

**Environment**

Environmental Management			Unit	FYE 3/2025				
Third-party certification	ISO14001	Japan	-	Certified at 29 factories, 1 laboratories, and 12 group companies				
		Overseas	-	Certified at 4 group companies				
	Percentage of sites covered by ISO14001 <sup>*1</sup>	Global	%	80.0				
			Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
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	1	0	1	0

More about related initiatives

Circular Economy			Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
Raw materials used	Total <sup>*2</sup>	Global	ten thousand tons	173.0	176.2	160.8	267.2	266.9
	Raw milk		ten thousand tons	-	134.6	128.3	122.4	122.6
	Wheat & starches		ten thousand tons	-	12.6	4.7	5.6	5.6
	Sugars		ten thousand tons	-	10.0	10.1	50.0	48.6
	Milk-derived raw materials		ten thousand tons	-	4.6	5.8	5.0	5.1
	Feed		ten thousand tons	-	-	-	62.1	63.0
	Others		ten thousand tons	-	14.3	12.0	22.1	21.9
Packaging used	Total	Global	ten thousand tons	-	18.1	17.9	16.5	17.5
	Paper		ten thousand tons	-	6.1	5.7	5.5	5.6
	Cardboard		ten thousand tons	-	6.4	6.5	6.1	6.2
	Plastic, PET bottles		ten thousand tons	-	4.1	4.1	3.6	3.9
	Steel		ten thousand tons	-	0.7	0.7	0.8	0.4
	Aluminium		ten thousand tons	-	0.1	0.1	0.1	0.1
	Glass, Glass bottles		ten thousand tons	-	0.6	0.7	0.4	0.4
Waste amount <sup>*3</sup>	Japan		ten thousand tons	2.6	2.4	2.4	2.2	1.6
	Per unit of sales (Japan)		tons/hundred million yen	2.4	2.2	2.5	2.3	1.6
	Global <sup>*4</sup>		ten thousand tons	3.0	2.8	2.7	2.7	2.3
	Per unit of sales (Global)		tons/hundred million yen	2.5	2.3	2.5	2.4	2.0
Hazardous waste emissions			ten thousand tons	0.2	0.1	0.1	0.1	0.2
Recycled volume <sup>*3</sup>			ten thousand tons	2.0	2.0	2.0	1.9	1.4
Recycling rate			%	-	80.5	86.2	88.2	85.5
Final disposal volume (Landfill)			ten thousand tons	0.1	0.1	0.1	0.1	0.1
Reduction of food product waste <sup>*11</sup>			%	△29.3	△34.1	△31.5	△26.8	△25.0
Total weight of all food loss & waste <sup>*11</sup>			ten thousand tons	-	-	-	2.5	2.0
Total weight of food loss & waste recycled <sup>*11</sup>			ten thousand tons	-	-	-	2.4	1.9

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Circular Economy		Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
Total weight of food loss <sup>*11</sup>		t	-	-	-	978	689
	Per unit of sales	tons/hundred million yen	-	-	-	0.12	0.08
Food recycling rate for the food segment		%	-	-	-	96.0	96.5
Rate of reduction for plastic use (total volume) <sup>*11</sup>		%	Δ11.7	Δ16.0	Δ18.3	Δ22.1	Δ23.6
Rate of reduction for virgin plastic use <sup>*11</sup>		%	-	-	-	-	Δ30.7
Percentage of recycled PET used <sup>*11</sup>		%	-	-	-	-	24

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Water		Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
Water usage volume <sup>*17</sup> (by region)	Global <sup>*4</sup>	thousand m <sup>3</sup>	22,571	21,255	20,623	20,885	18,854
	Per unit of sales (Global)	m <sup>3</sup> /hundred thousand yen	1.89	1.78	1.94	1.89	1.63
	Japan	thousand m <sup>3</sup>	21,189	19,808	19,516	19,468	17,254
	Per unit of sales (Japan)	m <sup>3</sup> /hundred thousand yen	1.92	1.83	2.07	2.00	1.72
	China <sup>*5</sup>	thousand m <sup>3</sup>	845	879	509	811	1,030
	Asia (excluding China) <sup>*6</sup>	thousand m <sup>3</sup>	479	497	542	546	516
	North America & Europe <sup>*7</sup>	thousand m <sup>3</sup>	58	71	57	59	53
Water usage volume <sup>*17</sup> (by water source)	Total fresh water	thousand m <sup>3</sup>	22,571	21,255	20,623	20,885	18,854
		%	100.0	100.0	100.0	100.0	100.0
	Tap water	thousand m <sup>3</sup>	2,391	2,259	1,845	2,043	1,855
		%	10.9	10.6	9.0	9.8	9.8
	Water for industrial use	thousand m <sup>3</sup>	4,888	4,680	4,505	4,298	4,200
		%	22.3	22.0	21.8	20.6	22.3
	Rivers, lakes, and marshes	thousand m <sup>3</sup>	0	0	0	0	0
		%	0.0	0.0	0.0	0.0	0.0
	Ground water	thousand m <sup>3</sup>	15,289	14,313	14,270	14,542	12,793
		%	66.7	67.3	69.2	69.6	67.9
Rainwater	thousand m <sup>3</sup>	3	3	3	3	6	
	%	0.0	0.0	0.0	0.0	0.0	
Water drainage volume (by region)	Global <sup>*4</sup>	thousand m <sup>3</sup>	18,226	17,397	17,412	19,388	17,759
	Japan	thousand m <sup>3</sup>	17,248	16,450	16,732	18,358	16,525
	China <sup>*5</sup>	thousand m <sup>3</sup>	761	739	441	758	949
	Asia (excluding China) <sup>*6</sup>	thousand m <sup>3</sup>	162	178	208	241	249
	North America & Europe <sup>*7</sup>	thousand m <sup>3</sup>	54	31	30	31	35

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Water		Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025	
Water draining volume (by destination)	Total	thousand m <sup>3</sup>	18,226	17,397	17,404	19,388	17,759	
		%	100.0	100.0	100.0	100.0	100.0	
	Sewerage	thousand m <sup>3</sup>	8,156	7,979	7,479	7,319	6,871	
		%	44.7	45.9	43.0	37.8	38.7	
	Discharge into rivers	thousand m <sup>3</sup>	9,991	9,324	9,845	11,972	10,798	
		%	54.8	53.6	56.6	61.7	60.8	
	Discharge into ocean	thousand m <sup>3</sup>	0	0	0	0	0	
		%	0.0	0.0	0.0	0.0	0.0	
	Discharge into ground water (including irrigation)	thousand m <sup>3</sup>	78	94	80	93	91	
		%	0.4	0.5	0.5	0.5	0.5	
	Water used as raw material for products <sup>**18</sup>		thousand m <sup>3</sup>	-	3,858	3,212	1,497	1,095
	Water source recharge volume		thousand m <sup>3</sup>	-	934	1,326	1,661	2,083
Water source recharge rate <sup>**19</sup>		%	-	24.2	41.3	111.0 <sup>**20</sup>	190.3	

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Biodiversity		Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
Implementation rate of biodiversity conservation activities at manufacturing sites (Global <sup>4</sup> )		%	38.8 <sup>8</sup>	61.9 <sup>8</sup>	77.1 <sup>8</sup>	100	98.1
	Japan	%	36.2 <sup>8</sup>	67.4 <sup>8</sup>	81.4 <sup>8</sup>	100	100
	Overseas	%	45.0 <sup>8</sup>	50.0 <sup>8</sup>	66.7 <sup>8</sup>	100	92.3

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Climate Change		Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2024	
Energy consumption volume (Global <sup>4</sup> )		TJ	11,439	11,095	11,020	10,075	10,021	
	Per unit of sales	TJ/hundred million yen	1.0	0.9	1.0	0.9	0.9	
Energy consumption volume (Japan)		oil:10,000 kL	24.8	24.0	23.5	21.5	20.5	
	Per unit of sales	TJ/hundred million yen	0.9	0.9	1.0	0.9	0.8	
Energy consumption volume (Global <sup>4</sup> )		Electricity consumption volume	MWh	631,404	772,659	760,199	757,827	774,189
CO <sub>2</sub> emissions	Global <sup>4</sup>	Scope 1	ten thousand tons of CO <sub>2</sub>	23.9	24.5	22.9	20.9	20.0
		Scope 2	ten thousand tons of CO <sub>2</sub>	32.4	29.1	28.5	26.3	26.1
		Per unit of sales	t-CO <sub>2</sub> /hundred million yen	47.2	44.8	48.4	42.7	40.0
	Japan	Scope 1	ten thousand tons of CO <sub>2</sub>	21.5	22.1	20.5	18.4	17.3
		Scope 2 <sup>4</sup>	ten thousand tons of CO <sub>2</sub>	25.4	21.6	21.9	18.8	17.7
		Per unit of sales <sup>10</sup>	t-CO <sub>2</sub> /hundred million yen	42.4	40.3	45.0	38.2	34.9
	China <sup>5</sup>	Scope 1	ten thousand tons of CO <sub>2</sub>	0.3	0.3	0.2	0.4	0.6
		Scope 2	ten thousand tons of CO <sub>2</sub>	2.6	2.7	1.8	2.3	3.3
	Asia (excluding China) <sup>6</sup>	Scope 1	ten thousand tons of CO <sub>2</sub>	1.0	1.0	1.1	1.1	1.1
		Scope 2	ten thousand tons of CO <sub>2</sub>	3.6	3.9	4.1	4.5	4.7
	North America & Europe <sup>7</sup>	Scope 1	ten thousand tons of CO <sub>2</sub>	1.1	1.1	1.0	1.0	1.1
		Scope 2	ten thousand tons of CO <sub>2</sub>	0.8	0.8	0.7	0.7	0.5
	Japan	Scope 3 total	ten thousand tons of CO <sub>2</sub>	294.8	302.7	348.4	420.5	415.3
		Category 1 Purchased goods and services	ten thousand tons of CO <sub>2</sub>	225.9	228.4	279.2	349.2	343.0
		Category 2 Capital goods	ten thousand tons of CO <sub>2</sub>	21.3	29.2	22.6	16.8	17.8
		Category 3 Fuel- and energy-related activities (not included in Scope 1 and 2)	ten thousand tons of CO <sub>2</sub>	2.1	1.9	8.7	7.8	7.1
		Category 4 Upstream transportation and distribution	ten thousand tons of CO <sub>2</sub>	24.3	23.7	21.9	20.5	20.4
		Category 5 Waste generated in operations	ten thousand tons of CO <sub>2</sub>	1.1	0.8	0.8	0.8	0.8
		Category 6 Business travel	ten thousand tons of CO <sub>2</sub>	0.2	0.2	0.1	0.2	0.1
		Category 7 Employee commuting	ten thousand tons of CO <sub>2</sub>	0.4	0.4	0.4	0.4	0.5
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>	15.6	14.7	11.2	21.7	22.4	
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>	3.9	3.6	3.3	3.1	3.2	
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		

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			Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
CO <sub>2</sub> emissions	Global <sup>14</sup>	Scope 3 total	ten thousand tons of CO <sub>2</sub>	313.5	322.7	390.5	466.5	464.2
		Category 1 Purchased goods and services	ten thousand tons of CO <sub>2</sub>	241.0	244.2	316.6	390.3	386.2
		Category 2 Capital goods	ten thousand tons of CO <sub>2</sub>	21.3	29.2	22.6	16.8	17.8
		Category 3 Fuel- and energy-related activities (not included in Scope 1 and 2)	ten thousand tons of CO <sub>2</sub>	2.5	2.3	10.3	9.4	8.9
		Category 4 Upstream transportation and distribution	ten thousand tons of CO <sub>2</sub>	25.4	24.8	23.0	21.6	21.7
		Category 5 Waste generated in operations	ten thousand tons of CO <sub>2</sub>	1.2	1.0	1.0	1.0	1.2
		Category 6 Business travel	ten thousand tons of CO <sub>2</sub>	0.2	0.2	0.2	0.2	0.2
		Category 7 Employee commuting	ten thousand tons of CO <sub>2</sub>	0.6	0.6	0.6	0.6	0.7
		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>	16.7	16.1	12.3	22.8	23.5
		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>	4.5	4.2	3.9	3.7	3.9
		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		
Reduction of CFC-using (Global <sup>14,21</sup> )			%	Base year	△44.8	△52.5	△62.7	△65.8
	Japan		%	Base year	△43.8	△50.2	△61.9	△63.1
	Overseas		%	Base year	△47.8	△59.8	△65.2	△74.7
Use of eco-friendly car <sup>10</sup>			number	660	772	821	1,090	1,271
Percentage of electricity from renewable energy sources (excluding electricity sales)		Global <sup>14</sup>	%	-	5.3	9.5	17.4	24.2

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Proper Management of Chemical Substances <sup>**15</sup>		Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
PRTR emissions (Japan)	(13) Acetonitrile	t	0.2	0.0	0.0	-	0.0
	(127) Chloroform	t	1.6	-	-	-	-
	(186) Methylene chloride	t	7.2	9.1	1.2	0.8	-
	(232) N,N-Dimethylformamide	t	0.0	0.1	1.7	1.5	8.7
	(438) Methylnaphthalene	t	0.8	0.8	1.0	0.9	1.2
	Total emissions	t	9.8	10.0	3.9	3.2	9.9
	(243) Dioxins	mg-TEQ	0.2	0.3	0.4	0.1	0.2
PRTR transfer volume (Japan)	(13) Acetonitrile	t	3.6	2.2	2.1	-	1.2
	(127) Chloroform	t	29.8	-	-	-	-
	(186) Methylene chloride	t	25.0	29.2	8.3	10.4	-
	(232) N,N-Dimethylformamide	t	336.2	32.8	122.0	395.9	462.9
	(438) Methylnaphthalene	t	0.0	0.0	0.0	0.0	0.0
	Total transfer volume	t	394.6	64.2	132.4	406.3	464.1
	(243) Dioxins	mg-TEQ	0.6	1.1	1.3	0.5	0.5
BOD emissions <sup>**16</sup> (Global <sup>*4</sup> )		t	-	18.0	15.4	100.4	87.7
COD emissions <sup>**16</sup>	Japan (CODmn)	t	-	36.0	32.3	58.3	93.5
	Overseas (CODcr)	t	-	-	2.3	2.6	2.3
NOx emissions <sup>**22</sup>		t	140.5	164.3	157.3	162.2	242.5
SOx emissions <sup>**22</sup>		t	66.1	95.9	97.1	90.0	80.9
VOC (atmospheric emissions)		t	561.7	101.9	118.3	147.7	112.2

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## Method for calculating environmental data

### ●Circular Economy

	Calculation method	Scope of data collection
Waste amount	<p>Japan Calculated based on waste manifest in accordance with the "Act on Waste Management and Public Cleaning (Waste Management Act)"</p> <p>Overseas Calculated based on waste manifest using methods on the basis of the "Waste Management Act"</p>	<p>Japan All production-related sites of Meiji Group*<sup>11</sup> All production-related sites of Meiji Seika Pharma Co., Ltd. Group*<sup>12</sup></p> <p>Global All production-related sites of KM Biologics Co., Ltd.</p> <p>In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2024, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>

### ●Water

	Calculation method	Scope of data collection
Water usage volume	<p>Aggregated based on water intake volume</p> <p>Tap water: Aggregated based on invoices Water for industrial use: Aggregated based on invoices</p> <p>Rivers, lakes, and marshes: Aggregated based on on-site measuring instruments Ground water: Aggregated based on on-site measuring instruments Rainwater: Aggregated based on on-site measuring instruments</p>	<p>Japan Meiji Holdings Co., Ltd. Meiji Group*<sup>11</sup> Meiji Seika Pharma Co., Ltd. Group*<sup>12</sup> KM Biologics Co., Ltd.</p> <p>Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>
Water drainage volume	<p>Sewerage: Aggregated based on on-site measuring instruments Discharge into rivers: Aggregated based on on-site measuring instruments Discharge into ocean: Aggregated based on on-site measuring instruments Discharge into ground water (including irrigation): Aggregated based on on-site measuring instruments</p>	<p>Japan Meiji Holdings Co., Ltd. Meiji Group*<sup>11</sup> Meiji Seika Pharma Co., Ltd. Group*<sup>12</sup> KM Biologics Co., Ltd.</p> <p>Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>

●Climate Change

【Calculation Method of Energy Consumption】

	Calculation method	Scope of data collection
Energy Consumption	<p>Japan and Overseas &lt;Electricity&gt; •Electricity consumption = Aggregated values from electricity utility bills and related documents •Use of renewable energy-derived electricity: Volume of electricity procured from renewable energy sources •Green Power Certificates, etc.: Volume of certificates purchased from electricity utilities •On-site solar power generation (self-generated electricity): Aggregated based on measurements from on-site meters</p> <p>&lt;Fuels (gas fuels and oil fuels)&gt; Fuel consumption (gas and oil) = Volume of fuel purchased [m<sup>3</sup> or L] × Calorific value conversion factor [MJ/m<sup>3</sup> or MJ/L] × Energy conversion factor [GWh/MJ] Gas fuels: primarily city gas Oil fuels: primarily diesel oil, kerosene, gasoline, and heavy fuel oil</p> <p>&lt;District Heating and Cooling (DHC)&gt; DHC consumption = Aggregated values from DHC provider invoices [MJ] × Energy conversion factor [GWh/MJ]</p> <p>&lt;Conversion to heat energy&gt; Heat energy [TJ]=Standard electricity unit [thousand kWh] × 8.64 / 1000</p> <p>Reference •Act on Rationalizing Energy use and Shifting to Non-fossil Energy (Energy Conservation Act) •Act on Special Measures Concerning Procurement of Renewable Electric Energy by Operators of Electric Utilities</p>	<p>Japan Meiji Holdings Co., Ltd. Meiji Co., Ltd. Group*<sup>11</sup> Meiji Seika Pharma Co., Ltd. Group*<sup>12</sup> KM Biologics Co., Ltd.</p> <p>Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>

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

	Calculation method	Scope of data collection
Scope1	<p>Japan and Overseas Greenhouse Gas (GHG) Emissions = Energy Consumption × GHG Emission Factor Note: The emission factors used for both Japan and Overseas calculations are based on the "Act on Promotion of Global Warming Countermeasures"</p> <p>Reference •Energy Conservation Act •Act on Promotion of Global Warming Countermeasures •The Greenhouse Gas Protocol-A Corporate Accounting and Reporting Standard (GHG Protocol Corporate Standard)</p>	<p>Japan Meiji Holdings Co., Ltd. Meiji Co., Ltd. Group*<sup>11</sup> Meiji Seika Pharma Co., Ltd. Group*<sup>12</sup> KM Biologics Co., Ltd.</p> <p>Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>

	Calculation method	Scope of data collection
Scope2	<p>Japan Greenhouse Gas (GHG) Emissions = Energy Consumption × GHG Emission Factor Note: Emission calculations are based on the “Act on Promotion of Global Warming Countermeasures” and use adjusted emission factors provided by electricity suppliers, gas suppliers and heat suppliers. (basic emission factors were used up to FY2021).</p> <p>Overseas Greenhouse Gas (GHG) Emissions = Energy Consumption × GHG Emission Factor Note: Emission factors are based on the IEA’s “Emissions from Fuel Combustion” dataset.</p> <p>Reference •Act on Rationalizing Energy use and Shifting to Non-fossil Energy (Energy Conservation Act) •Act on Promotion of Global Warming Countermeasures •IEA Emissions from Fuel Combustion •GHG Protocol Corporate Standard •GHG Protocol Scope 2 Guidance</p>	<p>Japan Meiji Holdings Co., Ltd. Meiji Co., Ltd. Group*<sup>11</sup> Meiji Seika Pharma Co., Ltd. Group*<sup>12</sup> KM Biologics Co., Ltd.</p> <p>Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>

【Calculation Method for Scope 3】

Category	Calculation method	Scope of data collection
1. Purchased goods and services	<p>Before the FYE 3/2022 results Data used: Purchase price of raw materials, etc. (millions yen) Calculation method: CO2 emissions from Purchased goods and services = 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: CO2 emissions from Purchased goods and services = Purchase weight of raw materials, etc. × emission intensity per raw material, etc.</p> <p>Reference •the inter-industry table of the Ministry of the Environment DB*13 •IDEA (Inventory Database for Environmental Analysis) •GHG Protocol Scope3 Guidance</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*13 based on purchase price to IDEA 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 : Japan 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 Contract manufactured products and purchased products added from FYE 3/2025</p> <p>Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>

Category	Calculation method	Scope of data collection
2. Capital goods	<p>Data used: Capital investment price (millions yen)</p> <p>Calculation method: CO2 emissions from Capital goods = Capital investment price (millions yen) × emission intensity of capital goods</p> <p>Reference •Emission intensity per price of capital goods in the Ministry of the Environment DB<sup>*13</sup> •GHG Protocol Scope3 Guidance</p>	<p>Scope: Meiji Group<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)</p> <p>Calculation method: CO2 emissions from Fuel- and energy-related activities (not included in Scope 1 and 2) = Energy consumption of purchased amount × emission intensity per energy type usage</p> <p>Reference •Emission intensity per electricity and heat usage volume in the Ministry of the Environment DB<sup>*13</sup> •Emission intensity per fuel usage in IDEA •GHG Protocol Scope3 Guidance</p>	<p>Scope: Japan Meiji Group<sup>*14</sup> Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p> <p>Fuel added from the FYE 3/2023</p>
4. Upstream transportation and distribution	<p>Data used: Purchase weight of raw materials (tons)</p> <p>Calculation method: CO2 emissions from Upstream transportation and distribution = ①Purchase weight of raw materials × factor obtained from the transportation scenario (travel distance: 500km, 10-ton truck with a loading ratio of 60%) ②CO2 emissions from Meiji Co.'s logistics (specific consignors) Calculated by adding ① and ②</p> <p>Reference •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> •GHG Protocol Scope3 Guidance</p>	<p>Scope: Japan 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 Contract manufactured products and purchased products added from FYE 3/2025</p> <p>Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>
5. Waste generated in operations	<p>Data used: Weight of industrial waste by type (tons)</p> <p>Calculation method: CO2 emissions from Waste generated in operations = Weight of industrial waste by type × emission factor per type of industrial waste</p> <p>Reference •Emission intensity per type of industrial waste in the Ministry of the Environment DB<sup>*13</sup> •GHG Protocol Scope3 Guidance</p>	<p>Scope: Japan 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 Contract manufactured products and purchased products added from FYE 3/2025</p> <p>Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>

Category	Calculation method	Scope of data collection
6. Business travel	<p>Data used: Number of Meiji Group employees</p> <p>Calculation method: CO2 emissions from Business travel = Number of Meiji Group employees × emission intensity per employee</p> <p>Reference •Emission intensity per number of employees &amp; working days in the Ministry of the Environment DB<sup>*13</sup> •GHG Protocol Scope3 Guidance</p>	<p>Scope: Japan Meiji Group<sup>*14</sup> Global</p> <p>In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe</p> <p>Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2024, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>
7. Employee commuting	<p>Data used: Number of Meiji Group employees, annual working days</p> <p>Calculation method: Number of Meiji Group employees × annual working days × emission intensity per working day</p> <p>Reference •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> •GHG Protocol Scope3 Guidance</p>	<p>Scope: Japan Meiji Group<sup>*14</sup> Global</p> <p>In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe</p> <p>Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>
8. Upstream leased assets	Not applicable (Included in Scope 1 and 2)	-
9. Downstream transportation and distribution	<p>Data used: Total product sales volume (tons)</p> <p>Calculation method: CO2 emissions from Downstream transportation and distribution = Total product sales volume (tons) × intensity obtained from the transportation scenario (using 10-ton truck with a 10% load rate)</p> <p>Reference •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> •GHG Protocol Scope3 Guidance</p>	<p>Scope: Japan 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 Contract manufactured products and purchased products added from FYE 3/2025</p> <p>Global</p> <p>In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America &amp; Europe</p> <p>Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.</p>
10. Processing of sold products	Excluded (due to trace amounts)	-
11. Use of sold products	Not applicable	-

Category	Calculation method	Scope of data collection
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  Reference •Emission intensity per type of waste in the Ministry of the Environment DB <sup>*13</sup> •GHG Protocol Scope3 Guidance	Scope: Japan 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.  Global In addition to the above, overseas production companies 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024) in China, 7 companies (5 companies in FYE 3/2024) in Asia (excluding China), 3 companies (4 companies until FYE 3/2022) in North America & Europe Until the FYE 3/2024, the performance of overseas production companies was aggregated based on the calendar year, from January to December. Starting from the FYE 3/2025, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.
13. Downstream leased assets	Not applicable	-
14. Franchises	Not applicable	-
15. Investments	Excluded (due to trace amounts)	-

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.”

Until the fiscal year 2023, the performance of overseas group companies was aggregated based on the calendar year, from January to December.

Starting from the fiscal year 2024, performance will be aggregated on a fiscal year basis, covering the period from April to March of the following year.

\*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 [ 14 companies in FYE 3/2021, 15 companies in FYE 3/2022, 14 companies in FYE 3/2023, 15 companies in FYE 3/2024]).

\*5 Data aggregated from 5 companies (5 companies in FYE 3/2021, 6 companies from FYE 3/2022 to FYE 3/2024).

\*6 Data aggregated from 7 companies (5 companies in FYE 3/2024).

\*7 Data aggregated from 3 companies (4 companies until FYE 3/2022).

\*8 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.

\*9 Japan’s CO2 emission intensity (Scope 1 and 2).

\*10 Sum of non-consolidated totals for Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.

\*11 Meiji Co., Ltd. and its affiliated domestic group companies.

\*12 Meiji Seika Pharma Co., Ltd. and its affiliated domestic group companies.

\*13 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).”

\*14 Meiji Holdings Co., Ltd., Meiji Co., Ltd. and its affiliated domestic group companies, Meiji Seika Pharma Co., Ltd. and its affiliated domestic group companies, KM Biologics Co., Ltd..

\*15 In the table, “-” indicates that the annual handling amount was less than 1 ton as defined by the PRTR Law.

\*16 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 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.

\*17 Aggregated based on water intake volume.

\*18 Water usage (intake) volume – Water drainage volume

\*19 Water source recharge rate for Water used as raw material for products

\*20 The water source recharge rate increased significantly due to both enhanced recharge efforts and a substantial reduction in the volume of water used as raw material for products.

\*21 Following a review of equipment utilizing refrigerants, the volume of refrigerants held during the base year (FYE 3/2019) was revised.

As a result, the reduction rates (Global, Japan) for each fiscal year have also been adjusted accordingly.

\*22 FYE3/2024, NOx and SOx emissions were calculated theoretically based on fuel consumption. From FYE3/2025 onward, the emissions are aggregated based on actual measured concentrations in flue gas.

Society

Human Resources			Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025	
Number of employees	Global <sup>1</sup>		persons	17,832	17,336	17,290	17,270	17,231	
		Male	persons	12,585	12,199	12,039	11,960	11,908	
	%		71	70	70	69.3	69.1		
	Female	persons	5,247	5,137	5,251	5,310	5,323		
		%	29	30	30	30.7	30.9		
	Japan <sup>2</sup>		persons	9,537	9,309	9,018	8,943	8,912	
Male		persons	7,148	6,954	6,718	6,640	6,553		
Female		persons	2,389	2,355	2,300	2,303	2,359		
Number of temporary employees	Global <sup>1</sup>		persons	8,369	7,864	7,242	6,549	6,779	
		Japan <sup>2</sup>	persons	4,659	4,552	4,231	4,028	4,007	
	Male		persons	1,812	1,778	1,657	1,571	1,614	
	Female	persons	2,847	2,774	2,574	2,457	2,393		
Employees by Region	Japan		%	69.3	68.4	67.4	64.2	63.7	
	India		%	11.2	11.4	11.8	11.8	12.6	
	China		%	6.0	6.7	7.0	8.2	8.5	
	Indonesia		%	4.4	4.5	4.5	4.3	4.4	
	United States		%	3.5	3.7	3.8	3.7	3.7	
	Thailand		%	2.4	2.4	2.7	3.0	3.1	
	Singapore		%	1.6	1.6	1.9	1.8	1.8	
	Spain		%	1.5	1.4	1.7	1.6	1.7	
	Others		%	0.0	0.3	0.4	1.4	0.5	
Average number of consecutive years served			years, months	17.04	17.09	18.03	18.09	19.08	
			Male	years, months	18.04	18.11	19.03	19.11	20.08
			Female	years, months	14.00	14.06	15.01	15.08	16.07
Average age of employees			age(YY.MM)	40.09	41.04	41.10	42.04	43.01	
			Male	age(YY.MM)	41.10	42.05	42.11	43.05	44.01
			Female	age(YY.MM)	37.07	38.02	38.08	39.03	39.11
Female board members <sup>3</sup>			%	12.5	25.0	22.2	22.2	22.2	
			persons	1	2	2	2	2	
Female board members, audit & supervisory board members <sup>3</sup>			%	13.3	20.0	18.8	18.8	17.6	
			persons	2	3	3	3	3	
Female executive officers			%	-	-	-	2.4	2.2	
			persons	-	-	-	1	1	
Female line general managers			%	-	-	-	1.2	2.2	
			persons	-	-	-	3	5	
Female managers			%	3.7	4.7	5.6	6.5	7.7	
			persons	-	-	-	-	140	

Society

Human Resources		Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
Number of female leaders (Managers and assistant managers)		persons	208	237	256	281	320
Number of new employees		persons	395	192	228	230	302
	Male	persons	256	105	145	148	167
	Female	persons	139	87	83	82	135
Ratio of employees with disabilities <sup>*4</sup>		%	2.47	2.51	2.53	2.64	2.60
Number of retirement-age employees requesting re-employment		persons	126	113	98	95	145
Ratio of approved requests of re-employment		%	100	100	100	100	100
Percentage of mid-career workers as full-time employees	Meiji Co., Ltd.	%	48.8	7.3	28.6	28.8	31.5
	Meiji Seika Pharma Co., Ltd.	%	34.4	28.2	58.3	72.2	49.5
	KM Biologics Co., Ltd.	%	44.4	44.0	41.1	45.8	41.9
Percentage of open positions filled by internal candidates (internal hires)		%	0	95.0	100	100	44.4
	Male	%	0	52.6	66.7	75.0	50.0
	Female	%	0	47.4	33.3	25.0	50.0
Employee turnover rate <sup>*5</sup>		%	-	-	2.2	2.1	2.2
	Male	%	-	-	2.1	1.9	2.1
	Female	%	-	-	2.6	2.7	2.6
Voluntary employee turnover rate		%	1.6	2.1	2.1	2.0	1.5
	Male	%	-	1.7	1.9	1.8	1.2
	Female	%	-	3.2	2.5	2.6	2.4
	Voluntary turnover rate for young employees less than 3 years from graduates	%	11.4	13.4	10.6	10.7	5.9
Education and training expense per employee <sup>*4*6</sup>		yen	16,000	22,000	39,000	46,000	50,000
Total Education and training hours <sup>*6*7</sup>		hours	2,583	9,090	478,246	482,291	210,720
Education and training hours per employee <sup>*6*7</sup>		hours	0.27	0.98	53.03	53.93	20.68
Gender pay gap (Ratio of female to male) <sup>*8</sup>		%	-	-	49.5	50.4	51.7
	Employees	%	-	-	66.2	66.9	67.5
	Management	%	-	-	88.9	90.0	96.6
	Temporary employees	%	-	-	58.6	56.7	55.6

[More about related initiatives](#)

**Society**

Employee-Friendly Workplaces		Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025	
Average monthly hours of overtime per employee		hours	10.1	12.7	11.0	11.9	11.4	
Percentage of annual paid vacation days taken by employees		%	67.3	68.5	71.9	74.7	77.1	
Number of employees taking childcare leave	Male	persons	90	190	275	233	218	
	Female		330	332	332	327	301	
Number of employees opting for shortened work hours for childcare	Male	persons	7	6	4	6	5	
	Female		402	458	412	336	311	
Percentage of employees returning to work after the end of childcare leave		%	100	100	100	100	99.21	
Percentage of employees who continue working after taking childcare leave		%	100	100	99	98	97.87	
Number of employees taking nursing-care leave		persons	13	8	21	50	39	
Union participation rate <sup>*9</sup>		%	100	100	100	100	100	
Number of lost time injuries <sup>*10</sup>		incidents	-	-	-	-	-	
Japan		incidents	30	34	23	26	35	
Overseas		incidents	-	-	-	-	-	
Lost-time injury frequency rate (LTIFR) <sup>*11</sup>		-	1.03	1.09	1.06	0.83	0.79	
Japan		-	0.86	1.07	0.86	0.64	0.18	
Japan (Subcontractors)		-	1.97	3.16	1.47	2.62	1.87	
Overseas		-	1.52	1.16	1.46	1.16	1.13	
Average value of Japanese manufacturing industry <sup>*12</sup>		-	1.21	1.31	1.25	1.29	1.30	
Lost-time injury severity rate <sup>*13</sup>		-	0.0198	0.0211	0.2682	0.0147	0.0065	
Japan		-	0.0214	0.0218	0.3085	0.0151	0.0018	
Overseas		-	0.0031	0.0164	0.0164	0.0119	0.0045	
Average value of Japanese manufacturing industry <sup>*12</sup>		-	0.07	0.06	0.08	0.08	0.06	
Number of work related fatalities <sup>*11</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>*14</sup>		Global	%	-	40.6	50.0	64.5	64.5

[More about related initiatives \(Workstyle Reform\)](#)

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

Society

Employee Health Indicators			Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
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		%	83.9	87.0	85.5	70.7	78.2
	Rate of implementation of specified health guidance		%	29.2	41.3	25.0	35.6	19.0
	Percentage of employees who maintains desirable weight (Less than BMI18.5~25)		%	65.5	65.7	64.5	65.4	64.6
	Percentage of abdominal circumference standard values exceeded <sup>*15</sup>		%	37.5	35.3	34.1	31.4	32.7
	Management (treatment retention) rates for high-risk individuals		%	-	-	92.1	90.9	92.6
Other medical examinations	Gastric cancer screening uptake rate		%	82.0	84.4	87.4	79.5	76.1
	Colorectal cancer screening uptake rate		%	94.3	95.5	94.3	96.0	94.0
	Colorectal cancer screening uptake rate		%	64.2	64.1	73.7	64.0	52.8
Productivity	Absentysms <sup>*16</sup>		%	0.37	0.15	0.44	0.51	0.6
	Presentism (loss) <sup>*17</sup>		%	21.6	20.8	21.9	24.2	24.2
	Presentism	Respondents	persons	-	-	8,206	9,046	9,439
		Response rate	%	-	-	98.4	95.8	95.8
	Percentage of employees on leave due to injury or illness		%	-	-	0.6	0.4	0.4
Stress Check	Participation rate		%	93.4	94.2	95.0	95.2	95.3
	Percentage of employees with high stress		%	8.3	10.1	9.4	9.1	8.4
Fitness Habits	Walking Campaign	Participation Rate	%	59.8	61.7	45.0	36.2	43.2
	Percentage of employees who exercise for half an hour or more at least twice a week <sup>*18</sup>		%	26.7	27.6	28.8	28.5	29.1
Dietary habits	Percentage who do not eat breakfast		%	26.1	26.8	26.9	24.7	23.8
	Percentage who often eats before bedtime		%	31.9	31.6	32.1	30.9	30.7
Quit-smoking Program	Smoking rate		%	20.8	20.5	19.5	16.9	15.6
	Number of Participants <sup>*19</sup>		persons	9	8	2	18	5
Participation rate and percentage satisfied	Participation rate	E-learning of Lifestyle habits	%	-	96.0	94.6	90.1	90.1
		E-learning of Self care	%	-	-	89.1	91.7	91.1
		E-learning of Line care	%	-	-	89.1	98.3	81.7
		Nutrition education seminar	%	-	46.7	52.0	52.0	53.3
		Women's Health Seminar <sup>*20</sup>	%	-	-	91.8	6.2	3.7
	Percentage satisfied	E-learning	%	-	95.4	99.4	99.7	99.7
Nutrition education seminar		%	-	91.0	94.0	94.0	94.1	

[More about related initiatives](#)

**Society**

Customers						
	Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
Percentage of sales of products that contribute to reducing nutritional deficiencies <sup>*21, 22</sup>	%	-	18	27	26	24
Percentage of sales of products that contribute to reducing overnutrition <sup>*21, 23</sup>	%	-	13	17	17	16
Products with reduced calories <sup>*21, 24</sup>	%	-	3	4	4	4
Products with reduced fat <sup>*21, 24</sup>	%	-	7	10	10	9
Products with reduced sugar <sup>*21, 24</sup>	%	-	5	6	4	5
Products with reduced salt <sup>*21, 24</sup>	%	-	0.1	0.1	0.1	0.2
Products with reduced cholesterol <sup>*21, 24</sup>	%	-	0.7	0.8	0.8	0.8
Products compatible with portion size control <sup>*21, 25</sup>	%	-	6	7	7	10
Education regarding responsible marketing <sup>*26</sup>	persons	-	29	286	249	548
Meiji Group Marketing Communication to Children Policy <sup>*26</sup>	persons	-	-	130	152	548
Rules regarding the use of SDGs logos and icons in the Meiji Group <sup>*26</sup>	persons	-	29	156	97	-
Employee training on the Food Labeling Act <sup>*27</sup>	persons	-	230	334	371	522
Workshops for new employees	persons	-	40	91	246	339
Periodic workshops for technical employees <sup>*27</sup>	persons	-	190	190	125	111
Workshops on a particular topic <sup>*27</sup>	persons	-	-	53	-	72
Employee Training on Quality (Food business)	persons	7,568	8,186	9,001	8,800	8,894
Quality training for sales representatives <sup>*27</sup>	persons	1,500	1,500	2,921	2,731	2,800
Basic lecture series on quality control for plant employees <sup>*28</sup>	persons	6,000	6,200	6,000	6,000	6,000
Quality assurance meetings for section managers at plants <sup>*29</sup>	persons	68	86	80	69	94
Quality Assurance Training for Employees (Pharmaceutical business)	persons	6,200	6,200	6,100	6,100	6,100
training (including GVP, GMP, and QMS) to ensure compliance with laws and regulations related to pharmaceutical affairs <sup>*30</sup>	persons	2,200	2,200	2,100	2,100	2,100
GMP compliance training <sup>*31</sup>	persons	2,000	2,000	2,000	2,000	2,000
Quality and safety training <sup>*31</sup>	persons	2,000	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 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
Expenditures for social contribution activities	millions of yen	2,969	2,779	2,931	3,138	3,432
Charitable Donation	millions of yen	356	243	271	316	504
	%	12	9	9	10	15
Community Investments	millions of yen	1,301	1,255	1,359	1,297	1,333
	%	44	45	46	41	39
Commercial Initiatives (incl. Sponsorship Support)	millions of yen	1,312	1,282	1,301	1,524	1,594
	%	44	46	44	49	46
Breakdown of Social Contribution Expenditures	millions of yen	2,969	2,779	2,931	3,138	3,432
Cash Contributions	millions of yen	324	224	462	696	692
Personnel Expenses (Volunteer-Related Expenses)	millions of yen	1,761	1,823	1,901	1,495	1,496
In-kind giving (products or services), Project Sponsorship	millions of yen	504	426	206	194	333
Management overhead	millions of yen	380	306	362	754	910

[More about related initiatives](#)

**Society**

Sourcing						
	Unit	FYE 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
Number of farms participating in Meiji Dairy Advisory (MDA) <sup>*32</sup>	Number of farms	—	—	—	—	56
Procurement ratio of Meiji Sustainable Cocoa Beans <sup>*33,34</sup>	%	40	42	62	62	100
Use of certified sustainable palm oil <sup>*34</sup>	%	68	84	90	100	100
Use of FSC or PEFC certified and post-consumer paper <sup>*35</sup>	%	77	98	98	100	99

[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 Figures of Meiji Holdings Co., Ltd. and its consolidated subsidiaries.

\*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 of all Meiji Group companies in Japan.

\*5 Not including transfers due to business transfers.

\*6 FYE 3/2021 and FYE 3/2022, training conducted by the human resources department. Including e-learning from FYE 3/2023.

\*7 From FY2024, e-learning programs that are similar in nature to surveys or tests are excluded.

\*8 Figures of Meiji Holdings Co., Ltd. and its consolidated subsidiaries in Japan.

\*9 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.

\*10 Figures of consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd.

\*11 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

\*12 Source: Occupational accident trend survey (Ministry of Health, Labour and Welfare)

\*13 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

\*14 Covers production plants.

\*15 Abdominal circumference: 85 cm or more for men, 90 cm or more for women. Subjects must be 35 years of age or older

\*16 Total number of absences and days of leave due to health problems/number of full-time employees at the end of the fiscal year

\*17 Productivity at the time of attendance due to health-related issues is measured by SPQ (one-item version of the University of Tokyo)

\*18 Exercise habit: Exercise for more than 30 minutes twice a week

\*19 Number of participants in the health insurance association's smoking cessation program

\*20 The methods and scope of the training vary with each fiscal year.

\*21 Overall sales are sales of products sold by Meiji Co., Ltd. to general consumers. Figures for FY2022 include exports from Japan.

\*22 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)

\*23 Percentage of sales of products with reduced calories, fat, sugar, salt, or cholesterol, as well as those of portion-controlled products.

\*24 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)

\*25 Percentage of sales of products with the same content across a variety of volumes

\*26 Covers employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.

\*27 Covers employees of Meiji Co., Ltd.

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

Average number of participants per a monthly held session.

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

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

Average number of participants per a monthly held session.

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

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

\*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 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 3/2021	FYE 3/2022	FYE 3/2023	FYE 3/2024	FYE 3/2025
CEO to Employee Compensation Ratio*1		%	1,472	1,438	1,470	1,341	1,594
Number of disciplinary actions taken for compliance breaches	Corruption or Bribery	incidents	—	—	—	0	0
	Harassment	incidents	—	—	—	2	0
	Labor	incidents	—	—	—	3	1
	Quality	incidents	—	—	—	0	0
	Information Management	incidents	—	—	—	0	0
	Conflicts of Interest	incidents	—	—	—	0	0
	Money Laundering or Insider trading	incidents	—	—	—	0	0
	Accounting Fraud	incidents	—	—	—	7	4
	Others	incidents	—	—	—	6	9

[More about related initiatives](#)

\*1 The ratio of the average annual employee salary of employees of Meiji Holdings Co., Ltd., to the total consolidated remuneration of CEO