

Environment

Environmental management				FYE 3/2023				
Third-party certification	ISO14001	Japan	–	Certified at 31 factories, 2 laboratories, and 12 group companies				
		Overseas	–	Certified at 3 group companies				
	Percentage of sites covered by ISO14001*1	Global	%	74.6				
			Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Number of violation of environmental laws and regulations			incidents	0	0	0	0	0
Number of major environmental accidents			incidents	4	2	2	1	0
Circular Economy								
			Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Raw materials used	Total*2	Global	ten thousands of tons	203.4	172.2	173.0	176.2	160.8
	Raw Milk		ten thousands of tons	–	–	–	134.6	128.3
	Wheat,starch		ten thousands of tons	–	–	–	12.6	4.7
	Sugar		ten thousands of tons	–	–	–	10.0	10.1
	Milk-Derived Raw Materials		ten thousands of tons	–	–	–	4.6	5.8
	Others		ten thousands of tons	–	–	–	14.3	12.0
packaging used	Total	Global	ten thousands of tons	–	–	–	18.1	17.9
	Paper		ten thousands of tons	–	–	–	6.1	5.7
	Cardboard		ten thousands of tons	–	–	–	6.4	6.5
	Plastic ,PET bottles		ten thousands of tons	–	–	–	4.1	4.1
	Steel		ten thousands of tons	–	–	–	0.7	0.7
	Others		ten thousands of tons	–	–	–	0.7	0.9
Total waste*3	Waste amount (Japan)		ten thousands of tons	2.8	2.8	2.6	2.4	2.4
	Waste amount per unit of sales (Japan)		tons/hundred million yen	2.4	2.4	2.4	2.2	2.5
	Waste amount (Global)		ten thousands of tons	–	3.1	3.0	2.8	2.7
	Waste amount per unit of sales (Global)		tons/hundred million yen	–	2.5	2.5	2.3	2.5
Hazardous Waste			ten thousands of tons	–	–	0.2	0.1	0.1
Recycled volume*3			ten thousands of tons	2.4	2.3	2.0	2.0	2.0
Final Disposal Volume (Landfill)			ten thousands of tons	–	–	0.1	0.1	0.1
Reduction of food product waste			%	△ 21.9	△ 25.1	△ 29.3	△ 34.1	△ 31.5
Reduction of plastic usage			%	△ 8.2	△ 9.8	△ 11.7	△ 16.0	TBC

## Environment

Water							
		Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Water extraction volume*4	Extraction total	thousand m <sup>3</sup>	23,483	23,397	22,571	21,255	20,623
	Extraction total per unit of sales	m <sup>3</sup> per hundred thousand yen	1.87	1.87	1.89	1.78	1.94
	Japan	thousand m <sup>3</sup>	22,056	21,979	21,189	19,808	19,516
	Japan (per unit of sales)	m <sup>3</sup> per hundred thousand yen	1.89	1.89	1.92	1.83	2.07
	China*5	thousand m <sup>3</sup>	878	903	845	879	509
	Asia (excluding Japan and China)*6	thousand m <sup>3</sup>	487	459	479	497	542
	North America and Europe*7	thousand m <sup>3</sup>	62	56	58	71	57
Water extraction volume by water source*4	Fresh water total	thousand m <sup>3</sup>	–	23,397	22,571	21,255	20,623
		%	–	100	100	100	100
	Tap water	thousand m <sup>3</sup>	–	2,619	2,391	2,259	1,845
		%	–	11	11	11	9
	Water for industrial use	thousand m <sup>3</sup>	–	5,329	4,888	4,680	4,505
		%	–	23	22	22	22
	Rivers lakes, and marshes	thousand m <sup>3</sup>	–	0	0	0	0
		%	–	0	0	0	0
	Ground water	thousand m <sup>3</sup>	–	15,446	15,289	14,313	14,270
		%	–	66	67	67	69
	Rainwater	thousand m <sup>3</sup>	–	3	3	3	3
		%	–	0	0	0	0
Water Drainage Volume*4	Drainage total	thousand m <sup>3</sup>	20,586	19,437	18,226	17,397	17,412
	Japan	thousand m <sup>3</sup>	19,702	18,415	17,248	16,450	16,732
	China*5	thousand m <sup>3</sup>	696	790	761	739	441
	Asia (excluding Japan and China)*6	thousand m <sup>3</sup>	141	180	162	178	208
	North America and Europe*7	thousand m <sup>3</sup>	47	53	54	31	30
Water drainage volume by destination*4	Drainage total	thousand m <sup>3</sup>	–	19,437	18,226	17,397	17,404
		%	–	100	100	100	100
	Sewerage	thousand m <sup>3</sup>	–	8,729	8,156	7,979	7,479
		%	–	45	45	46	43
	Discharge into rivers	thousand m <sup>3</sup>	–	10,614	9,991	9,324	9,845
		%	–	55	55	54	57
	Discharge into ocean	thousand m <sup>3</sup>	–	0	0	0	0
		%	–	0	0	0	0
	Discharge into ground water (including irrigation)	thousand m <sup>3</sup>	–	94	78	94	80
		%	–	0	0	1	0
Biodiversity							
		Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Implementation rate of biodiversity conservation activities at manufacturing sites		%	–	–	38.8*8	61.9*8	77.1*8
	Japan	%	62.0	80.8	36.2*8	67.4*8	81.4*8
	Overseas	%	–	–	45.0*8	50.0*8	66.7*8

## Environment

Climate Change								
			Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Energy consumption volume(Global)			TJ	–	–	11,439	11,095	11,020
	Per unit of sales		TJ/hundred million of yen	–	–	1.0	0.9	1.0
Energy consumption volume(Japan)			oil:10,000 kL	24.6	26.0	24.8	24.0	23.5
			TJ	9,845	10,714	9,766	9,424	9,236
	Per unit of sales		TJ/hundred million of yen	0.8	0.9	0.9	0.9	1.0
Energy consumption volume(Global)	Electricity consumption		MWh	534,616	569,049	631,404	772,659	760,199
CO <sub>2</sub> emissions	Global	Scope1	ten thousands of tons	25.5	24.8	23.9	24.5	22.9
		Scope2	ten thousands of tons	36.8	35.6	32.4	29.1	28.5
		Per unit of sales	t-CO <sub>2</sub> /hundred million of yen	49.7	48.2	47.2	44.8	48.4
	Japan	Scope 1	ten thousands of tons	22.8	22.2	21.5	22.1	20.5
		Scope 2 <sup>*4</sup>	ten thousands of tons	28.2	27.9	25.4	21.6	21.9
		Per unit of sales <sup>*9</sup>	t-CO <sub>2</sub> /hundred million of yen	43.7	43.2	42.4	40.3	45.0
	China <sup>*5</sup>	Scope 1	ten thousands of tons	0.5	0.5	0.3	0.3	0.2
		Scope 2	ten thousands of tons	2.5	2.2	2.6	2.7	1.8
	Asia (excluding Japan and China) <sup>*6</sup>	Scope 1	ten thousands of tons	1.1	1.0	1.0	1.0	1.1
		Scope 2	ten thousands of tons	5.2	4.7	3.6	3.9	4.1
	North America and Europe <sup>*7</sup>	Scope 1	ten thousands of tons	1.1	1.1	1.1	1.1	1.0
		Scope 2	ten thousands of tons	0.9	0.7	0.8	0.8	0.7
	Japan	Scope 3	ten thousands of tons	318.9	303.5	294.8	302.7	348.4
		1. Purchased goods and services	ten thousands of tons	243.7	234.3	225.9	228.4	279.2
		2. Capital goods	ten thousands of tons	22.4	22.3	21.3	29.2	22.6
		3. Fuel- and energy-related activities (not included in Scope 1 or 2)	ten thousands of tons	2.0	2.2	2.1	1.9	8.7
		4. Upstream transportation and distribution	ten thousands of tons	25.2	24.4	24.3	23.7	21.9
		5. Waste generated in operations	ten thousands of tons	1.2	1.7	1.1	0.8	0.8
		6. Business travel	ten thousands of tons	0.2	0.2	0.2	0.2	0.1
		7. Employee commuting	ten thousands of tons	0.4	0.4	0.4	0.4	0.4
		8. Upstream leased assets	ten thousands of tons	N/A	N/A	N/A	N/A	N/A
		9. Downstream transportation and distribution	ten thousands of tons	17.7	13.5	15.6	14.7	11.2
		10. Processing of sold products	ten thousands of tons	N/A	N/A	N/A	N/A	N/A
		11. Use of sold products	ten thousands of tons	N/A	N/A	N/A	N/A	N/A
		12. End-of-life treatment of sold products	ten thousands of tons	6.1	4.4	3.9	3.6	3.3
		13. Downstream leased assets	ten thousands of tons	N/A	N/A	N/A	N/A	N/A
		14. Franchises	ten thousands of tons	N/A	N/A	N/A	N/A	N/A
		15. Investments	ten thousands of tons	N/A	N/A	N/A	N/A	N/A

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Meiji Group  
Last Updated: August 21, 2023

	Global	Scope 3	ten thousands of tons	-	325.3	313.5	322.7	390.5
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**Environment**

Climate Change						
	Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Reduction of CFC-using <sup>*10</sup>	%	–	–	base year	48.6	57.0
Japan <sup>*10</sup>	%	–	–	base year	48.9	56.0
Overseas <sup>*10</sup>	%	–	–	base year	47.8	59.8
Use of eco-friendly car <sup>*11</sup>	vehicles	558	574	660	772	821
CO <sub>2</sub> emission reduction by use of solar power	t-CO <sub>2</sub>	570	670	1,467	1,774	2,358
Calculation Method for Scope 3 Emissions						
Categories	Basis for calculation and calculation method	Emission source unit				
1. Purchased goods and services	Untill FY2021 Based on: Purchase price (million yen) Purchase monetary amount of raw material x emission source unit of each raw material  FY2022 Based on: Purchase weight (t) Purchase weight of raw material x emission source unit of each raw material	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries <sup>*12</sup> Meiji Seika pharma Co., Ltd. including consolidated subsidiaries <sup>*13</sup> and KM Biologics Co., Ltd.) -Included all plants of KM Biologics Co., Ltd., from FY3/2020 Emission source unit: Untill FY2021 - Source: The Ministry of the Environment's database <sup>*14</sup> ; emission source units based on the industry-related table Emission source unit on monetary basis for each raw material (purchaser price basis)  FY2022 - Source: IDEA_Ver.3.2.0 Emission source unit on weight basis for each raw material				
2. Capital goods	Based on: Capital expenditures (million yen)  Facility investment amount x emission source unit per price of capital goods	Coverage: all Meiji Group companies <sup>*15</sup>  Emission sourced unit: •Source: The Ministry of the Environment's database <sup>*14</sup> ; emission source units per price of capital goods				
3. Fuel- and energy-related activities (not included in Scope 1 or 2)	Based on: Consumption of each type of energy (GJ)  Usage amount of purchased fuel, electricity, heat, etc. x emission source units per usage amount for each energy type	Coverage: all Meiji Group companies <sup>*15</sup>  Emission sourced unit: •Source: The Ministry of the Environment's database <sup>*14</sup> ; emission source units per usage amount of electricity and heat IDEA_Ver.3.2.0 Fuel was included in the calculation from FY2022				
4. Upstream transportation and distribution	Based on: Purchase weight (t)  1. Purchase weight x coefficient by transportation scenario (10 t truck of 500km distance and 60% loading ratio)  2. the amount of CO <sub>2</sub> emissions based on the distribution of Meiji Co., Ltd.  calculated by 1 and 2	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries <sup>*12</sup> , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries <sup>*13</sup> and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FYE 3/2020  Emission source unit during transportation: •Source: The Ministry of the Environment's database <sup>*14</sup> ; Calculation of Greenhouse Gas Emissions Calculation				
5. Waste generated in operations	Based on: Waste weight by waste type (t)  Waste weight by waste type (t) x emission source units by waste type	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries <sup>*12</sup> , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries <sup>*13</sup> and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FYE 3/2020  Emission sourced unit: •Source: The Ministry of the Environment's database <sup>*14</sup> ; emission source units by waste type				
6. Business travel	Based on: Number of Meiji Group employees  Number of Meiji Group employees x emission source units per employee	Coverage: Meiji Group including consolidated subsidiaries <sup>*15</sup>  Emission sourced unit: •Source: The Ministry of the Environment's database <sup>*14</sup> ; emission source units per employee				
7. Employee commuting	Based on: Number of Meiji Group employees, number of work day per year  Number of Meiji Group employees × number of work day per year x emission source units per number of work day	Coverage: Meiji Group including consolidated subsidiaries <sup>*15</sup>  Emission sourced unit: •Source: The Ministry of the Environment's database <sup>*14</sup> ; emission source units per employee-number of work day				
8. Upstream leased assets	Not applicable	–				

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## Calculation Method for Scope 3 Emissions

Categories	Basis for calculation and calculation method	Emission source unit
9. Downstream transportation and distribution	Based on: Product sales weight (t)  Product sales weight x coefficient by transportation scenario (10 t truck of 500km distance and 60% loading ratio)	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries <sup>*12</sup> , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries <sup>*13</sup> and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FY3/2020  Emission source unit during transportation: *Source: The Ministry of the Environment's database <sup>*14</sup> ; Calculation of Greenhouse Gas Emissions Calculation
10. Processing of sold products	Excluded from calculation because of low amount	—
11. Use of sold products	Not applicable	—
12. End-of-life treatment of sold products	Based on: Weight of materials for the container and of the sold product(t)  Weight of materials for the container of the sold product(t) x emission source units by waste type	Coverage: Production bases (Meiji Co., Ltd. including consolidated subsidiaries <sup>*12</sup> , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries <sup>*13</sup> and KM Biologics Co., Ltd.) Included all plants of KM Biologics Co., Ltd., from FY3/2020  Emission sourced unit: *Source: The Ministry of the Environment's database <sup>*14</sup> ; emission source units by waste type
13. Downstream leased assets	Not applicable	—
14. Franchises	Not applicable	—
15. Investments	Excluded from calculation because of low amount	—

## Environment

Appropriate management of chemical substances<sup>\*16</sup>

		Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
PRTR emissions	(13) Acetonitrile	tons	0.0	0.1	0.2	0.0	0.0
	(127) Chloroform	tons	0.0	1.3	1.6	–	–
	(150) 1,4-Dioxane	tons	–	–	–	–	–
	(186) Methylene chloride	tons	–	7.3	7.2	9.1	1.2
	(232) N,N-Dimethylformamide	tons	0.0	0.0	0.0	0.1	1.7
	(342) Pyridine	tons	0.0	–	–	–	–
	(411) formaldehyde	tons	0.5	–	–	–	–
	(438) Methylanthralene	tons	0.7	0.8	0.8	0.8	1.0
	emissions total	tons	1.2	9.4	9.8	10.0	3.9
	Dioxins	mg-TEQ	0.7	1.3	0.2	0.3	0.4
PRTR transfer volume	(13) Acetonitrile	tons	7.4	2.5	3.6	2.2	2.1
	(127) Chloroform	tons	53.0	0.0	29.8	–	–
	(150) 1,4-Dioxane	tons	–	–	–	–	–
	(186) Methylene chloride	tons	–	32.9	25.0	29.2	8.3
	(232) N,N-Dimethylformamide	tons	231.3	20.9	336.2	32.8	122.0
	(342) Pyridine	tons	–	–	–	–	–
	(411) formaldehyde	tons	0.1	–	–	–	–
	(438) Methylanthralene	tons	0.0	0.0	0.0	0.0	0.0
	transfer total	tons	291.8	56.4	394.6	64.2	132.4
	Dioxins	mg-TEQ	3.0	0.5	0.6	1.1	1.3
BOD emissions <sup>*17</sup>		tons	–	–	–	18.0	15.4
COD emissions <sup>*17</sup>	Japan (CODmn)	tons	–	–	–	36.0	32.3
	Overseas (CODcr)	tons	–	–	–	–	2.3
NOx emissions		tons	134.9	141.1	140.5	164.3	157.3
SOx emissions		tons	63.6	69.4	66.1	95.9	97.1
VOC (Atmosphere emissions figures)		tons	–	–	561.7	101.9	118.3

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

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

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

From FY2022, The accounting standard for revenue recognition is applied to sales used in the calculation of the per sales unit.

The per sales unit is calculated from consolidated sales.

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

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

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

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

\*5 Covers six production plants. Until FYE 3/2021, covers five production plants

\*6 Covers four production plants

\*7 Covers three production plants. Until FYE 3/2022, covers four production plants

\*8 In FYE 3/2021, a large number of biodiversity conservation activities that we organize or participate in were cancelled due to COVID-19.

This has led to a decrease in our performance rate during FYE 3/2021

\*9 Per unit of sales of Domestic CO<sub>2</sub> emissions (Scope 1, 2)

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

\*11 From FYE 3/2017 to 3/2018, figures are the sum of figures for Meiji Co., Ltd., and Meiji Seika pharma Co., Ltd, Ltd.

and from FYE 3/2019, figures also include KM biologics Co., Ltd.

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

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

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

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

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

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\*17 The scope: wastewater discharged into public waters. From FYE 3/2023, BOD emissions and COD emissions includes overseas.  
COD pollution load in Japan was measured using potassium permanganate as an oxidant.  
The overseas COD pollution load measured by the method using potassium dichromate as an oxidant.



## Society

Human Resources								
			Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Number of employees	Global <sup>*1</sup>		persons	17,608	17,571	17,832	17,336	17,290
		Male	persons	–	–	12,585	12,199	12,039
			%	–	–	71	70	70
	Female		persons	–	–	5,247	5,137	5,251
			%	–	–	29	30	30
	Japan <sup>*2</sup>		persons	9,501	9,463	9,537	9,309	9,018
		Male	persons	7,223	7,140	7,148	6,954	6,718
		Female	persons	2,278	2,323	2,389	2,355	2,300
Number of temporary employees	Global <sup>*1</sup>		persons	9,723	9,234	8,369	7,864	7,242
	Japan <sup>*2</sup>		persons	4,625	4,576	4,659	4,552	4,231
		Male	persons	1,672	1,709	1,812	1,778	1,657
		Female	persons	2,953	2,867	2,847	2,774	2,574
Number of employees by country of main operations			persons	5,100	5,267	5,478	5,467	5,691
		United States	persons	561	571	627	636	654
		Spain	persons	281	277	272	243	287
		China	persons	1,094	1,092	1,071	1,157	1,193
		Indonesia	persons	648	730	781	769	762
		Singapore	persons	282	316	293	277	318
		Thailand	persons	394	407	430	419	456
		India	persons	1,840	1,874	2,004	1,966	2,021
Average number of consecutive years served			years, months	16.10	17.02	17.04	17.09	18.03
		Male	years, months	17.11	18.03	18.04	18.11	19.03
		Female	years, months	13.06	13.12	14.00	14.06	15.01
Average age of employees			age(YY.MM)	39.12	40.05	40.09	41.04	41.10
		Male	age(YY.MM)	41.01	41.05	41.10	42.05	42.11
		Female	age(YY.MM)	36.06	37.03	37.07	38.02	38.08
Ratio of female executive officers <sup>*3</sup>			%	14.3	16.7	25.0	23.1	23.1
Ratio of female managers			%	3.1	3.4	3.7	4.7	5.6
Number of female managers (including assistant managers)			persons	171	189	208	237	256
Number of new employees			persons	356	342	395	192	228
		Male	persons	210	198	256	105	145
		Female	persons	146	144	139	87	83
Ratio of employees with disabilities <sup>*4</sup>			%	2.29	2.28	2.47	2.51	2.53
Retirement-age employees requesting re-employment <sup>*5</sup>			persons	83	118	126	113	98
Ratio of approved requests of re-employment <sup>*5</sup>			%	100	100	100	100	100

## Society

Human Resources		Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Percentage of mid-career workers as full-time employees	Meiji Co., Ltd.	%	14.7	18.0	48.8	7.3	28.6
	Meiji Seika Pharma Co., Ltd.	%	21.8	21.5	34.4	28.2	58.3
	KM Biologics Co., Ltd.	%	27.3	65.0	44.4	44.0	41.1
Percentage of open positions filled by internal candidates (internal hires)		%	0	0	0	95.0	100
	Male	%	0	0	0	52.6	66.7
	Female	%	0	0	0	47.4	33.3
Employee turnover rate <sup>*6</sup>		%	–	–	–	–	2.2
	Male	%	–	–	–	–	2.1
	Female	%	–	–	–	–	2.6
Voluntary employee turnover rate		%	–	–	1.6	2.1	2.1
	Male	%	–	–	–	1.7	1.9
	Female	%	–	–	–	3.2	2.5
	Voluntary turnover rate for young employees less than 3 years from graduates	%	8.9	8.9	11.4	13.4	10.6
Education and training expense per employee <sup>*4*7</sup>		yen	21,000	34,000	16,000	22,000	39,000
Total Education and training hours <sup>*7</sup>		hours	–	–	2,583	9,090	478,246
Education and training hours per employee <sup>*7</sup>		hours	–	–	0.27	0.98	53.03
Gender pay gap (Ratio of female to male)		%	–	–	–	–	49.5
	Employees	%	–	–	–	–	66.2
	Management	%	–	–	–	–	88.9
	Temporary employees	%	–	–	–	–	58.6

## Society

Employee-Friendly Workplaces							
		Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Average monthly hours of overtime per employee		hours	13.0	12.7	10.1	12.7	11.0
Percentage of annual paid vacation days taken by employees		%	67.0	71.5	67.3	68.5	71.9
Number of employees taking childcare leave	Male	persons	40	68	90	190	275
	Female		248	335	330	332	332
Number of employees opting for shortened work hours for childcare	Male	persons	3	6	7	6	4
	Female		262	385	402	458	412
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		%	98	99	100	100	99
Number of employees taking nursing-care leave		persons	7	12	13	8	21
Union participation rate <sup>*8</sup>		%	100	100	100	100	100
Number of lost time injuries <sup>*9</sup>		incidents	–	–	–	–	–
	Japan	incidents	14	32	30	34	23
	Overseas	incidents	–	–	–	–	–
Lost-time injury frequency rate (LTIFR) <sup>*10</sup>		–	–	1.14	1.03	1.09	1.06
	Japan	–	0.71	0.86	0.86	1.07	0.86
	Japan (Subcontractors )	–	–	4.29	1.97	3.16	1.47
	Overseas	–	–	1.82	1.52	1.16	1.46
	Average value of Japanese manufacturing industry <sup>*11</sup>	–	1.20	1.20	1.21	1.31	1.25
Lost-time injury severity rate <sup>*12</sup>		–	–	0.0534	0.0198	0.0211	0.2682
	Japan	–	0.0494	0.0523	0.0214	0.0218	0.3085
	Overseas	–	–	0.0630	0.0031	0.0164	0.0164
	Average value of Japanese manufacturing industry <sup>*11</sup>	–	0.10	0.10	0.07	0.06	0.08
Number of work related fatalities <sup>*10</sup>		persons	–	0	0	0	0
	Japan	persons	0	0	0	0	0
	Japan (Subcontractors )	persons	–	0	0	0	0
	Overseas	persons	–	0	0	0	0
Percentage of sites covered by ISO45001 <sup>*13</sup>	Global	%	–	–	–	40.6	50.0

## Society

Employee Health Indicators			Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
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
	Percentage of employees receiving secondary medical examinations		%	–	80.8	83.9	87.0	85.5
	Rate of implementation of specified health guidance		%	–	–	29.2	41.3	25.0
	Percentage of employees who maintains desirable weight(Less than BMI18.5~25)		%	66.0	65.1	65.5	65.7	64.5
	Percentage of abdominal circumference standard values exceeded <sup>*14</sup>		%	–	37.9	37.5	35.3	34.1
Other medical examinations	Gastric cancer screening uptake rate		%	83.0	82.6	82.0	84.4	87.4
	Colorectal cancer screening uptake rate		%	93.4	93.5	94.3	95.5	94.3
	Colorectal cancer screening uptake rate		%	54.8	67.4	64.2	64.1	73.7
Productivity	Absentysms <sup>*15</sup>		%	–	0.41	0.37	0.15	0.44
	Presentism (loss) <sup>*16</sup>		%	–	–	21.6	20.8	TBC
Stress Check	Participation rate		%	93.8	93.5	93.4	94.2	95.0
	Percentage of employees with high stress		%	–	8.7	8.3	10.1	9.4
Fitness Habits	Walking Campaign	Participation Rate	%	54.9	58.6	59.8	61.7	45.0
		Achievement Rate	%	30.8	32.6	37.0	37.0	20.2
	Percentage of employees who exercise for half an hour or more at least twice a week <sup>*17</sup>		%	21.2	24.4	26.7	27.6	28.8
Dietary habits	Percentage who do not eat breakfast		%	25.9	26.9	26.1	26.8	26.9
	Percentage who often eats before bedtime		%	38.8	37.8	31.9	31.6	32.1
Quit-smoking Program	Smoking rate		%	–	24.0	20.8	20.5	19.5
	Number of Participants <sup>*18</sup>		persons	–	39	9	8	2
Participation rate and percentage satisfied	Participation rate	E-learning of Lifestyle habits	%	–	–	–	–	96.0
		E-learning of Self care	%	–	–	–	–	89.1
		E-learning of Line care	%	–	–	–	–	89.1
		Breakfast reform seminar	%	–	–	–	–	46.7
	Percentage satisfied	E-learning	%	–	–	–	–	95.4
		Breakfast reform seminar	%	–	–	–	–	91.0

## Society

Customers						
	Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Development of health-conscious products	number of products	47	20	28	27	46
Development of value-added nutrition products	number of products	32	45	46	35	41
Development of products that contribute to a super-aged society	number of products	6	2	2	5	8
Percentage of sales of products that contribute to reducing nutritional deficiencies <sup>*19, 20</sup>	%	–	–	–	18	27
Percentage of sales of products that contribute to reducing overnutrition <sup>*19, 21</sup>	%	–	–	–	13	17
Products with reduced calories <sup>*19, 22</sup>	Products with reduced calories <sup>*19, 22</sup>	%	–	–	3	4
	Products with reduced fat <sup>*19, 22</sup>	%	–	–	7	10
	Products with reduced sugar <sup>*19, 22</sup>	%	–	–	5	6
	Products with reduced salt <sup>*19, 22</sup>	%	–	–	0.1	0.1
	Products with reduced cholesterol <sup>*19, 22</sup>	%	–	–	0.7	0.8
	Products compatible with portion size control <sup>*19, 23</sup>	%	–	–	6	7
Education regarding responsible marketing <sup>*24</sup>	persons	–	–	–	29	286
Meiji Group Marketing Communication to Children Policy <sup>*24</sup>	Meiji Group Marketing Communication to Children Policy <sup>*24</sup>	persons	–	–	–	130
	Rules regarding the use of SDGs logos and icons in the Meiji Group <sup>*24</sup>	persons	–	–	29	156
Employee training on the Food Labeling Act <sup>*25</sup>	persons	–	–	–	230	334
Workshops for new employees	Workshops for new employees	persons	–	–	40	91
	Periodic workshops for technical employees <sup>*25</sup>	persons	–	–	190	190
	Workshops on a particular topic <sup>*25</sup>	persons	–	–	–	53
Employee Training on Quality (Food business)	persons	–	–	7,568	8,186	9,001
Quality training for sales representatives <sup>*25</sup>	Quality training for sales representatives <sup>*25</sup>	persons	–	–	1,500	1,500
	Basic lecture series on quality control for plant employees <sup>*26</sup>	persons	–	–	6,000	6,200
	Quality assurance meetings for section managers at plants <sup>*27</sup>	persons	–	–	68	86
Quality Assurance Training for Employees (Pharmaceutical business)	persons	–	–	6,200	6,200	6,100
training (including GVP, GMP, and QMS) to ensure compliance with laws and regulations related to pharmaceutical affairs <sup>*28</sup>	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
	GMP compliance Training <sup>*29</sup>	persons	–	–	2,000	2,000
	Quality and safety training <sup>*29</sup>	persons	–	–	2,000	2,000

**Society**

Social Contribution Activities						
	Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Expenditures for social contribution activities	Millions of Yen	–	–	2,969	2,779	2,931
	Charitable Donation	Millions of Yen	–	–	356	271
		%	–	–	12	9
	Community Investments	Millions of Yen	–	–	1,301	1,359
		%	–	–	44	46
	Commercial Initiatives (incl. Sponsorship Support)	Millions of Yen	–	–	1,312	1,282
		%	–	–	44	46
Breakdown of Social Contribution Expenditures	Millions of Yen	–	–	2,969	2,779	2,931
	Cash Contributions	Millions of Yen	–	–	324	224
	Personnel Expenses (Volunteer-Related Expenses)	Millions of Yen	–	–	1,761	1,901
	In-kind giving (products or services), Project Sponsorship	Millions of Yen	–	–	504	426
	Management overhead	Millions of Yen	–	–	380	306

## Society

Sourcing		Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
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
	Total	times	–	–	–	1,423	1,900
Procurement ratio of Meiji Sustainable Cocoa Beans <sup>*31,32</sup>		%	–	–	40	42	62
Use of certified sustainable palm oil <sup>*32</sup>		%	7	21	68	84	90
Use of FSC or PEFC certified and post-consumer paper <sup>*33</sup>		%	55	60	77	98	98

**\*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 of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. From FYE 3/2020, KM Biologics Co., Ltd was also included.**

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

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

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

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

\*3 Figures of Meiji Holdings Co., Ltd.

\*4 FYE 3/2019 and FYE 3/2020: Covers Meiji Holdings Co., Ltd., Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd.  
From FYE 3/2021, Covers all Meiji Group companies in Japan.

\*5 Figures for Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. It also covers KM Biologics Co., Ltd. from FYE 3/2020

\*6 Not including transfers due to business transfers.

\*7 From FYE 3/2019 to FYE 3/2022, training conducted by the human resources department. Including e-learning from FYE 3/2023.

\*8 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.

\*9 Figures for FYE 3/2019 cover plants and laboratories of the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd. (excluding KM Biologics Co., Ltd., Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.) From FYE 3/2020, the figures cover the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd.

\*10 Figures for FYE 3/2019 cover plants and laboratories of the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd. (excluding KM Biologics Co., Ltd., Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.) Figures for FYE 3/2020 cover the Meiji Group including consolidated subsidiaries in Japan, Okinawa Meiji Milk Products Co., Ltd. and production the Meiji Group companies overseas.

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

\*11 Source: Occupational accident trend survey (Ministry of Health, Labour and Welfare)

\*12 Figures for FYE 3/2019 cover plants and laboratories of the Meiji Group including consolidated subsidiaries in Japan and Okinawa Meiji Milk Products Co., Ltd. (excluding KM Biologics Co., Ltd., Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.) Figures for FYE 3/2020 cover the Meiji Group including consolidated subsidiaries in Japan, Okinawa Meiji Milk Products Co., Ltd. and production Meiji Co., Ltd., Group companies overseas.

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

\*13 Covers production plants.

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

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

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

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

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

\*19 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 Until FYE 3/2021, covers only Meiji Group in Japan (including KM Biologics Co., Ltd. from FYE 3/2020). From FYE 3/2022, covers all Meiji Group companies.

Governance

Compliance							
		Unit	FYE 3/2019	FYE 3/2020	FYE 3/2021	FYE 3/2022	FYE 3/2023
Whistleblowing		incidents	—	—	174	215	211
	Harassment	incidents	—	—	—	54	65
	Personnel and Labor	incidents	—	—	—	92	91
	Quality and Safety	incidents	—	—	—	6	11
	Information Management and Accounting	incidents	—	—	—	7	5
	Others	incidents	—	—	—	56	39