % | - | - | 8.7 | 8.3 | 10.1 |
| Fitness Habits | Walking Campaign | Participation Rate | % | 49.5 | 54.9 | 58.6 | 59.8 | 61.7 |
| | | Achievement Rate | % | 29.4 | 30.8 | 32.6 | 37.0 | 37.0 |
| | Percentage of employees who exercise for half an hour or more at least twice a week ^{*17} | | % | 22.2 | 21.2 | 24.4 | 26.7 | 27.6 |
| Dietary habits | Percentage who do not eat breakfast | | % | 23.5 | 25.9 | 26.9 | 26.1 | 26.8 |
| | Percentage who often eats before bedtime | | % | 38.4 | 38.8 | 37.8 | 31.9 | 31.6 |
| Quit-smoking Program | Smoking rate | | % | - | - | 24 | 20.8 | 20.5 |
| | Number of Participants ^{*18} | | persons | - | - | 39 | 9 | 8 |
| Participation rate and percentage satisfied | Participation rate | E-learning of Lifestyle habits | % | - | - | - | - | 96 |
| | | E-learning of Self care | % | - | - | - | - | 89.1 |
| | | E-learning of Line care | % | - | - | - | - | 89.1 |
| | | Breakfast reform seminar | % | - | - | - | - | 46.7 |
| | Percentage satisfied | E-learning | % | - | - | - | - | 95.4 |
| | | Breakfast reform seminar | % | - | - | - | - | 91.0 |

Society

| Customers | | | | | | |
|---|--------------------|------------|------------|------------|------------|------------|
| | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
| Development of health-conscious products | number of products | - | 47 | 20 | 28 | 27 |
| Development of value-added nutrition products | number of products | - | 32 | 45 | 46 | 35 |
| Development of products that contribute to a super-aged society | number of products | - | 6 | 2 | 2 | 5 |
| Percentage of sales of products that contribute to reducing nutritional deficiencies ^{*19, 20} | % | - | - | - | - | 18 |
| Percentage of sales of products that contribute to reducing overnutrition ^{*19, 21} | % | - | - | - | - | 13 |
| Products with reduced calories ^{*19, 22} | % | - | - | - | - | 3 |
| Products with reduced fat ^{*19, 22} | % | - | - | - | - | 7 |
| Products with reduced sugar ^{*19, 22} | % | - | - | - | - | 5 |
| Products with reduced salt ^{*19, 22} | % | - | - | - | - | 0.1 |
| Products with reduced cholesterol ^{*19, 22} | % | - | - | - | - | 0.7 |
| Products compatible with portion size control ^{*19, 23} | % | - | - | - | - | 6 |
| Education regarding responsible marketing ^{*24} | persons | - | - | - | - | 29 |
| Meiji Group Marketing Communication to Children Policy ^{*24, 25} | persons | - | - | - | - | - |
| Rules regarding the use of SDGs logos and icons in the Meiji Group ^{*24} | persons | - | - | - | - | 29 |
| Employee training on the Food Labeling Act ^{*26} | persons | - | - | - | - | 230 |
| Workshops for new employees ^{*27} | persons | - | - | - | - | 40 |
| Periodic workshops for technical employees ^{*26} | persons | - | - | - | - | 190 |
| Workshops on a particular topic ^{*26, 27} | persons | - | - | - | - | - |
| Employee Training on Quality (Food business) | persons | - | - | - | 7,568 | 8,186 |
| Quality training for sales representatives ^{*26} | persons | - | - | - | 1,500 | 1,500 |
| Basic lecture series on quality control for plant employees ^{*28} | persons | - | - | - | 6,000 | 6,200 |
| Quality assurance meetings for section managers at plants ^{*29} | persons | - | - | - | 68 | 86 |
| Quality Assurance Training for Employees (Pharmaceutical business) | persons | - | - | - | 6,200 | 6,200 |
| GVP compliance Training ^{*30} | persons | - | - | - | 2,200 | 2,200 |
| GMP compliance Training ^{*31} | persons | - | - | - | 2,000 | 2,000 |
| Quality and safety training ^{*31} | persons | - | - | - | 2,000 | 2,000 |

Society

| Social Contribution Activities | | | | | | |
|--|-----------------|------------|------------|------------|------------|------------|
| | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
| Expenditures for social contribution activities | Millions of Yen | - | - | - | 2,969 | 2,779 |
| Charitable Donation | Millions of Yen | - | - | - | 356 | 243 |
| | % | - | - | - | 12 | 9 |
| Community Investments | Millions of Yen | - | - | - | 2,443 | 2,379 |
| | % | - | - | - | 82 | 86 |
| Commercial Initiatives (incl. Sponsorship Support) | Millions of Yen | - | - | - | 170 | 158 |
| | % | - | - | - | 6 | 6 |
| Breakdown of Social Contribution Expenditures | Millions of Yen | - | - | - | 2,969 | 2,779 |
| Cash Donation | Millions of Yen | - | - | - | 324 | 224 |
| Personnel Expenses (Volunteer-Related Expenses) | Millions of Yen | - | - | - | 1,761 | 1,823 |
| In-kind giving (products or services), Project Sponsorship | Millions of Yen | - | - | - | 504 | 426 |
| Management overhead | Millions of Yen | - | - | - | 380 | 306 |

Society

| Sourcing | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
|--|--------|-------|------------|------------|------------|------------|------------|
| Number of implementations of the Meiji Dairy Advisory (MDA) program, which supports dairy farmers to improve their management ^{*32} | Annual | times | - | - | - | - | 475 |
| | Total | times | - | - | - | - | 1,423 |
| Procurement ratio of Meiji Sustainable Cocoa Beans ^{*33,34} | | % | - | - | - | 40 | 42 |
| Use of certified sustainable palm oil ^{*34} | | % | 1 | 7 | 21 | 68 | 84 |
| Use of FSC or PEFC certified and post-consumer paper ^{*35} | | % | - | 55 | 60 | 77 | 98 |

* 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 Employee-Friendly Workplaces in society section covers 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.

*The information of Employee Health Indicators in society section covers regular employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.

*The information of Social Contribution Activities in society section covers of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.

*1 Covers employees of domestic and overseas consolidated subsidiaries and equity-method affiliates.

*2 Covers employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.

*3 Figures of Meiji Holdings Co., Ltd.

*4 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

*5 Training conducted by the human resources department (excluding e-learning)

*6 FYE 3/2018: Covers Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.

FYE 3/2019 and FYE 3/2020: Covers Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.

From FYE 3/2021, Covers all Meiji Group companies in Japan.

*7 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.

*8 Figures for FYE 3/2019 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.) From FYE 3/2020, the figures cover the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd.

*9 From FYE 3/2018 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

*10 Source: Occupational accident trend survey (Ministry of Health, Labour and Welfare)

*11 From FYE 3/2018 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

*12 Covers production plants.

*13 People who maintain appropriate body weight: Less than BMI18.5~25

*14 Abdominal circumference: 85 cm or more for men, 90 cm or more for women. Subjects must be 35 years of age or older

*15 Total number of absences and days of leave due to health problems/number of full-time employees at the end of the fiscal year

*16 Productivity at the time of attendance due to health-related issues is measured by SPQ (one-item version of the University of Tokyo)

*17 Exercise habit: Exercise for more than 30 minutes twice a week

*18 Number of participants in the health insurance association's smoking cessation program

*19 Total sales cover products for general consumers in Japan. Subject products are those sold by Meiji Co., Ltd.

*20 Percentage of sales of products that fall under any of the following categories and purport active supplementation of certain nutritional ingredients

•Products that meet the criteria for labeling as supplements to nutritional components as stipulated in the Food Labeling Standard (Japan)

•Products that meet the criteria for the category of food with nutrient function claims or food for special dietary uses

*21 Percentage of sales of products with reduced calories, fat, sugar, salt, or cholesterol, as well as those of portion-controlled products.

*22 Percentage of sales of products that meet one of the following criteria in the nutrition labeling standard (Japan) for each nutritional ingredient

•Labeling standards indicating adequate intake of nutrients or calories

•Labeling standards indicating the product does not contain added sugar or salt

*23 Percentage of sales of products with the same content across a variety of volumes

*24 Covers employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.

*25 Implemented from FY2022. Click here for more details.

*26 Covers employees of Meiji Co., Ltd.

*27 Implemented from FY2022. Click here for more details.

*28 Covers employees of Meiji Co., Ltd. and affiliated domestic group companies.

*29 Covers employees of Meiji Co., Ltd. and affiliated domestic and overseas group companies.

*30 Covers employees of Meiji Seika Pharma Co., Ltd.

*31 Covers employees of KM Biologics Co., Ltd.

*32 Covers employees of Meiji Co., Ltd. and affiliated domestic group companies.

*33 Cocoa beans produced in areas where farmer support program has been implemented.

*34 Meiji Co., Ltd. and its affiliated domestic and overseas group companies.

*35 Until FY2020, only domestic group companies had been covered, including KM Biologics Co., Ltd. since FY2019. And since FY2021, all domestic and overseas group companies have been covered.

Governance

| Taxes Paid | | Unit | FYE 3/2018 | FYE 3/2019 | FYE 3/2020 | FYE 3/2021 | FYE 3/2022 |
|------------|------------------------|-------------|------------|------------|------------|------------|------------|
| Japan | | million yen | 29,143 | 30,721 | 36,038 | 22,681 | 38,992 |
| Overseas | | million yen | 1,419 | 1,780 | 2,071 | 1,808 | 2,737 |
| | Asia (excluding China) | million yen | — | — | — | 1,455 | 2,111 |
| | China | million yen | — | — | — | 232 | 529 |
| | United States | million yen | — | — | — | 63 | 92 |
| | Europe | million yen | — | — | — | 58 | 5 |