

Environment

Environmental Management								
			Unit	FYE 3/2024				
Third-party certification	ISO14001	Japan	-	Certified at 30 factories, 2 laboratories, and 13 group companies				
		Overseas	-	Certified at 4 group companies				
	Percentage of sites covered by ISO14001 <sup>*1</sup>	Global	%	78.7				
			Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Number of violations of environmental laws and regulations		Global	Incidents	0	0	0	0	0
Number of fines for violations of environmental laws			Incidents	0	0	0	0	0
Number of major environmental accidents			Incidents	2	2	1	0	1

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Circular Economy								
			Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Raw materials used	Total <sup>*2</sup>	Global	ten thousand tons	172.2	173.0	176.2	160.8	267.2
	Raw milk		ten thousand tons	-	-	134.6	128.3	122.4
	Wheat & starches		ten thousand tons	-	-	12.6	4.7	5.6
	Sugars		ten thousand tons	-	-	10.0	10.1	50.0
	Milk-derived raw materials		ten thousand tons	-	-	4.6	5.8	5.0
	Feed		ten thousand tons	-	-	-	-	62.1
	Others		ten thousand tons	-	-	14.3	12.0	22.1
Packaging used	Total	Global	ten thousand tons	-	-	18.1	17.9	16.5
	Paper		ten thousand tons	-	-	6.1	5.7	5.5
	Cardboard		ten thousand tons	-	-	6.4	6.5	6.1
	Plastic, PET bottles		ten thousand tons	-	-	4.1	4.1	3.6
	Steel		ten thousand tons	-	-	0.7	0.7	0.8
	Others		ten thousand tons	-	-	0.7	0.9	0.5
Waste amount <sup>*3</sup>	Japan		ten thousand tons	2.8	2.6	2.4	2.4	2.2
	Per unit of sales (Japan)		tons/hundred million yen	2.4	2.4	2.2	2.5	2.3
	Global <sup>*4</sup>		ten thousand tons	3.1	3.0	2.8	2.7	2.4
	Per unit of sales (Global)		tons/hundred million yen	2.5	2.5	2.3	2.5	2.4
Hazardous waste emissions			ten thousand tons	-	0.2	0.1	0.1	0.1
Recycled volume <sup>*3</sup>			ten thousand tons	2.3	2.0	2.0	2.0	1.9
Final disposal volume (Landfill)			ten thousand tons	-	0.1	0.1	0.1	0.1
Reduction of food product waste			%	△ 25.1	△29.3	△34.1	△31.5	△26.8
Reduction of plastic usage			%	△9.8	△11.7	△16.0	△18.3	△22.1

【Calculation Method for Waste Amount】

(Japan) Calculated based on the "Act on Waste Management and Public Cleaning"

(Overseas) Calculated using methods based on the "Act on Waste Management and Public Cleaning"

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## Environment

Water		Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Water usage volume <sup>*5</sup> (by region)	Global <sup>*4</sup>	thousand m <sup>3</sup>	23,397	22,571	21,255	20,623	20,855
	Per unit of sales (Global)	m <sup>3</sup> /hundred thousand yen	1.87	1.89	1.78	1.94	1.89
	Japan	thousand m <sup>3</sup>	21,979	21,189	19,808	19,516	19,468
	Per unit of sales (Japan)	m <sup>3</sup> /hundred thousand yen	1.89	1.92	1.83	2.07	2.00
	China <sup>*6</sup>	thousand m <sup>3</sup>	903	845	879	509	811
	Asia (excluding China) <sup>*7</sup>	thousand m <sup>3</sup>	459	479	497	542	546
	North America & Europe <sup>*8</sup>	thousand m <sup>3</sup>	56	58	71	57	59
Water usage volume <sup>*5</sup> (by water source)	Total fresh water	thousand m <sup>3</sup>	23,397	22,571	21,255	20,623	20,855
		%	100	100	100	100	100
	Tap water	thousand m <sup>3</sup>	2,619	2,391	2,259	1,845	2,043
		%	11	11	11	9	9.8
	Water for industrial use	thousand m <sup>3</sup>	5,329	4,888	4,680	4,505	4,298
		%	23	22	22	22	20.6
	Rivers, lakes, and marshes	thousand m <sup>3</sup>	0	0	0	0	0
		%	0	0	0	0	0
	Ground water	thousand m <sup>3</sup>	15,446	15,289	14,313	14,270	14,542
		%	66	67	67	69	69.6
	Rainwater	thousand m <sup>3</sup>	3	3	3	3	3
		%	0	0	0	0	0
Water drainage volume (by region)	Global <sup>*4</sup>	thousand m <sup>3</sup>	19,437	18,226	17,397	17,412	19,388
	Japan	thousand m <sup>3</sup>	18,415	17,248	16,450	16,732	18,358
	China <sup>*6</sup>	thousand m <sup>3</sup>	790	761	739	441	758
	Asia (excluding China) <sup>*7</sup>	thousand m <sup>3</sup>	180	162	178	208	241
	North America & Europe <sup>*8</sup>	thousand m <sup>3</sup>	53	54	31	30	31
Water draining volume (by destination)	Total	thousand m <sup>3</sup>	19,437	18,226	17,397	17,404	19,388
		%	100	100	100	100	100
	Sewerage	thousand m <sup>3</sup>	8,729	8,156	7,979	7,479	7,319
		%	45	45	46	43	37.8
	Discharge into rivers	thousand m <sup>3</sup>	10,614	9,991	9,324	9,845	11,972
		%	55	55	54	57	61.7
	Discharge into ocean	thousand m <sup>3</sup>	0	0	0	0	0
		%	0	0	0	0	0
	Discharge into ground water (including irrigation)	thousand m <sup>3</sup>	94	78	94	80	93
		%	0	0	1	0	0.5

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Biodiversity		Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Implementation rate of biodiversity conservation activities at manufacturing sites (Global <sup>*4</sup> )		%	-	38.8 <sup>*9</sup>	61.9 <sup>*9</sup>	77.1 <sup>*9</sup>	100
	Japan	%	80.8	36.2 <sup>*9</sup>	67.4 <sup>*9</sup>	81.4 <sup>*9</sup>	100
	Overseas	%	-	45.0 <sup>*9</sup>	50.0 <sup>*9</sup>	66.7 <sup>*9</sup>	100

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## Environment

Climate Change				Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Energy consumption volume (Global <sup>4</sup> )			TJ	-	11,439	11,095	11,020	10,075	
	Per unit of sales		TJ/hundred million yen	-	1.0	0.9	1.0	0.9	
Energy consumption volume (Japan)			oil:10,000 kL	26.0	24.8	24.0	23.5	21.5	
			TJ	10,714	9,766	9,424	9,236	8,315	
	Per unit of sales		TJ/hundred million yen	0.9	0.9	0.9	1.0	0.9	
Energy consumption volume (Global <sup>4</sup> )		Electricity consumption volume	MWh	569,049	631,404	772,659	760,199	757,827	
CO <sub>2</sub> emissions	Global <sup>4</sup>	Scope1	ten thousand tons of CO <sub>2</sub>	24.8	23.9	24.5	22.9	20.9	
		Scope2	ten thousand tons of CO <sub>2</sub>	35.6	32.4	29.1	28.5	26.3	
		Per unit of sales	t-CO <sub>2</sub> /hundred million yen	48.2	47.2	44.8	48.4	42.7	
	Japan	Scope 1	ten thousand tons of CO <sub>2</sub>	22.2	21.5	22.1	20.5	18.4	
		Scope 2 <sup>4</sup>	ten thousand tons of CO <sub>2</sub>	27.9	25.4	21.6	21.9	18.8	
		Per unit of sales <sup>10</sup>	t-CO <sub>2</sub> /hundred million yen	43.2	42.4	40.3	45.0	38.2	
	China <sup>6</sup>	Scope 1	ten thousand tons of CO <sub>2</sub>	0.5	0.3	0.3	0.2	0.4	
		Scope 2	ten thousand tons of CO <sub>2</sub>	2.2	2.6	2.7	1.8	2.3	
	Asia (excluding China) <sup>7</sup>	Scope 1	ten thousand tons of CO <sub>2</sub>	1.0	1.0	1.0	1.1	1.1	
		Scope 2	ten thousand tons of CO <sub>2</sub>	4.7	3.6	3.9	4.1	4.5	
	North America & Europe <sup>8</sup>	Scope 1	ten thousand tons of CO <sub>2</sub>	1.1	1.1	1.1	1.0	1.0	
		Scope 2	ten thousand tons of CO <sub>2</sub>	0.7	0.8	0.8	0.7	0.7	
	Japan	Scope 3 total	ten thousand tons of CO <sub>2</sub>	303.5	294.8	302.7	348.4	420.5	
		Category 1 Purchased goods and services	ten thousand tons of CO <sub>2</sub>	234.3	225.9	228.4	279.2	349.2	
		Category 2 Capital goods	ten thousand tons of CO <sub>2</sub>	22.3	21.3	29.2	22.6	16.8	
		Category 3 Fuel- and energy-related activities (not included in Scope 1 and 2)	ten thousand tons of CO <sub>2</sub>	2.2	2.1	1.9	8.7	7.8	
		Category 4 Upstream transportation and distribution	ten thousand tons of CO <sub>2</sub>	24.4	24.3	23.7	21.9	20.5	
		Category 5 Waste generated in operations	ten thousand tons of CO <sub>2</sub>	1.7	1.1	0.8	0.8	0.8	
		Category 6 Business travel	ten thousand tons of CO <sub>2</sub>	0.2	0.2	0.2	0.1	0.2	
		Category 7 Employee commuting	ten thousand tons of CO <sub>2</sub>	0.4	0.4	0.4	0.4	0.4	
		Category 8 Upstream leased assets	ten thousand tons of CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	
		Category 9 Downstream transportation and distribution	ten thousand tons of CO <sub>2</sub>	13.5	15.6	14.7	11.2	21.7	
		Category 10 Processing of sold products	ten thousand tons of CO <sub>2</sub>	Excluded due to trace amounts	Excluded due to trace amounts	Excluded due to trace amounts	Excluded due to trace amounts	Excluded due to trace amounts	
		Category 11 Use of sold products	ten thousand tons of CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	
		Category 12 End-of-life treatment of sold products	ten thousand tons of CO <sub>2</sub>	4.4	3.9	3.6	3.3	3.1	
		Category 13 Downstream leased assets	ten thousand tons of CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	
		Category 14 Franchises	ten thousand tons of CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	
		Category 15 Investments	ten thousand tons of CO <sub>2</sub>	Excluded due to trace amounts	Excluded due to trace amounts	Excluded due to trace amounts	Excluded due to trace amounts	Excluded due to trace amounts	
	Global <sup>4</sup>	Scope 3 total	ten thousand tons of CO <sub>2</sub>	325.3	313.5	322.7	390.5	466.5	

## Environment

Climate Change						
	Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Reduction of CFC-using (Global <sup>14</sup> )	%	-	Base year	48.6	57.0	66.2
Japan	%	-	Base year	48.9	56.0	66.5
Overseas	%	-	Base year	47.8	59.8	65.2
Use of eco-friendly car <sup>11</sup>	number	574	660	772	821	1,090
Percentage of electricity from renewable energy sources (excluding electricity sales)	%	-	-	5.3	9.5	18.5

## 【Calculation Method of Energy Consumption】

(Japan) Calculated based on the "the Act on Rationalizing Energy use and Shifting to Non-fossil Energy" (Energy Conservation Act)

(Overseas) Calculated using methods based on the "the Act on Rationalizing Energy use and Shifting to Non-fossil Energy" (Energy Conservation Act)

【Calculation Method of CO<sub>2</sub> Emissions Scope 1 and 2】

(Japan) Calculated based on the "Act on Promotion of Global Warming Countermeasures." From FYE 2023/3 onward, adjusted emission factors of each electricity supplier are used for calculating Scope 2 purchased electricity (basic emission factors of each electricity supplier were used until FYE 3/2022).

(Overseas) For Scope 1, emission factors based on the "Act on Promotion of Global Warming Countermeasures" are used, and for Scope 2, the latest version of IEA Emissions from Fuel Combustion is used.

## 【Calculation Method for Scope 3】

Calculations of Scope 3 for Japan and overseas are based on the emission intensities from Japan's Ministry of the Environment DB<sup>14</sup> and IDEA (Inventory Database for Environmental Analysis) Ver.3.2.0.

Category	Calculation Method	Scope & Emission Intensity, etc.
1. Purchased goods and services	<p>Before the FYE 3/2022 results Data used: Purchase price of raw materials, etc. (millions yen) Calculation method: Purchase price of raw materials, etc. × emission intensity per raw material, etc.</p> <p>From the FYE 3/2023 results onward Data used: Purchase weight of raw materials, etc. (t) Calculation method: Purchase weight of raw materials, etc. × emission intensity per raw material, etc.</p> <p>• Calculated by multiplying the purchase weight of major raw materials and packaging materials (paper, plastic, cardboard, steel, aluminum, glass) related to the food and pharmaceutical businesses by the IDEA emission intensity (For "pharmaceutical active ingredients, raw powders, raw liquids" among major raw materials, since there is no weight intensity, it is calculated by multiplying the purchase price by the IDEA emission intensity.) • From FYE 3/2023, the calculation method has been changed from the Ministry of the Environment DB<sup>14</sup> based on purchase price to IDEA Ver.3.2.0 based on purchase weight (for "pharmaceutical active ingredients, raw powders, raw liquids" for which there is no emission intensity for weight, the emission intensity for purchase price of IDEA was used).</p>	<p>Scope: All production-related sites of Meiji Group<sup>12</sup> All production-related sites of Meiji Seika Pharma Co., Ltd. Group<sup>13</sup> All production-related sites of KM Biologics Co., Ltd. Meiji Food Materia Co., Ltd. and Meiji Feed Co., Ltd. added from FYE 3/2024</p> <p>Emission intensity: IDEA Ver.3.2.0 emission intensity per fuel usage volume and the inter-industry table of the Ministry of the Environment DB<sup>14</sup></p>
2. Capital goods	<p>Data used: Capital investment price (millions yen) Calculation method: Capital investment price (millions yen) × emission intensity of capital goods</p>	<p>Scope: Meiji Group<sup>15</sup></p> <p>Emission intensity: Emission intensity per price of capital goods in the Ministry of the Environment DB<sup>14</sup></p>
3. Fuel- and energy-related activities (not included in Scope 1 and 2)	<p>Data used: Each energy consumption volume (electricity, steam, fuel) Calculation method: Energy consumption of purchased amount × emission intensity per energy type usage</p>	<p>Scope: Meiji Group<sup>15</sup></p> <p>Emission intensity: Emission intensity per electricity and heat usage volume in the Ministry of the Environment DB<sup>14</sup> Emission intensity per fuel usage in IDEA Ver.3.2.0 Fuel added from the FYE 3/2023</p>
4. Upstream transportation and distribution	<p>Data used: Purchase weight of raw materials (tons) Calculation method: ① Purchase weight of raw materials × factor obtained from the transportation scenario (travel distance: 500km, 10-ton truck with a loading ratio of 60%) ② CO<sub>2</sub> emissions from Meiji Co.'s logistics (specific consignors) Calculated by adding ① and ②</p>	<p>Scope: All production-related sites of Meiji Group<sup>12</sup> All production-related sites of Meiji Seika Pharma Co., Ltd. Group<sup>13</sup> All production-related sites of KM Biologics Co., Ltd. Meiji Food Materia Co., Ltd. and Meiji Feed Co., Ltd. added from FYE 3/2024</p> <p>Emission intensity: Emission intensity related to "transportation" in the calculation, reporting, and public disclosure system under the Global Warming Countermeasures Act of the Ministry of the Environment DB<sup>14</sup></p>
5. Waste generated in operations	<p>Data used: Weight of industrial waste by type (tons) Calculation method: Weight of industrial waste by type × emission factor per type of industrial waste</p>	<p>Scope: All production-related sites of Meiji Group<sup>12</sup> All production-related sites of Meiji Seika Pharma Co., Ltd. Group<sup>13</sup> All production-related sites of KM Biologics Co., Ltd.</p> <p>Emission intensity: Emission intensity per type of industrial waste in the Ministry of the Environment DB<sup>14</sup></p>

## Environment

# ESG Data

Meiji Group  
Last Updated: August 30, 2024

Category	Calculation Method	Scope & Emission Intensity, etc.
6. Business travel	Data used: Number of Meiji Group employees Calculation method: Number of Meiji Group employees × emission intensity per employee	Scope: Meiji Group <sup>*15</sup> Emission intensity: Emission intensity per employee in the Ministry of the Environment DB <sup>*14</sup>
7. Employee commuting	Data used: Number of Meiji Group employees, annual working days Calculation method: Number of Meiji Group employees × annual working days × emission intensity per working day	Scope: Meiji Group <sup>*15</sup> Emission intensity: Emission intensity per number of employees & working days in the Ministry of the Environment DB <sup>*14</sup>
8. Upstream leased assets	Not applicable (Included in Scope 1 and 2)	-
9. Downstream transportation and distribution	Data used: Total product sales volume (tons) Calculation method: Total product sales volume (tons) × intensity obtained from the transportation scenario (using 10-ton truck with a 10% load rate)	Scope: All production-related sites of Meiji Group <sup>*11</sup> All production-related sites of Meiji Seika Pharma Co., Ltd. Group <sup>*12</sup> All production-related sites of KM Biologics Co., Ltd. Meiji Food Materia Co., Ltd. and Meiji Feed Co., Ltd. added from FYE 3/2024 Emission intensity: Emission intensity related to "transportation" in the calculation, reporting, and public disclosure system under the Global Warming Countermeasures Act of the Ministry of the Environment DB <sup>*13</sup>
10. Processing of sold products	Excluded (due to trace amounts)	-
11. Use of sold products	Not applicable	-
12. End-of-life treatment of sold products	Data used: Weight of packaging material for sold products (tons) Calculation method: Weight of packaging material for sold products (tons) × intensity factor per type of waste	Scope: All production-related sites of Meiji Group <sup>*12</sup> All production-related sites of Meiji Seika Pharma Co., Ltd. Group <sup>*13</sup> All production-related sites of KM Biologics Co., Ltd. Emission intensity: Emission intensity per type of waste in the Ministry of the Environment DB <sup>*14</sup>
13. Downstream leased assets	Not applicable	-
14. Franchises	Not applicable	-
15. Investments	Excluded (due to trace amounts)	-

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**Environment**

Proper Management of Chemical Substances <sup>*16</sup>							
		Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
PRTR emissions (Japan)	(13) Acetonitrile	t	0.1	0.2	0.0	0.0	-
	(127) Chloroform	t	1.3	1.6	-	-	-
	(150) 1,4-Dioxane	t	-	-	-	-	-
	(186) Methylene chloride	t	7.3	7.2	9.1	1.2	0.8
	(232) N,N-Dimethylformamide	t	0.0	0.0	0.1	1.7	1.5
	(342) Pyridine	t	-	-	-	-	-
	(411) Formaldehyde	t	-	-	-	-	-
	(438) Methylanthalene	t	0.8	0.8	0.8	1.0	0.9
	Total emissions	t	9.4	9.8	10.0	3.9	3.2
	(243) Dioxins	mg-TEQ	1.3	0.2	0.3	0.4	0.1
PRTR transfer volume (Japan)	(13) Acetonitrile	t	2.5	3.6	2.2	2.1	-
	(127) Chloroform	t	0.0	29.8	-	-	-
	(150) 1,4-Dioxane	t	-	-	-	-	-
	(186) Methylene chloride	t	32.9	25.0	29.2	8.3	10.4
	(232) N,N-Dimethylformamide	t	20.9	336.2	32.8	122.0	395.9
	(342) Pyridine	t	-	-	-	-	-
	(411) Formaldehyde	t	-	-	-	-	-
	(438) Methylanthalene	t	0.0	0.0	0.0	0.0	0.0
	Total transfer volume	t	56.4	394.6	64.2	132.4	406.3
	(243) Dioxins	mg-TEQ	0.5	0.6	1.1	1.3	0.5
BOD emissions <sup>*17</sup> (Global <sup>*4</sup> )		t	-	-	18.0	15.4	100.4
COD emissions <sup>*17</sup>	Japan (CODmn)	t	-	-	36.0	32.3	58.3
	Overseas (CODcr)	t	-	-	-	2.3	2.6
NOx emissions		t	141.1	140.5	164.3	157.3	162.2
SOx emissions		t	69.4	66.1	95.9	97.1	90.0
VOC (atmospheric emissions)		t	-	561.7	101.9	118.3	147.7

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Unless otherwise noted, data related to the "environment" refers to the domestic Meiji Group (consolidated and equity-method affiliates).  
The unit factors for FYE 3/2022 results and earlier are calculated from consolidated sales before applying the "Accounting Standard for Revenue Recognition."  
The unit factors for FYE 3/2023 and beyond are calculated from consolidated sales after applying the "Accounting Standard for Revenue Recognition."

- \*1 ISO 14001 certification rate applies to production sites.
- \*2 Applies to domestic Meiji Group only until FYE 3/2021 (consolidated and equity-method affiliates).
- \*3 Only applies to industrial waste generated from production-related sites.
- \*4 Meiji Group (domestic Meiji Group and 15 overseas production companies [13 companies in FYE 3/2020, 14 companies in FYE 3/2021, 15 companies in FYE 3/2022, 14 companies in FYE 3/2023]).
- \*5 Aggregated based on water intake volume.
- \*6 Data aggregated from 6 companies (5 companies until FYE 3/2021).
- \*7 Data aggregated from 5 companies.
- \*8 Data aggregated from 3 companies (4 companies until FYE 3/2022).
- \*9 Due to the prevention of the spread of COVID-19, activities were suspended, and the activities of the participating local governments were also suspended, resulting in a low implementation rate.
- \*10 Japan's CO<sub>2</sub> emission intensity (Scope 1 and 2).
- \*11 Sum of non-consolidated totals for Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.
- \*12 Meiji Co., Ltd. and its affiliated domestic group companies.
- \*13 Meiji Seika Pharma Co., Ltd. and its affiliated domestic group companies.
- \*14 Ministry of the Environment's "Database of Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver3.4)."
- \*15 Meiji Holdings Co., Ltd., Meiji Co., Ltd. and domestic group companies, Meiji Seika Pharma Co., Ltd., KM Biologics Co., Ltd., and domestic group companies.
- \*16 In the table, "-" indicates that the annual handling amount was less than 1 ton as defined by the PRTR Law.
- \*17 The aggregation scope includes wastewater discharged into public water bodies.  
The aggregation scope of BOD and COD from FYE 3/2023 includes the Meiji Group overseas (domestic Meiji Group only until FYE 3/2022).  
Japan's COD emissions are measured using potassium permanganate as an oxidizing agent. Overseas COD emission volume is measured using potassium  
Overseas COD emission volume is measured using potassium dichromate as an oxidizing agent.  
In FYE 3/2024, both BOD and COD emissions significantly increased because data was obtained from all sites subject to aggregation.

Scope for the energy consumption volume (Global), the CO<sub>2</sub> emissions Scope 1 (Global), the CO<sub>2</sub> emissions Scope 2 (Global), the water usage volume (Global), and the waste amount (Japan) for FYE 3/2024.

Meiji Holdings Co., Ltd., Meiji Co., Ltd. and group companies (Shikoku Meiji Co., Ltd., Tokai Meiji Co., Ltd., Gunma Meiji Co., Ltd., Tochigi Meiji Milk Products Co., Ltd., Meiji Oils and Fats Co., Ltd., Donan Shokuhin Co., Ltd., Meiji Chewing Gum Co., Ltd., Tokai Nuts Co., Ltd., Nihon Kanzume Co., Ltd., Meiji Feed Co., Ltd., Okinawa Meiji Milk Products Co., Ltd., Meiji Logitech Co., Ltd.), Meiji Seika Pharma Co., Ltd. and group companies (Ohkura Pharmaceutical Co., Ltd., Meiji Seika Pharmatech Co., Ltd.), KM Biologics Co., Ltd., PT. Meiji Food Indonesia, Guangzhou Meiji Confectionery Co., Ltd., Meiji Confectionery (Shanghai) Co., Ltd., Meiji Dairies (Suzhou) Co., Ltd., Meiji Ice Cream (Guang Zhou) Co., Ltd., Meiji Dairies (Tianjin) Co., Ltd., Meiji Seika (Singapore) Pte. Ltd., Laguna Cookie Co., Inc., D.F. Stauffer Biscuit Co., Inc., P.T. Meiji Indonesian Pharmaceutical Industries, Thai Meiji Pharmaceuticals Co., Ltd., Shantou SEZ Meiji Pharmaceuticals Co., Ltd., Meiji Pharma Spain, S.A., Medreich Limited, Adcock Ingram Limited.

Note that for Meiji Logitech Co., Ltd., only the fuel used by its own transport vehicles is included in the aggregation.  
In addition, for industrial waste emissions in Japan, only production sites among the above are included in the aggregation.

Scope for the CO<sub>2</sub> emissions Scope 3 Category 1 (Japan) for FYE 3/2024.

Applies to Meiji Co., Ltd. and group companies (Shikoku Meiji Co., Ltd., Tokai Meiji Co., Ltd., Gunma Meiji Co., Ltd., Tochigi Meiji Milk Products Co., Ltd., Meiji Oils and Fats Co., Ltd., Donan Shokuhin Co., Ltd., Meiji Chewing Gum Co., Ltd., Tokai Nuts Co., Ltd., Nihon Kanzume Co., Ltd., Meiji Feed Co., Ltd., Okinawa Meiji Milk Products Co., Ltd., Meiji Food Materia Co., Ltd.), Meiji Seika Pharma Co., Ltd. and group companies (Ohkura Pharmaceutical Co., Ltd., Meiji Seika Pharmatech Co., Ltd.), KM Biologics Co., Ltd.'s domestic production sites for major raw materials and packaging materials (paper, plastic, cardboard, steel, aluminum, glass).

Note that Meiji Food Materia Co., Ltd. does not own production sites (plants or laboratories) and is not included in the Scope 1 and 2 calculation scope definitions.

On the other hand, Meiji Food Materia Co., Ltd. is included in the Scope 3 Category 1 because it is a trading company and therefore procures significant raw material related to Scope 3 Category 1.

## Society

## Human Resources

			Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Number of employees	Global <sup>*1</sup>		persons	17,571	17,832	17,336	17,290	17,270
	Male	persons	-	12,585	12,199	12,039	11,960	
		%	-	71	70	70	69.3	
	Female	persons	-	5,247	5,137	5,251	5,310	
		%	-	29	30	30	30.7	
	Japan <sup>*2</sup>		persons	9,463	9,537	9,309	9,018	8,943
	Male	persons	7,140	7,148	6,954	6,718	6,640	
	Female	persons	2,323	2,389	2,355	2,300	2,303	
Number of temporary employees	Global <sup>*1</sup>		persons	9,234	8,369	7,864	7,242	6,549
	Japan <sup>*2</sup>		persons	4,576	4,659	4,552	4,231	4,028
	Male	persons	1,709	1,812	1,778	1,657	1,571	
	Female	persons	2,867	2,847	2,774	2,574	2,457	
Employees by Region	Japan		%	53.9	53.5	53.7	52.2	50.4
	Indea		%	10.7	11.2	11.3	11.7	11.8
	China		%	6.2	6.0	6.7	6.9	8.2
	Indonesia		%	4.2	4.4	4.4	4.4	4.3
	United States		%	3.2	3.5	3.7	3.8	3.7
	Thailand		%	2.3	2.4	2.4	2.6	3.0
	Singapore		%	1.8	1.6	1.6	1.8	1.8
	Spain		%	1.6	1.5	1.4	1.7	1.6
	Others		%	16.2	15.8	14.8	14.9	15.2
Average number of consecutive years served			years, months	17.02	17.04	17.09	18.03	18.09
Male		years, months	18.03	18.04	18.11	19.03	19.11	
Female		years, months	13.12	14.00	14.06	15.01	15.08	
Average age of employees			age(YY.MM)	40.05	40.09	41.04	41.10	42.04
Male		age(YY.MM)	41.05	41.10	42.05	42.11	43.05	
Female		age(YY.MM)	37.03	37.07	38.02	38.08	39.03	
Ratio of female executive officers <sup>*3</sup>			%	16.7	25.0	23.1	23.1	23.1
Ratio of female managers			%	3.4	3.7	4.7	5.6	6.5
Number of female managers (including assistant managers)			persons	189	208	237	256	281
Number of new employees			persons	342	395	192	228	230
Male		persons	198	256	105	145	148	
Female		persons	144	139	87	83	82	
Ratio of employees with disabilities <sup>*4</sup>			%	2.28	2.47	2.51	2.53	2.64
Retierment-age employees requesting re-employment			persons	118	126	113	98	95
Ratio of approved requests of re-employment			%	100	100	100	100	100



**Society**

Human Resources		Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Percentage of mid-career workers as full-time employees	Meiji Co., Ltd.	%	18.0	48.8	7.3	28.6	28.8
	Meiji Seika Pharma Co., Ltd.	%	21.5	34.4	28.2	58.3	72.2
	KM Biologics Co., Ltd.	%	65.0	44.4	44.0	41.1	45.8
Percentage of open positions filled by internal candidates (internal hires)		%	0	0	95.0	100	100
	Male	%	0	0	52.6	66.7	75.0
	Female	%	0	0	47.4	33.3	25.0
Employee turnover rate <sup>*5</sup>		%	-	-	-	2.2	2.1
	Male	%	-	-	-	2.1	1.9
	Female	%	-	-	-	2.6	2.7
Voluntary employee turnover rate		%	-	1.6	2.1	2.1	2.0
	Male	%	-	-	1.7	1.9	1.8
	Female	%	-	-	3.2	2.5	2.6
	Voluntary turnover rate for young employees less than 3 years from graduates	%	8.9	11.4	13.4	10.6	10.7
Education and training expense per employee <sup>*4*6</sup>		yen	34,000	16,000	22,000	39,000	46,000
Total Education and training hours <sup>*6</sup>		hours	-	2,583	9,090	478,246	482,291
Education and training hours per employee <sup>*6</sup>		hours	-	0.27	0.98	53.03	53.93
Gender pay gap (Ratio of female to male)		%	-	-	-	49.5	50.4
	Employees	%	-	-	-	66.2	66.9
	Management	%	-	-	-	88.9	90.0
	Temporary employees	%	-	-	-	58.6	56.7

[More about related initiatives](#)

**Society**

Employee-Friendly Workplaces							
		Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Average monthly hours of overtime per employee		hours	12.7	10.1	12.7	11.0	11.9
Percentage of annual paid vacation days taken by employees		%	71.5	67.3	68.5	71.9	74.7
Number of employees taking childcare leave	Male	persons	68	90	190	275	233
	Female		335	330	332	332	327
Number of employees opting for shortened work hours for childcare	Male	persons	6	7	6	4	6
	Female		385	402	458	412	336
Percentage of employees returning to work after the end of childcare leave		%	100	100	100	100	100
Percentage of employees who continue working after taking childcare leave		%	99	100	100	99	98
Number of employees taking nursing-care leave		persons	12	13	8	21	50
Union participation rate <sup>*7</sup>		%	100	100	100	100	100
Number of lost time injuries <sup>*8</sup>		incidents	-	-	-	-	-
	Japan	incidents	32	30	34	23	26
	Overseas	incidents	-	-	-	-	-
Lost-time injury frequency rate (LTIFR) <sup>*9</sup>		-	1.14	1.03	1.09	1.06	0.83
	Japan	-	0.86	0.86	1.07	0.86	0.64
	Japan (Subcontractors )	-	4.29	1.97	3.16	1.47	2.62
	Overseas	-	1.82	1.52	1.16	1.46	1.16
	Average value of Japanese manufacturing industry <sup>*10</sup>	-	1.20	1.21	1.31	1.25	1.29
Lost-time injury severity rate <sup>*11</sup>		-	0.0534	0.0198	0.0211	0.2682	0.0147
	Japan	-	0.0523	0.0214	0.0218	0.3085	0.0151
	Overseas	-	0.0630	0.0031	0.0164	0.0164	0.0119
	Average value of Japanese manufacturing industry <sup>*10</sup>	-	0.10	0.07	0.06	0.08	0.08
Number of work related fatalities <sup>*9</sup>		persons	0	0	0	0	0
	Japan	persons	0	0	0	0	0
	Japan (Subcontractors )	persons	0	0	0	0	0
	Overseas	persons	0	0	0	0	0
Percentage of sites covered by ISO45001 <sup>*12</sup>		%	-	-	40.6	50.0	64.5

[More about related initiatives \(Workstyle Reform\)](#)[More about related initiatives \(Occupational Health and Safety\)](#)

## Society

Employee Health Indicators				Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
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	100	100
	Percentage of employees receiving secondary medical examinations		%		80.8	83.9	87.0	85.5	70.7
	Rate of implementation of specified health guidance		%		-	29.2	41.3	25.0	35.6
	Percentage of employees who maintains desirable weight (Less than BMI18.5~25)		%		65.1	65.5	65.7	64.5	65.4
	Percentage of abdominal circumference standard values exceeded <sup>*13</sup>		%		37.9	37.5	35.3	34.1	31.4
	Management (treatment retention) rates for high-risk individuals		%		-	-	-	92.1	90.9
Other medical examinations	Gastric cancer screening uptake rate		%		82.6	82.0	84.4	87.4	79.5
	Colorectal cancer screening uptake rate		%		93.5	94.3	95.5	94.3	96.0
	Colorectal cancer screening uptake rate		%		67.4	64.2	64.1	73.7	64.0
Productivity	Absentysms <sup>*14</sup>		%		0.41	0.37	0.15	0.44	0.51
	Presentism (loss) <sup>*15</sup>		%		-	21.6	20.8	21.9	24.2
	Presentism	Respondents	persons		-	-	-	8,206	9,046
		Response rate	%		-	-	-	98.4	95.8
	Percentage of employees on leave due to injury or illness		%		-	-	-	0.6	0.4
Stress Check	Participation rate		%		93.5	93.4	94.2	95.0	95.2
	Percentage of employees with high stress		%		8.7	8.3	10.1	9.4	9.1
Fitness Habits	Walking Campaign	Participation Rate	%		58.6	59.8	61.7	45.0	36.2
		Achievement Rate	%		32.6	37.0	37.0	20.2	18.6
	Percentage of employees who exercise for half an hour or more at least twice a week <sup>*16</sup>		%		24.4	26.7	27.6	28.8	28.5
Dietary habits	Percentage who do not eat breakfast		%		26.9	26.1	26.8	26.9	24.7
	Percentage who often eats before bedtime		%		37.8	31.9	31.6	32.1	30.9
Quit-smoking Program	Smoking rate		%		24.0	20.8	20.5	19.5	16.9
	Number of Participants <sup>*17</sup>		persons		39	9	8	2	18
Participation rate and percentage satisfied	Participation rate	E-learning of Lifestyle habits	%		-	-	96.0	94.6	90.1
		E-learning of Self care	%		-	-	-	89.1	91.7
		E-learning of Line care	%		-	-	-	89.1	98.3
		Nutrition education seminar	%		-	-	46.7	52.0	52.0
		Women's Health Seminar <sup>*18</sup>	%		-	-	-	91.8	6.2
	Percentage satisfied	E-learning	%		-	-	95.4	99.4	99.7
		Nutrition education seminar	%		-	-	91.0	94.0	94.0

[More about related initiatives](#)

**Society**

Customers						
	Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Percentage of sales of products that contribute to reducing nutritional deficiencies <sup>*19, 20</sup>	%	-	-	18	27	26
Percentage of sales of products that contribute to reducing overnutrition <sup>*19, 21</sup>	%	-	-	13	17	17
Products with reduced calories <sup>*19, 22</sup>	%	-	-	3	4	4
Products with reduced fat <sup>*19, 22</sup>	%	-	-	7	10	10
Products with reduced sugar <sup>*19, 22</sup>	%	-	-	5	6	4
Products with reduced salt <sup>*19, 22</sup>	%	-	-	0.1	0.1	0.1
Products with reduced cholesterol <sup>*19, 22</sup>	%	-	-	0.7	0.8	0.8
Products compatible with portion size control <sup>*19, 23</sup>	%	-	-	6	7	7
Education regarding responsible marketing <sup>*24</sup>	persons	-	-	29	286	249
Meiji Group Marketing Communication to Children Policy <sup>*24</sup>	persons	-	-	-	130	152
Rules regarding the use of SDGs logos and icons in the Meiji Group <sup>*24</sup>	persons	-	-	29	156	97
Employee training on the Food Labeling Act <sup>*25</sup>	persons	-	-	230	334	371
Workshops for new employees	persons	-	-	40	91	246
Periodic workshops for technical employees <sup>*25</sup>	persons	-	-	190	190	125
Workshops on a particular topic <sup>*25</sup>	persons	-	-	-	53	-
Employee Training on Quality (Food business)	persons	-	7,568	8,186	9,001	8,800
Quality training for sales representatives <sup>*25</sup>	persons	-	1,500	1,500	2,921	2,731
Basic lecture series on quality control for plant employees <sup>*26</sup>	persons	-	6,000	6,200	6,000	6,000
Quality assurance meetings for section managers at plants <sup>*27</sup>	persons	-	68	86	80	69
Quality Assurance Training for Employees (Pharmaceutical business)	persons	-	6,200	6,200	6,100	6,100
training (including GVP, GMP, and QMS) to ensure compliance with laws and regulations related to pharmaceutical affairs <sup>*28</sup>	persons	-	2,200	2,200	2,100	2,100
GMP compliance training <sup>*29</sup>	persons	-	2,000	2,000	2,000	2,000
Quality and safety training <sup>*29</sup>	persons	-	2,000	2,000	2,000	2,000

[More about related initiatives \(Health and Nutrition\)](#)

[More about related initiatives \(Quality and Safety\)](#)

**Society**

Social Contribution Activities							
		Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Expenditures for social contribution activities		millions of yen	-	2,969	2,779	2,931	3,138
	Charitable Donation	millions of yen	-	356	243	271	316
		%	-	12	9	9	10
	Community Investments	millions of yen	-	1,301	1,255	1,359	1,297
		%	-	44	45	46	41
	Commercial Initiatives (incl. Sponsorship Support)	millions of yen	-	1,312	1,282	1,301	1,524
		%	-	44	46	44	49
Breakdown of Social Contribution Expenditures		millions of yen	-	2,969	2,779	2,931	3,138
	Cash Contributions	millions of yen	-	324	224	462	696
	Personnel Expenses (Volunteer-Related Expenses)	millions of yen	-	1,761	1,823	1,901	1,495
	In-kind giving (products or services), Project Sponsorship	millions of yen	-	504	426	206	194
	Management overhead	millions of yen	-	380	306	362	754

[More about related initiatives](#)**Society**

Sourcing							
		Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
Number of implementations of the Meiji Dairy Advisory (MDA) program, which supports dairy farmers to improve their management <sup>*30</sup>	Annual	times	-	-	475	477	522
	Total	times	-	-	1,423	1,900	2,422
Procurement ratio of Meiji Sustainable Cocoa Beans <sup>*31,32</sup>		%	-	40	42	62	62
Use of certified sustainable palm oil <sup>*32</sup>		%	21	68	84	90	100
Use of FSC or PEFC certified and post-consumer paper <sup>*33</sup>		%	60	77	98	98	100

[More about related initiatives](#)

\*The information of Human Resources in society section covers regular employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.

\*The information of Employee-Friendly Workplaces in society section covers regular employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.

\*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. From FYE 3/2024, KM Biologics Co., Ltd. was also included.

\*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 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.

\*5 Not including transfers due to business transfers.

\*6 From FYE 3/2020 to FYE 3/2022, training conducted by the human resources department. Including e-learning from FYE 3/2023.

\*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 of consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd.

\*9 Figures of 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 Figures of consolidated subsidiaries in Japan, Okinawa Meiji Milk Products Co., Ltd. and production-related overseas group company of Meiji Co., Ltd.

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

\*12 Covers production plants.

\*13 Abdominal circumference: 85 cm or more for men, 90 cm or more for women. Subjects must be 35 years of age or older

\*14 Total number of absences and days of leave due to health problems/number of full-time employees at the end of the fiscal year

\*15 Productivity at the time of attendance due to health-related issues is measured by SPQ (one-item version of the University of Tokyo)

\*16 Exercise habit: Exercise for more than 30 minutes twice a week

\*17 Number of participants in the health insurance association's smoking cessation program

\*18 The methods and scope of the training vary with each fiscal year.

\*19 Overall sales are sales of products sold by Meiji Co., Ltd. to general consumers. Figures for FY2022 include exports from Japan.

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

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

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

(3)Products that are accorded to the laws and regulations of the exporting country corresponding to either (1) or (2)

\*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

(1)Products that meet the criteria for labeling standards indicating adequate intake of nutrients or calories

(2)Products that meet the criteria for labeling standards indicating the product does not contain added sugar or salt

(3)Products that meet the criteria for labeling according to the laws and regulations of the exporting country corresponding to either (1) or (2)

\*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 Covers employees of Meiji Co., Ltd.

\*26 Covers employees of Meiji Co., Ltd. and affiliated domestic group companies

Average number of participants per a monthly held session.

\*27 Covers employees of Meiji Co., Ltd. and affiliated domestic and overseas group companies.

\*28 Covers employees of Meiji Seika Pharma Co., Ltd.

Average number of participants per a monthly held session.

\*29 Covers employees of KM Biologics Co., Ltd.

Number of people who participated in the presentation and workplace meetings (estimate).

\*30 Covers employees of Meiji Co., Ltd. and affiliated domestic group companies.

\*31 Cocoa beans produced in areas where farmer support program has been implemented.

\*32 Meiji Co., Ltd. and its affiliated domestic and overseas group companies.

\*33 FYE 3/2020 and FYE 3/2021: Covers all Meiji Group companies in Japan. From FYE 3/2022, Meiji Group companies overseas were also included

Governance							
Compliance							
		Unit	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024
CEO to Employee Compensation Ratio <sup>*1</sup>		%	1,441	1,472	1,438	1,470	1,341
Number of disciplinary actions taken for compliance breaches	Corruption or Bribery	incidents	—	—	—	—	0
	Harassment	incidents	—	—	—	—	2
	Labor	incidents	—	—	—	—	3
	Quality	incidents	—	—	—	—	0
	Information Management	incidents	—	—	—	—	0
	Conflicts of Interest	incidents	—	—	—	—	0
	Money Laundering or Insider trading	incidents	—	—	—	—	0
	Accounting Fraud	incidents	—	—	—	—	7
	Others	incidents	—	—	—	—	6