

Environment

Environmental investments							
	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	
Environmental protection investments*1	¥ million	—	698	621	837	1,272	
Extent of impact mitigation of environmental impacts of products*1	¥ million	—	285	237	263	190	
Environmental management							
Third-party certification	Food segment	ISO 14001 : Multisite		Meiji Co., Ltd.(plants, research laboratories), seventeen group companies			
		Eco-Action 21		Four group companies			
	Pharmaceutical segment	ISO 14001 : Two plants, one research laboratory					
	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	
Number of violation of environmental laws and regulations	incidents	—	—	—	—	0	
Circular Economy							
	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	
Raw materials*11	ten thousands of tons	171	158	224	221	203	
Total waste	ten thousands of tons	7.4	7.6	5.4	6.3	6.2	
	Per unit of sales	tons/hundred million of yen	6.6	6.6	4.6	5.4	5.4
Recycling volume*11	ten thousands of tons	3.3	3.3	5.1	5.9	6.0	
Water							
	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	
Total water used	thousands of m ³	20,148	24,375	24,104	24,082	23,483	
	Japan	thousands of m ³	20,148	24,375	24,104	22,305	22,056
	China*4	thousands of m ³	—	—	—	1,192	878
	Asia*5	thousands of m ³	—	—	—	511	487
	Americas, Europe*6	thousands of m ³	—	—	—	74	62
Discharged water*12	thousands of m ³	16,504	21,214	20,255	17,914	20,586	
	Japan	thousands of m ³	16,504	21,214	20,255	17,914	19,702
	China*4	thousands of m ³	—	—	—	—	696
	Asia*5	thousands of m ³	—	—	—	—	141
	Americas, Europe*6	thousands of m ³	—	—	—	—	47
Biodiversity							
Policy of biodiversity conservation	We state at section 4 of Meiji environmental policy.						
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We jointly established a bird sanctuary in the Nemuro Nature Conservation Area, which we own, in Nemuro-shi, Hokkaido. In the conservation area, our employees volunteer to protect the environment.						

Environment

Climate Change			Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019
Energy consumption			oil:10kL	25.3	24.9	24.5	24.0	24.6
			TJ	-	9,614	9,462	9,281	9,845
Per unit of sales			tons/hundred million of yen	22.8	21.7	21.0	20.7	21.1
CO ₂ emissions	Japan	Scope 1* ²	ten thousands of tons	56.8	55.0	23.6	23.0	22.8
		Scope 2	ten thousands of tons			28.7	27.4	28.2
		Per unit of sales* ³	ten thousands of tons/hundred million of yen	51.2	48.0	44.8	43.4	44.0
	China* ⁴	Scope 1	ten thousands of tons	-	4.1	0.5	0.3	0.5
		Scope 2	ten thousands of tons	-		3.5	3.0	2.5
	Asia* ⁵	Scope 1	ten thousands of tons	-	6.1	1.5	1.3	1.1
		Scope 2	ten thousands of tons	-		5.3	5.5	5.2
	Americas, Europe* ⁶	Scope 1	ten thousands of tons	-	2.6	1.1	1.3	1.1
		Scope 2	ten thousands of tons	-		0.9	0.9	0.9
	Japan	Scope 3	ten thousands of tons	-	-	-	203.5	318.9
		1. Purchased goods and services	ten thousands of tons	-	-	-	176.3	243.7
		2. Capital goods	ten thousands of tons	-	-	-	22.5	22.4
		3. Fuel- and energy-related activities (not included in Scope 1 or 2)	ten thousands of tons	-	-	-	1.9	2.0
		4. Upstream transportaion and distribution	ten thousands of tons	-	-	-	-	25.2
		5. Waste generated in operations	ten thousands of tons	-	-	-	1.6	1.2
6. Business travel		ten thousands of tons	-	-	-	0.2	0.2	
7. Employee commuting		ten thousands of tons	-	-	-	0.4	0.4	
8. Upstream leased assets		ten thousands of tons	-	-	-	Not calculated	Not calculated	
9. Downstream transportaion and distribution		ten thousands of tons	-	-	-	-	17.7	
10. Processing of sold products		ten thousands of tons	-	-	-	Not calculated	Not calculated	
11. Use of sold products		ten thousands of tons	-	-	-	Not calculated	Not calculated	
12. End-of-life treatment of sold products	ten thousands of tons	-	-	-	0.6	6.1		
13. Downstream leased assets	ten thousands of tons	-	-	-	Not calculated	Not calculated		
14. Franchises	ten thousands of tons	-	-	-	Not calculated	Not calculated		
15. Investments	ten thousands of tons	-	-	-	Not calculated	Not calculated		
Eco-car* ¹			vehicles	460	549	629	508	558
Solar power CO ₂ emissions			t-CO ₂	122	609	590	595	570

Environment

Calculation Method for Scope 3 Emissions

Categories	Basis for calculation and calculation method	Emission source unit
1. Purchased goods and services	Based on: Purchase price (¥ million) Purchase monetary amount of raw material x emission source unit of each raw material	Target: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd., Kumamoto Production Center) Changes from FYE 3/2019: •Meiji Seika pharma Co., Ltd. including Kitagami Plant and Odawara Plant •Including KM Biologics Co., Ltd., Kumamoto Production Center •Expanding almost raw materials Emission source unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units based on the industry-related table Emission source unit on monetary basis for each raw material (purchaser price basis)
2. Capital goods	Based on: Capital expenditures (¥ million) Facility investment amount x emission source unit per price of capital goods	Target: Meiji Group including consolidated subsidiaries in Japan ^{*10} Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units per price of capital goods
3. Fuel- and energy-related activities (not included in Scope 1 or 2)	Based on: Consumption of each type of energy (GJ) Usage amount of purchased fuel, electricity, heat, etc. x emission source units per usage amount for each energy type	Target: Meiji Group including consolidated subsidiaries in Japan ^{*10} Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units per usage amount of electricity and heat
4. Upstream transportaion and distribution	Based on: Purchase weight (t) 1. Purchase weight x coefficient by transportation scenario (10 t truck of 500km distance and 60% loading ratio) 2. the amount of CO ₂ emissions based on the distribution of Meiji Co., Ltd. calculated by 1 and 2	Target: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd., Kumamoto Production Center) Emission source unit during transportation: •Source: The Ministry of the Environment's database ^{*9} ; Calculation of Greenhouse Gas Emissions Calculation
5. Waste generated in operations	Based on: Waste weight by waste type (t) Waste weight by waste type (t) x emission source units by waste type	Target: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd., Kumamoto Production Center) Changes from FYE 3/2019: •Including KM Biologics Co., Ltd., Kumamoto Production Center Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units by waste type
6. Business travel	Based on: Number of Meiji Group employees Number of Meiji Group employees x emission source units per employee	Target: Meiji Group including consolidated subsidiaries in Japan ^{*10} Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units per employee
7. Employee commuting	Based on: Number of Meiji Group employees, number of work day per year Number of Meiji Group employees x number of work day per year x emission source units per number of work day	Target: Meiji Group including consolidated subsidiaries in Japan ^{*10} Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units per employee-number of work day
8. Upstream leased assets	Not calculated	-
9. Downstream transportaion 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)	Target: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd., Kumamoto Production Center) Emission source unit during transportation: •Source: The Ministry of the Environment's database ^{*9} ; Calculation of Greenhouse Gas Emissions Calculation
10. Processing of sold products	Not calculated because of low amount	-
11. Use of sold products	Not calculated	-
12. End-of-life treatment of sold products	Based on: Weight of materials for the container and of the sold product (t) Weight of materials for the container of the sold product (t) x emission source units by waste type	Target: Production bases in Japan (Meiji Co., Ltd. including consolidated subsidiaries ^{*7} , Meiji Seika pharma Co., Ltd. including consolidated subsidiaries ^{*8} and KM Biologics Co., Ltd., Kumamoto Production Center) Changes from FYE 3/2019: •Including KM Biologics Co., Ltd., Kumamoto Production Center •Including plastics in weight of the containers and packaging Emission sourced unit: •Source: The Ministry of the Environment's database ^{*9} ; emission source units by waste type
13. Downstream leased assets	Not calculated	-
14. Franchises	Not calculated	-
15. Investments	Not calculated	-

Environment

Appropriate management of chemical substances ^{*13}						
	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019
PRTR emissions ^{*11}	tons	99.1	9.8	15.1	16.1	1.2
(13) Acetonitrile	tons	1.1	2.5	0.4	0.1	0
(127) Chloroform	tons	5.4	1.2	4.5	4.2	0
(150) 1,4-Dioxane	tons	0.0	0.0	0.1	1.9	-
(186) Methylene chloride	tons	90.7	4.9	9.2	8.5	-
(232) N,N-Dimethylformamide	tons	0.0	0.4	0.2	0.1	0
(342) Pyridine ^{*10}	tons	1.1	0.0	0.0	-	0
(411) formaldehyde	tons	-	-	-	-	0.5
(438) Methylnaphthalene	tons	0.8	0.8	0.7	0.6	0.7
PRTR transfer volume ^{*11}	tons	257.4	403.1	625.8	386.0	291.8
(13) Acetonitrile	tons	18.0	42.3	25.5	32.8	7.4
(127) Chloroform	tons	11.1	6.5	1.5	2.8	53
(150) 1,4-Dioxane	tons	1.3	1.3	1.9	2.7	-
(186) Methylene chloride	tons	95.7	17.5	110.0	107.9	-
(232) N,N-Dimethylformamide	tons	128.1	331.2	478.0	239.4	231.3
(342) Pyridine ^{*10}	tons	0.0	4.3	8.9	-	-
(411) formaldehyde	tons	-	-	-	-	0.1
(438) Methylnaphthalene	tons	0.0	0.0	0.0	0.0	0.0
NOx emissions ^{*11}	tons	246	240	139	136	135
SOx emissions ^{*11}	tons	83	88	76	65	64

* The information in environment section concerns Meiji Group including consolidated subsidiaries in Japan. Including KM Biologics Co., Ltd., Kumamoto Production Center from FYE 3/2019

*1 Environment figures are the sum of figures for Meiji Co., Ltd., and Meiji Seika pharma Co., Ltd.

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

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

*4 Five production plants

*5 Four production plants

*6 Three production plants

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

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

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

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

*11 Figures at FYE March 2015 and FYE March 2016 are the sum of figures for Meiji Co., Ltd., and Meiji Seika pharma Co., Ltd.

*12 Figures at FYE March 2015 are the sum of figures for Meiji Co., Ltd., and Meiji Seika pharma Co., Ltd.

*13 Figures at FYE March 2018 are less than one ton which is subject to Japanese PRTR system

Society

Human Resources							
	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	
Number of Meiji Group employees	persons	16,559	16,456	16,726	16,296	17,608	
Number of temporary Meiji Group employees	persons	10,295	10,003	9,654	9,257	9,723	
Number of employees* ¹	persons	8,594	8,546	8,517	8,538	9,501	
	Male	persons	6,742	6,702	6,657	6,676	7,223
	Female	persons	1,852	1,844	1,860	1,862	2,278
Number of temporary employees	persons	4,144	4,261	4,087	3,899	4,625	
	Male	persons	1,502	1,560	1,558	1,506	1,672
	Female	persons	2,642	2,701	2,529	2,393	2,953
Average number of consecutive years served	years, months	15.11	16.05	16.07	16.11	16.10	
	Male	years, months	16.07	17.02	17.05	17.09	17.11
	Female	years, months	13.04	13.08	13.10	13.11	13.06
Average age of employees	age	38.09	39.03	39.07	39.11	39.12	
	Male	age	39.07	40.02	40.05	40.10	41.01
	Female	age	35.09	36.01	36.04	36.06	36.06
Turnover rate(less than 3 years for new graduates)	%	8.2	6.4	9.5	9.3	8.9	
New employees	persons	197	196	244	278	356	
	Male	persons	119	114	141	174	210
	Female	persons	78	82	103	104	146
Female manager ratio as percentage of total	%	1.6	2.0	2.1	2.6	3.1	
the number of female leaders	persons	83	98	109	119	171	
Female executive officers ratio as percentage of total (%) ^{*2}	%	6.7	6.7	14.3	14.3	14.3	
Employee training expenses ^{*3}	100 million ¥	-	-	3.04	2.74	2.96	
Number of employees trained in human rights policy ^{*3*4}	persons	-	-	375	431	372	
Employees rate for people with disabilities ^{*3}	%	2.13	2.1	2.1	2.2	2.29	
Number seeking reemployment ^{*3}	persons	54	72	128	93	83	
Percentage of applicants reemployed ^{*3}	%	100	100	100	100	100	

Society

Employee-Friendly Workplaces							
	Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019	
Overtime work(per employee)	times/months	11.9	11.9	12.5	12.8	13.0	
Percentage of paid vacation taken(days taken/dais granted)	%	51.8	52.5	56.8	63.8	67	
Child care leave	Female	persons	153	169	178	222	248
	Male		25	24	24	30	40
Shortened working hours for child purposes	Female	persons	164	180	200	229	262
	Male		1	2	2	2	3
Return to work rates after child care leave	%	100	100	100	100	100	
Retention rates after two months of child care leave	%	100	100	100	100	98	
Number of employees taking nursing-careleave	persons	5	5	6	5	7	
Number of employees taking refreshment leave	persons	562	664	644	798	798	
Number of volunteer breaks taken	persons	8	7	3	1	5	
Union participation rate ^{*5}	%	100	100	100	100	100	
Frequency rate of lost-worktime injuries (permanent employment basis, Japan) ^{*6}	%	-	-	0.47	0.69	0.71	
Lost-Time Injury Severity Rate ^{*6}	%	-	-	0.0117	0.0328	0.0348	
Number of Work-Related Fatalities ^{*6}	persons	-	-	0	0	0	

Society				
	Unit	FYE 3/2017	FYE 3/2018	FYE 3/2019
Nutrition seminars	persons	138,000	173,000	196,000
Plant tours	persons	170,000	205,000	212,000
Accreditation in animal testing	-	Yes	Yes ^{*7}	Yes ^{*8}

* The information of Human Resources in society section concerns regular, direct employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd. Including KM Biologics Co., Ltd. from FYE 3/2019

The information of Employee-Friendly Workplaces in society section concerns regular, direct employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.

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

*2 The information concerns for Meiji Holdings Co., Ltd.

*3 The information concerns for Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.

*4 The information concerns new employees and promoted employees of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.

*5 We adopt union shop. Employees excluding the management level of Meiji Holdings Co., Ltd., Meiji Co., Ltd., and Meiji Seika Pharma Co., Ltd.

*6 Coverage:Plants and research laboratories in Japan (excluding KM Biologics Co., Ltd., Meiji Feed Co., Ltd., and OHKURA Pharmaceutical Co., Ltd.)

Frequency rate of lost-worktime injuries:Lost-worktime accidents ÷ total labor hours × 1 million

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

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

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

Governance

Independence of Board of Directors							
			Unit	FYE 3/2019			
Number of Board of Directors	Internal directors	Male	persons	8			
		Female		0			
		Total		8			
	Independent outside directors	Male		2			
		Female		1			
		Total		3			
	Total				11		
Rate of independent outside directors on the Board			%	27.3			
Number of Board meetings			times	16			
Board Meeting attendance			%	99.4			
Attendance of outside directors at Board meeting			%	100			
Audit & Supervisory Board							
Number of Audit & Supervisory Board Members	Internal Audit & Supervisory Board Members	Male	persons	2			
		Female		0			
		Total		2			
	Independent outside Audit & Supervisory Board Members	Male		1			
		Female		1			
		Total		2			
	Total				4		
Number of Audit Committee meetings			times	15			
Audit Committee meeting attendance			%	100			
Attendance of Independent outside Auditors at Board meetings			%	100			
Nomination Committee							
Number of Nomination Committee Members	Internal directors	Male	persons	2			
		Female		0			
		Total		2			
	Independent outside directors	Male		2			
		Female		1			
		Total		3			
	Total				5		
Chairperson of Nomination Committee			-	Internal director			
Compensation of Directors Auditors*1							
FYE 3/2019							
Officer category	Remuneration amount (¥ million)	Monetary compensation				Stock compensation	
		Base compensation		Performance-linked compensation		Total (¥ million)	Number of officers
		Total (¥ million)	Number of officers	Total (¥ million)	Number of officers		
Director (other than outside directors)	396	204	8	143	6	49	6
Auditor & Supervisory Board Members (excluding outside Audit & Supervisory Board Members)	55	55	2	-	-	-	-
outside directors	43	43	4	-	-	-	-
outside Audit & Supervisory Board Members	26	26	2	-	-	-	-
Total	522	329	16	143	6	49	6

*1 As per the resolution of the 1st Ordinary General Meeting of Shareholders held on June 29, 2010, the amount of remuneration for directors is capped at 1 billion yen per year (not including the employee portion of remuneration for directors who concurrently serve as employees).

As per the resolution of the 1st Ordinary General Meeting of Shareholders held on June 29, 2010, the amount of remuneration for Audit & Supervisory Board Members is capped at 300 million yen per year.

We have introduced a transfer-restricted stock compensation plan for directors other than outside directors. As per the resolution of the 8th Ordinary General Meeting of Shareholders held on June 29, 2017, the amount of remuneration under this plan is capped at JPY 200 million per year.

Governance

Compensation Committee								
			Unit	FYE 3/2019				
Number of Compensation Committee Members	Internal directors	Male	persons	2				
		Female		0				
		Total		2				
	Independent outside directors	Male		2				
		Female		1				
		Total		3				
Total		5						
Chairperson of Compensation Committee			-	Internal director				
Shareholder rights								
Introduction of poison pill			-	None				
IR Activities for Institutional Investors and Analysts*2								
			Unit	FYE 3/2015	FYE 3/2016	FYE 3/2017	FYE 3/2018	FYE 3/2019
Financial results briefing			times	2	2	2	2	3
Roundtable meeting attended by president, institutional investors, and asset owners			persons	34	36	53	44	36
IR attended by president in Japan			times	-	5	6	7	4
IR overseas roadshow			times	12	26	46	47	42
One-on-one meetings with institutional investors and analysts from Japan and overseas, including telephone interviews			times	293	354	363	299	257
			persons	449	578	606	494	448
Conference organized separately by securities company			times	21	24	32	27	31
			persons	27	39	51	37	36
Facility tours and briefings on business segment			times	2	3	2	2	5

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

Compliance*3	
Whistleblower system	Yes
Rule of Whistle-blowing in the company	Yes

*3 We have whistleblower service in-house and outside the company. Users are guaranteed anonymity.

Taxes Paid		
	Unit	FYE 3/2018
Japan	¥ million	29,143
Overseas	¥ million	1,419